Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Alleghany Ashe Avery Cherokee Clay Graham Jackson Macon McDowell Mitchell Polk Swain Transylvania Watauga Yancey

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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States: North Carolina South Carolina

Area: North Carolina Counties of Cabarrus Gaston Iredell Lincoln Mecklenburg Rowan Union

South Carolina Counties of Chester Lancaster York

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State: South Carolina

Area: South Carolina Counties of Berkeley Charleston Dorchester

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: South Carolina

Area: South Carolina Counties of Calhoun Fairfield Kershaw Lexington Richland Saluda

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: South Carolina

Area: South Carolina Counties of Darlington Florence

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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State: South Carolina

Area: South Carolina Counties of Anderson Greenville Laurens Pickens

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States: North Carolina South Carolina

Area: North Carolina County of Brunswick
South Carolina County of Horry

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State: South Carolina

Area: South Carolina Counties of Spartanburg Union

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<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: South Carolina

Area: South Carolina County of Sumter

**Fringe Benefits Required Follow the Occupational Listing**

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State: South Carolina

Area: South Carolina Counties of Beaufort Jasper

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State: South Carolina

Area: South Carolina Counties of Colleton Georgetown Hampton Williamsburg

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State: South Carolina

Area: South Carolina Counties of Abbeville Cherokee Greenwood McCormick Oconee

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State: South Carolina

Area: South Carolina Counties of Chesterfield Clarendon Dillon Lee Marion Marlboro

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State: South Carolina

Area: South Carolina Counties of Allendale Bamberg Barnwell Newberry Orangeburg

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States: Georgia South Carolina

Area: Georgia Counties of Burke Columbia Lincoln McDuffie Richmond South Carolina Counties of Aiken Edgefield

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Georgia

Area: Georgia Counties of Baker Dougherty Lee Terrell Worth

**Fringe Benefits Required Follow the Occupational Listing**

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State: Georgia

Area: Georgia Counties of Clarke Madison Oconee Oglethorpe

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State: Georgia

Area: Georgia Counties of Barrow Bartow Butts Carroll Cherokee Clayton Cobb Coweta Dawson De Kalb Douglas Fayette Forsyth Fulton Gwinnett Haralson Heard Henry Jasper Lamar Meriwether Morgan Newton Paulding Pickens Pike Rockdale Spalding Walton

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State: Georgia

Area: Georgia Counties of Brantley Glynn McIntosh

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State: Georgia

Area: Georgia Counties of Murray Whitfield

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State: Georgia

Area: Georgia County of Hall

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State: Georgia

Area: Georgia Counties of Liberty Long

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Georgia

Area: Georgia Counties of Bibb Crawford Jones Monroe Twiggs

**Fringe Benefits Required Follow the Occupational Listing**

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State: Georgia

Area: Georgia County of Floyd

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State: Georgia

Area: Georgia Counties of Bryan Chatham Effingham

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State: Georgia

Area: Georgia Counties of Brooks Echols Lanier Lowndes

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State: Georgia

Area: Georgia Counties of Houston Peach Pulaski

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State: Georgia

Area: Georgia Counties of Banks Chattooga Elbert Fannin Franklin Gilmer Gordon Greene Habersham Hart Jackson Lumpkin Polk Rabun Stephens Towns Union White

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State: Georgia

Area: Georgia Counties of Baldwin Bleckley Crisp Dodge Dooly Laurens Macon Putnam Schley Stewart Talbot Taylor Troup Upson Webster Wilcox Wilkinson

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</table>

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Georgia

Area: Georgia Counties of Bulloch Candler Emanuel Evans Glascock Hancock Jefferson Jenkins Johnson Montgomery Screven Taliaferro Tattnall Toombs Treutlen Warren Washington Wheeler Wilkes

**Fringe Benefits Required Follow the Occupational Listing**

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State: Georgia

Area: Georgia Counties of Appling Atkinson Bacon Ben Hill Berrien Calhoun Camden Charlton Clay Clinch Coffee Colquitt Cook Decatur Early Grady Irwin Jeff Davis Miller Mitchell Pierce Quitman Randolph Seminole Telfair Thomas Tift Turner Ware Wayne

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States: Georgia Tennessee

Area: Georgia Counties of Catoosa Dade Walker
Tennessee Counties of Hamilton Marion Sequatchie

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States: Alabama Georgia

Area: Alabama County of Russell
Georgia Counties of Chattahoochee Harris Marion Muscogee

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State: Florida

Area: Florida County of Lee

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State: Florida

Area: Florida Counties of Okaloosa Walton

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State: Florida

Area: Florida Counties of Flagler Volusia

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Florida

Area: Florida County of Broward

**Fringe Benefits Required Follow the Occupational Listing**

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State: Florida

Area: Florida Counties of Alachua Gilchrist

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State: Florida

Area: Florida Counties of Baker Clay Duval Nassau Saint Johns

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State: Florida

Area: Florida County of Polk

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Florida

Area: Florida County of Dade

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Florida

Area: Florida County of Collier

**Fringe Benefits Required Follow the Occupational Listing**

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State: Florida

Area: Florida Counties of Manatee Sarasota

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Florida

Area: Florida County of Marion

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Florida

Area: Florida Counties of Lake Orange Osceola Seminole

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State: Florida

Area: Florida County of Brevard

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Florida

Area: Florida Counties of Bay Gulf

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Florida

Area: Florida Counties of Escambia Santa Rosa

**Fringe Benefits Required Follow the Occupational Listing**

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State: Florida

Area: Florida Counties of Martin St Lucie

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State: Florida

Area: Florida County of Charlotte

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Florida

Area: Florida County of Indian River

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Florida

Area: Florida Counties of Gadsden Jefferson Leon Wakulla

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"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor | EMPLOYMENT STANDARDS ADMINISTRATION
| WAGE AND HOUR DIVISION
WASHINGTONG D.C. 20210

Wage Determination No.: 2017-0248
Revision No.: 10
Date Of Last Revision: 04/01/2021

Daniel W. Simms Division of Director Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Hernando Hillsborough Pasco Pinellas

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<tr>
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State: Florida

Area: Florida County of Palm Beach

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1. A limited fixed menu which can be prepared by workers following a short training period.
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3. Customers ordering meals at counter or drive-up locations.
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State: Florida

Area: Florida County of Sumter

**Fringe Benefits Required Follow the Occupational Listing**

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State: Florida

Area: Florida County of Highlands

**Fringe Benefits Required Follow the Occupational Listing**

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Calhoun Franklin Holmes Jackson Liberty Washington

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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State: Florida

Area: Florida Counties of Bradford Columbia Dixie Hamilton Lafayette Levy Madison Putnam Suwannee Taylor Union

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State: Florida

Area: Florida Counties of De Soto Glades Hardee Hendry Monroe Okeechobee

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State: Alabama

Area: Alabama County of Calhoun

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State: Alabama

Area: Alabama County of Lee

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2. No alcoholic beverages served.

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State: Alabama

Area: Alabama Counties of Bibb Blount Chilton Jefferson Shelby St Clair Walker

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State: Alabama

Area: Alabama Counties of Lawrence Morgan

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Alabama

Area: Alabama Counties of Geneva Henry Houston

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Alabama

Area: Alabama Counties of Colbert Lauderdale

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State: Alabama

Area: Alabama County of Etowah

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State: Alabama

Area: Alabama Counties of Limestone Madison

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State: Alabama

Area: Alabama County of Mobile

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State: Alabama

Area: Alabama Counties of Autauga Elmore Lowndes Montgomery

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State: Alabama

Area: Alabama Counties of Hale Pickens Tuscaloosa

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Cullman Fayette Franklin Lamar Marion Winston

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Alabama

Area: Alabama Counties of Chambers Cherokee Clay Cleburne Coosa De Kalb Jackson Marshall Randolph Talladega Tallapoosa

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State: Alabama

Area: Alabama Counties of Choctaw Clarke Conecuh Dallas Escambia Greene Marengo Monroe Perry Sumter Washington Wilcox

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State: Alabama

Area: Alabama Counties of Barbour Bullock Butler Coffee Covington Crenshaw Dale Macon Pike

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5. Tipping not encouraged.

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Alabama

Area: Alabama County of Baldwin

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Tennessee

Area: Tennessee Counties of Bradley Polk

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State: Tennessee

Area: Tennessee Counties of Chester Crockett Madison

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Tennessee

Area: Tennessee Counties of Carter Unicoi Washington

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Tennessee

Area: Tennessee Counties of Anderson Blount Campbell Grainger Knox Loudon Morgan Roane Union

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State: Tennessee

Area: Tennessee Counties of Hamblen Jefferson

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State: Tennessee

Area: Tennessee Counties of Cannon Cheatham Davidson Dickson Hickman Macon Maury Robertson Rutherford Smith Sumner Trousdale Williamson Wilson

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State: Tennessee

Area: Tennessee Counties of Benton Carroll Decatur Dyer Gibson Hardeman Hardin Haywood Henderson Henry Houston Humphreys Lake Lauderdale McNairy Obion Stewart Weakley

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State: Tennessee

Area: Tennessee Counties of Bedford Coffee Franklin Giles Grundy Lawrence Lewis Lincoln Marshall Moore Perry Wayne

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State: Tennessee

Area: Tennessee Counties of Claiborne Clay Cumberland De Kalb Fentress Hancock Jackson Overton Pickett Putnam Scott Warren White

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Tennessee

Area: Tennessee Counties of Bledsoe Cocke Greene Johnson McMinn Meigs Monroe Rhea Sevier Van Buren

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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States: Arkansas Mississippi Tennessee

Area: Arkansas County of Crittenden
Mississippi Counties of Benton De Soto Marshall Tate Tunica
Tennessee Counties of Fayette Shelby Tipton

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States: Kentucky Tennessee

Area: Kentucky Counties of Christian Trigg

Tennessee County of Montgomery

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3. Customers ordering meals at counter or drive-up locations.
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State: Kentucky

Area: Kentucky Counties of Allen Butler Edmonson Warren

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State: Kentucky

Area: Kentucky Counties of Hardin Larue Meade

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State: Kentucky

Area: Kentucky Counties of Bourbon Clark Fayette Jessamine Scott Woodford

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Wage Determination No.: 2017-0287  
Revision No.: 10  
Date Of Last Revision: 04/01/2021

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State: Kentucky

Area: Kentucky Counties of Daviess Hancock McLean

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Kentucky

Area: Kentucky Counties of Ballard Breckinridge Caldwell Calloway Carlisle Crittenden Fulton Graves Grayson Hickman Hopkins Livingston Lyon Marshall McCracken Muhlenberg Ohio Todd Union Webster

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Kentucky

Area: Kentucky Counties of Adair Barren Casey Clinton Cumberland Green Hart Knox Laurel Logan Marion McCreary Metcalfe Monroe Pulaski Russell Simpson Taylor Wayne Whitley

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State: Kentucky

Area: Kentucky Counties of Anderson Bath Boyle Carroll Estill Fleming Franklin Garrard Harrison Lewis Lincoln Madison Mason Menifee Mercer Montgomery Nelson Nicholas Owen Powell Robertson Rockcastle Rowan Washington

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State: Kentucky

Area: Kentucky Counties of Bell Breathitt Carter Clay Elliott Floyd Harlan Jackson Johnson Knott Lawrence Lee Leslie Letcher Magoffin Martin Morgan Owsley Perry Pike Wolfe Wolfe

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States: Indiana Kentucky

Area: Indiana Counties of Posey Vanderburgh Warrick
Kentucky County of Henderson

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States: Indiana Kentucky

Area: Indiana Counties of Clark Floyd Harrison Scott Washington
Kentucky Counties of Bullitt Henry Jefferson Oldham Shelby Spencer Trimble

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States: Indiana Kentucky Ohio

Area: Indiana Counties of Dearborn Ohio Union
Kentucky Counties of Boone Bracken Campbell Gallatin Grant Kenton Pendleton
Ohio Counties of Brown Butler Clermont Hamilton Warren

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month**

**VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)**
HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "'Service Contract Act Directory of Occupations'" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Portage Summit

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Ohio

Area: Ohio Counties of Carroll Stark

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Ohio

Area: Ohio Counties of Cuyahoga Geauga Lake Lorain Medina

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1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness or injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Ohio

Area: Ohio Counties of Delaware Fairfield Franklin Hocking Licking Madison Morrow Pickaway Union

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State: Ohio

Area: Ohio Counties of Greene Miami Montgomery

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State: Ohio

Area: Ohio County of Allen

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Richland

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Ohio

Area: Ohio County of Clark

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Ohio

Area: Ohio Counties of Fulton Lucas Wood

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Ohio

Area: Ohio Counties of Auglaize Champaign Darke Defiance Hancock Hardin Henry Logan Mercer Paulding Preble Putnam Shelby Van Wert Williams

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
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5. Tipping not encouraged.

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State: Ohio

Area: Ohio Counties of Ashland Ashtabula Columbiana Crawford Erie Holmes Huron Knox Marion Ottawa Sandusky Seneca Wayne Wyandot

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State: Ohio

Area: Ohio Counties of Coshocton Guernsey Harrison Monroe Morgan Muskingum Noble Tuscarawas

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1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.
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State: Ohio

Area: Ohio County of Washington

**Fringe Benefits Required Follow the Occupational Listing**

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Ohio

Area: Ohio Counties of Adams Athens Clinton Fayette Gallia Highland Jackson Meigs Pike Ross Scioto Vinton

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

---

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Indiana

Area: Indiana Counties of Monroe Owen

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Indiana

Area: Indiana County of Bartholomew

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1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Indiana

Area: Indiana County of Elkhart

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
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State: Indiana

Area: Indiana Counties of Allen Wells Whitley

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Indiana

Area: Indiana Counties of Jasper Lake Newton Porter

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State: Indiana

Area: Indiana Counties of Boone Brown Hamilton Hancock Hendricks Johnson Madison Marion Morgan Putnam Shelby

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Indiana

Area: Indiana County of Howard

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Indiana

Area: Indiana Counties of Benton Carroll Tippecanoe

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State: Indiana

Area: Indiana County of La Porte

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State: Indiana

Area: Indiana County of Delaware

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State: Indiana

Area: Indiana Counties of Clay Sullivan Vermillion Vigo

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State: Indiana

Area: Indiana Counties of Adams Cass De Kalb Fulton Huntington Kosciusko Lagrange Marshall Miami Noble Pulaski Starke Steuben Wabash White

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State: Indiana

Area: Indiana Counties of Blackford Clinton Decatur Fayette Fountain Franklin Grant Henry Jay Montgomery Parke Randolph Rush Tipton Warren Wayne

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Indiana

Area: Indiana Counties of Crawford Daviess Dubois Gibson Greene Jackson Jefferson Jennings Knox Lawrence Martin Orange Perry Pike Ripley Spencer Switzerland

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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States: Indiana Michigan

Area: Indiana County of Saint Joseph
Michigan County of Cass

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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2. No alcoholic beverages served.
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** UNIFORM ALLOWANCE **

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State: Michigan

Area: Michigan County of Washtenaw

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

____________________________

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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** UNIFORM ALLOWANCE **

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State: Michigan

Area: Michigan County of Calhoun

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Michigan

Area: Michigan County of Bay

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Michigan

Area: Michigan County of Wayne

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State: Michigan

Area: Michigan County of Genesee

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4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Barry Kent Montcalm Ottawa

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Michigan

Area: Michigan County of Jackson

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Michigan

Area: Michigan Counties of Kalamazoo Van Buren

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Michigan

Area: Michigan Counties of Clinton Eaton Ingham

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Michigan

Area: Michigan County of Monroe

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Michigan

Area: Michigan County of Muskegon

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Michigan

Area: Michigan County of Berrien

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Saginaw

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness or injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Michigan

Area: Michigan County of Midland

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Michigan

Area: Michigan Counties of Lapeer Livingston Macomb Oakland St Clair

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1. A limited fixed menu which can be prepared by workers following a short training period.
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State: Michigan

Area: Michigan Counties of Alger Baraga Chippewa Delta Dickinson Gogebic Houghton Iron Keweenaw Luce Mackinac Marquette Menominee Ontonagon Schoolcraft

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State: Michigan

Area: Michigan Counties of Antrim Benzie Charlevoix Emmet Grand Traverse Kalkaska Leelanau Manistee Missaukee Wexford

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State: Michigan

Area: Michigan Counties of Allegan Branch Gratiot Hillsdale Huron Ionia Isabella Lake Lenawee Mason Mecosta Newaygo Oceana Osceola Saint Joseph Sanilac Shiawassee Tuscola

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State: Wisconsin

Area: Wisconsin Counties of Calumet Outagamie

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Wisconsin

Area: Wisconsin Counties of Chippewa Eau Claire

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Wisconsin

Area: Wisconsin County of Fond Du Lac

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** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Wisconsin

Area: Wisconsin Counties of Brown Kewaunee Oconto

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State: Wisconsin

Area: Wisconsin County of Rock

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State: Wisconsin

Area: Wisconsin Counties of Columbia Dane Iowa

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State: Wisconsin

Area: Wisconsin County of Green

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State: Wisconsin

Area: Wisconsin Counties of Milwaukee Ozaukee Washington Waukesha

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Wisconsin

Area: Wisconsin County of Winnebago

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness or injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Wisconsin

Area: Wisconsin County of Racine

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State: Wisconsin

Area: Wisconsin County of Sheboygan

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State: Wisconsin

Area: Wisconsin County of Marathon

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Wisconsin

Area: Wisconsin Counties of Ashland Bayfield Burnett Iron Price Rusk Sawyer Taylor Washburn

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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State: Wisconsin

Area: Wisconsin Counties of Adams Door Florence Forest Langlade Lincoln Manitowoc Marinette Menominee Oneida Portage Shawano Vilas Wood

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State: Wisconsin

Area: Wisconsin Counties of Dodge Grant Green Lake Jefferson Lafayette Marquette Richland Sauk Walworth Waupaca Waushara

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Wisconsin

Area: Wisconsin Counties of Barron Buffalo Clark Crawford Dunn Jackson Juneau Monroe Pepin Trempealeau Vernon

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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States: Illinois Wisconsin

Area: Illinois County of Lake
Wisconsin County of Kenosha

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States: Minnesota Wisconsin

Area: Minnesota Counties of Carlton St Louis
Wisconsin County of Douglas

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States: Minnesota Wisconsin

Area: Minnesota County of Houston
Wisconsin County of La Crosse

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States: Minnesota Wisconsin

Area: Minnesota Counties of Anoka Carver Chisago Dakota Hennepin Isanti Le Sueur Mille Lacs Ramsey Scott Sherburne Sibley Washington Wright

Wisconsin Counties of Pierce St Croix

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State: Minnesota

Area: Minnesota Counties of Blue Earth Nicollet

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State: Minnesota

Area: Minnesota Counties of Dodge Fillmore Olmsted Wabasha

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Minnesota

Area: Minnesota Counties of Benton Stearns

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
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State: Minnesota

Area: Minnesota Counties of Becker Beltrami Cass Clearwater Crow Wing Douglas Grant Hubbard Kittson Lake of The Woo Mahnomen Marshall Morrison Norman Otter Tail Pennington Pope Red Lake Roseau Stevens Todd Traverse Wadena Wilkin

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State: Minnesota

Area: Minnesota Counties of Aitkin Cook Itasca Kanabec Koochiching Lake Pine

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State: Minnesota

Area: Minnesota Counties of Big Stone Chippewa Cottonwood Jackson Kandiyohi Lac Qui Parle Lincoln Lyon McLeod Meeker Murray Nobles Pipestone Redwood Renville Rock Swift Yellow Medicine

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State: Minnesota

Area: Minnesota Counties of Brown Faribault Freeborn Goodhue Martin Mower Rice Steele Waseca Watonwan Winona

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States: Minnesota North Dakota

Area: Minnesota County of Clay
North Dakota County of Cass

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States: Minnesota North Dakota

Area: Minnesota County of Polk
North Dakota County of Grand Forks

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2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
**UNIFORM ALLOWANCE**

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Iowa

Area: Iowa County of Story

**Fringe Benefits Required Follow the Occupational Listing**

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State: Iowa

Area: Iowa Counties of Benton, Jones, and Linn

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State: Iowa

Area: Iowa Counties of Dallas Guthrie Madison Polk Warren

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State: Iowa

Area: Iowa County of Dubuque

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State: Iowa

Area: Iowa Counties of Johnson Washington

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State: Iowa

Area: Iowa Counties of Allamakee Buchanan Butler Cerro Gordo Chickasaw Clayton Delaware Fayette Floyd Franklin Hardin Howard Mitchell Winneshiek Worth

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Iowa

Area: Iowa Counties of Buena Vista Calhoun Cherokee Clay Dickinson Emmet Hamilton Hancock Humboldt Ida Kossuth Lyon O'Brien Osceola Palo Alto Pocahontas Sac Sioux Webster Winnebago Wright

**Fringe Benefits Required Follow the Occupational Listing**

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State: Iowa

Area: Iowa Counties of Adair Adams Audubon Boone Carroll Cass Clarke Crawford Decatur Fremont Greene Lucas Monona Montgomery Page Ringgold Shelby Taylor Union Wayne

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State: Iowa

Area: Iowa Counties of Appanoose, Cedar, Clinton, Davis, Des Moines, Henry, Iowa, Jackson, Jasper, Jefferson, Keokuk, Lee, Louisa, Mahaska, Marion, Marshall, Monroe, Muscatine, Poweshiek, Tama, Van Buren, Wapello

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"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2017-0383
Revision No.: 10
Date Of Last Revision: 04/01/2021

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States: Iowa Nebraska
Area: Iowa Counties of Harrison Mills Pottawattamie
      Nebraska Counties of Cass Douglas Sarpy Saunders Washington

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States: Iowa Nebraska South Dakota

Area: Iowa Counties of Plymouth Woodbury
Nebraska Counties of Dakota Dixon
South Dakota County of Union

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States: Illinois Iowa

Area: Iowa County of Scott

Illinois Counties of Henry Mercer Rock Island

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State: Illinois

Area: Illinois Counties of De Witt McLean

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<tr>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Illinois

Area: Illinois Counties of Champaign Ford Piatt

**Fringe Benefits Required Follow the Occupational Listing**

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State: Illinois

Area: Illinois Counties of Cook Du Page Grundy Kendall McHenry Will

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Illinois

Area: Illinois County of Vermilion

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Illinois

Area: Illinois County of Macon

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Illinois

Area: Illinois County of Kankakee

**Fringe Benefits Required Follow the Occupational Listing**

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State: Illinois

Area: Illinois Counties of Marshall Peoria Stark Tazewell Woodford

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State: Illinois

Area: Illinois Counties of Boone Winnebago

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4. Food available almost immediately after order is placed.
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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Illinois

Area: Illinois Counties of Menard Sangamon

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Illinois

Area: Illinois Counties of Jackson Williamson

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State: Illinois

Area: Illinois Counties of De Kalb Kane

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

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State: Illinois

Area: Illinois Counties of Bureau Carroll Jo Daviess La Salle Lee Ogle Putnam Stephenson Whiteside

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State: Illinois


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State: Illinois

Area: Illinois Counties of Clark Clay Coles Crawford Cumberland Douglas Edgar Effingham Fayette Iroquois Jasper Lawrence Marion Richland

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State: Illinois


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4. Food available almost immediately after order is placed.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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States: Illinois Missouri

Area: Illinois County of Alexander
Missouri Counties of Bollinger Cape Girardeau

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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States: Illinois Missouri

Area: Illinois Counties of Bond Calhoun Clinton Jersey Macoupin Madison Monroe St Clair

Missouri Counties of Franklin Jefferson Lincoln St Charles St Louis St Louis City Warren

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State: Missouri

Area: Missouri County of Boone

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State: Missouri

Area: Missouri Counties of Callaway Cole Moniteau Osage

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State: Missouri

Area: Missouri Counties of Jasper Newton

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State: Missouri

Area: Missouri Counties of Christian Dallas Greene Polk Webster

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State: Missouri

Area: Missouri Counties of Benton Camden Cooper Crawford Dent Gasconade Henry Hickory Howard Johnson Laclede Maries Miller Morgan Pettis Phelps Pulaski Saline St Clair

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4. Food available almost immediately after order is placed.

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Missouri

Area: Missouri Counties of Adair Atchison Audrain Carroll Chariton Clark Daviess Gentry Grundy Harrison Holt Knox Lewis Linn Livingston Macon Marion Mercer Monroe Montgomery Nodaway Pike Putnam Ralls Randolph Schuyler Scotland Shelby Sullivan Worth

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.

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State: Missouri

Area: Missouri Counties of Butler Carter Douglas Dunklin Howell Iron Madison Mississippi New Madrid Oregon Ozark Pemiscot Perry Reynolds Ripley Scott Shannon St Francois Ste Genevieve Stoddard Texas Washington Wayne Wright

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State: Missouri

Area: Missouri Counties of Barry Barton Cedar Dade Lawrence Stone Taney Vernon

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States: Kansas Missouri

Area: Kansas Counties of Johnson Leavenworth Linn Miami Wyandotte
Missouri Counties of Bates Caldwell Cass Clay Clinton Jackson Lafayette Platte Ray

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States: Kansas Missouri

Area: Kansas County of Doniphan
Missouri Counties of Andrew Buchanan De Kalb

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States: Arkansas Missouri

Area: Arkansas Counties of Benton Madison Washington

Missouri County of McDonald

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State: Arkansas

Area: Arkansas County of Garland

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2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Arkansas

Area: Arkansas Counties of Craighead Poinsett

**Fringe Benefits Required Follow the Occupational Listing**

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State: Arkansas

Area: Arkansas Counties of Faulkner Grant Lonoke Perry Pulaski Saline

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5. Tipping not encouraged.

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Wage Determination No.: 2017-0417
Revision No.: 10
Date Of Last Revision: 04/01/2021

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State: Arkansas

Area: Arkansas Counties of Cleveland Jefferson Lincoln

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State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Carroll, Cleburne, Fulton, Independence, Izard, Jackson, Marion, Newton, Searcy, Sharp, Stone, Van Buren, White, Woodruff

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State: Arkansas

Area: Arkansas Counties of Clay Cross Greene Lawrence Lee Mississippi Monroe Phillips Prairie Randolph St Francis

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State: Arkansas

Area: Arkansas Counties of Arkansas Ashley Bradley Calhoun Chicot Columbia Dallas Desha Drew Hempstead Howard Lafayette Nevada Ouachita Sevier Union

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State: Arkansas

Area: Arkansas Counties of Clark Conway Franklin Hot Spring Johnson Logan Montgomery Pike Polk Pope Scott Yell

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "'Service Contract Act Directory of Occupations'" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Arkansas Oklahoma

Area: Arkansas Counties of Crawford Sebastian

Oklahoma Counties of Le Flore Sequoyah

**Fringe Benefits Required Follow the Occupational Listing**

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States: Arkansas Texas

Area: Arkansas Counties of Little River Miller
Texas County of Bowie

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** UNIFORM ALLOWANCE **

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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3. Customers ordering meals at counter or drive-up locations.
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Mississippi

Area: Mississippi Counties of Forrest Lamar Perry

**Fringe Benefits Required Follow the Occupational Listing**

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All occupations listed above receive the following benefits:

Health & Welfare: $1.00 per hour or $40.00 per week or $173.34 per month

Vacation: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same federal facility. (29 CFR 4.173)

Holidays: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Mississippi

Area: Mississippi Counties of Copiah Hinds Madison Rankin Simpson Yazoo

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State: Mississippi

Area: Mississippi Counties of Alcorn Attala Calhoun Chickasaw Choctaw Clay Itawamba Lafayette Lee Lowndes Monroe Noxubee Oktibbeha Pontotoc Prentiss Tippah Tishomingo Union Webster Winston

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State: Mississippi

Area: Mississippi Counties of Bolivar Carroll Coahoma Grenada Holmes Humphreys Issaquena Leflore Montgomery Panola Quitman Sharkey Sunflower Tallahatchie Washington Yalobusha

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Mississippi

Area: Mississippi Counties of Clarke Covington George Greene Jasper Jefferson Davis Jones Kemper Lauderdale Leake Marion Neshoba Newton Pearl River Scott Smith Stone Wayne

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Mississippi

Area: Mississippi Counties of Adams Amite Claiborne Franklin Jefferson Lawrence Lincoln Pike Walthall Warren Wilkinson

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State: Louisiana

Area: Louisiana Parishes of Grant Rapides

**Fringe Benefits Required Follow the Occupational Listing**

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State: Louisiana

Area: Louisiana Parishes of Ascension East Baton Rouge East Feliciana Iberville Livingston Pointe Coupee St Helena West Baton Rouge West Feliciana

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State: Louisiana

Area: Louisiana Parishes of Lafourche Terrebonne

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State: Louisiana

Area: Louisiana Parishes of Acadia Iberia Lafayette St Martin Vermilion

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State: Louisiana

Area: Louisiana Parishes of Calcasieu Cameron

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2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Louisiana

Area: Louisiana Parishes of Ouachita Union

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury, or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Louisiana

Area: Louisiana Parishes of Jefferson Orleans Plaquemines Saint James Saint John The Baptist St Bernard St Charles St Tammany

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State: Louisiana

Area: Louisiana Parishes of Bossier Caddo De Soto Webster

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State: Louisiana

Area: Louisiana Parish of Tangipahoa

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
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5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Louisiana

Area: Louisiana Parishes of Allen Avoyelles Beauregard Evangeline La Salle Natchitoches Red River Sabine Vernon Winn

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State: Louisiana

Area: Louisiana Parishes of Bienville Caldwell Catahoula Claiborne Concordia East Carroll Franklin Jackson Lincoln Madison Morehouse Richland Tensas West Carroll

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Louisiana

Area: Louisiana Parishes of Assumption Jefferson Davis St Landry St Mary

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Texas

Area: Texas Counties of Callahan Jones Taylor

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State: Texas

Area: Texas Counties of Armstrong Carson Oldham Potter Randall

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State: Texas

Area: Texas Counties of Bastrop Caldwell Hays Travis Williamson

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State: Texas

Area: Texas Counties of Hardin Jefferson Newton Orange

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State: Texas

Area: Texas County of Cameron

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State: Texas

Area: Texas Counties of Brazos Burleson Robertson

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3. Customers ordering meals at counter or drive-up locations.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractor applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Aransas Nueces San Patricio

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Wage Determination No.: 2017-0451
Revision No.: 10
Date Of Last Revision: 04/01/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Collin Dallas Denton Ellis Hunt Kaufman Rockwall

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State: Texas

Area: Texas Counties of El Paso Hudspeth

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1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Texas

Area: Texas Counties of Austin Brazoria Chambers Fort Bend Galveston Harris Liberty Montgomery Waller

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury, or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Texas

Area: Texas Counties of Bell Coryell Lampasas

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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State: Texas

Area: Texas County of Webb

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear"' materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Texas

Area: Texas Counties of Gregg Rusk Upshur

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Texas

Area: Texas Counties of Crosby Lubbock Lynn

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** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Texas

Area: Texas County of Hidalgo

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Texas

Area: Texas Counties of Martin Midland

**Fringe Benefits Required Follow the Occupational Listing**

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State: Texas

Area: Texas County of Ector

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State: Texas

Area: Texas Counties of Irion Tom Green

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State: Texas

Area: Texas Counties of Atascosa Bandera Bexar Comal Guadalupe Kendall Medina Wilson

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Texas

Area: Texas County of Grayson

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Texas

Area: Texas County of Smith

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State: Texas

Area: Texas Counties of Goliad Victoria

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Regular of wage determinations under The Service Contract Act
By direction of the Secretary of Labor

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
Washington, D.C. 20210

Wage Determination No.: 2017-0467
Revision No.: 10
Date Of Last Revision: 04/01/2021

Daniel W. Simms Division of
Director Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Falls McLennan

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State: Texas

Area: Texas Counties of Archer Clay Wichita

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State: Texas


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3. Customers ordering meals at counter or drive-up locations.

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State: Texas

Area: Texas Counties of Anderson Camp Cass Cherokee Comanche Cooke Delta Eastland Erath Fannin Franklin Harrison Hopkins Jack Lamar Marion Montague Morris Navarro Palo Pinto Panola Rains Red River Stephens Titus Van Zandt Wood Young

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Texas

Area: Texas Counties of Angelina Houston Jasper Nacogdoches Polk Sabine San Augustine San Jacinto Shelby Trinity Tyler

**Fringe Benefits Required Follow the Occupational Listing**

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2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
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5. Tipping not encouraged.

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State: Texas


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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

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State: Texas

Area: Texas Counties of Bee Brooks Calhoun Colorado De Witt Duval Gonzales Jackson Jim Hogg Jim Wells Karnes Kenedy Kleberg Lavaca Live Oak Matagorda McMullen Refugio Starr Wharton Willacy Zapata

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State: Oklahoma

Area: Oklahoma Counties of Comanche Cotton

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State: Oklahoma

Area: Oklahoma Counties of Canadian Cleveland Grady Lincoln Logan McClain Oklahoma

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State: Oklahoma

Area: Oklahoma Counties of Creek Okmulgee Osage Pawnee Rogers Tulsa Wagoner

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Oklahoma

Area: Oklahoma Counties of Adair Cherokee Craig Delaware Mayes McIntosh Muskogee Nowata Okfuskee Ottawa Washington

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

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State: Oklahoma

Area: Oklahoma Counties of Alfalfa Beaver Blaine Cimarron Dewey Ellis Garfield Grant Harper Kay Kingfisher Major Noble Payne Texas Woods Woodward

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State: Oklahoma

Area: Oklahoma Counties of Beckham Caddo Custer Greer Harmon Jackson Jefferson Kiowa Roger Mills Stephens Tillman Washita

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State: Oklahoma

Area: Oklahoma Counties of Atoka Bryan Carter Choctaw Coal Garvin Haskell Hughes Johnston Latimer Love Marshall McCurtain Murray Pittsburg Pontotoc Pottawatomie Pushmataha Seminole

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State: Kansas

Area: Kansas County of Douglas

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State: Kansas

Area: Kansas Counties of Pottawatomie Riley

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State: Kansas

Area: Kansas Counties of Jackson Jefferson Osage Shawnee Wabaunsee

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Kansas

Area: Kansas Counties of Butler Harvey Kingman Sedgwick Sumner

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.
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3. Customers ordering meals at counter or drive-up locations.
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State: Kansas

Area: Kansas Counties of Barber Clark Comanche Edwards Finney Ford Grant Gray Hamilton Harper Haskell Hodgeman Kearny Kiowa Meade Morton Pawnee Pratt Seward Stafford Stanton Stevens

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State: Kansas

Area: Kansas Counties of Barton Cheyenne Decatur Ellis Gove Graham Greeley Lane Logan Ness Norton Osborne Phillips Rawlins Rooks Rush Russell Scott Sheridan Sherman Smith Thomas Trego Wallace Wichita

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State: Kansas


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State: Kansas

Area: Kansas Counties of Allen Anderson Bourbon Chase Chautauqua Cherokee Coffey Cowley Crawford Elk Franklin Greenwood Labette Lyon Montgomery Neosho Wilson Woodson

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State: Nebraska

Area: Nebraska Counties of Lancaster Seward

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State: Nebraska

Area: Nebraska Counties of Hall Hamilton Howard Merrick

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: Nebraska

Area: Nebraska Counties of Boyd Brown Holt Keya Paha Rock

**Fringe Benefits Required Follow the Occupational Listing**

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State: Nebraska

Area: Nebraska Counties of Banner Box Butte Cheyenne Dawes Deuel Garden Kimball Morrill Scotts Bluff Sheridan Sioux

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State: Nebraska

Area: Nebraska Counties of Garfield Loup

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State: Nebraska

Area: Nebraska Counties of Adams Arthur Blaine Arthur Buffalo Chase Cherry Clay Custer Dawson Dundy Franklin Frontier Furnas Gosper Grant Greeley Harlan Hayes Hitchcock Hooker Kearney Keith Lincoln Logan McPherson Nuckolls Perkins Phelps Red Willow Sherman Thomas Valley Webster

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State: Nebraska

Area: Nebraska Counties of Antelope Boone Burt Butler Cedar Colfax Cuming Dodge Knox Madison Nance Pierce Platte Polk Stanton Thurston Wayne Wheeler

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State: Nebraska

Area: Nebraska Counties of Fillmore Gage Jefferson Johnson Nemaha Otoe Pawnee Richardson Saline Thayer York

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State: South Dakota

Area: South Dakota Counties of Custer Meade Pennington

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: South Dakota

Area: South Dakota Counties of Lincoln McCook Minnehaha Turner

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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2. No alcoholic beverages served.
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State: South Dakota

Area: South Dakota Counties of Bennett Brule Buffalo Butte Campbell Charles Mix Corson Dewey Douglas Fall River Gregory Haakon Hand Harding Hughes Hyde Jackson Jones Lawrence Lyman Mellette Perkins Potter Shannon Stanley Sully Todd Tripp Walworth Ziebach

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State: North Dakota

Area: North Dakota Counties of Burleigh Morton

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State: North Dakota

Area: North Dakota Counties of Oliver Sioux

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State: North Dakota

Area: North Dakota Counties of Adams Billings Bowman Divide Dunn Golden Valley Hettinger McKenzie Slope Stark Williams

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State: North Dakota

Area: North Dakota Counties of Bottineau Burke Emmons Grant Kidder McHenry McLean Mercer Mountrail Pierce Renville Sheridan Ward

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury, or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "'Service Contract Act Directory of Occupations'" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Barnes Benson Cavalier Dickey Eddy Foster Griggs La Moure Logan McIntosh Ramsey Rolette Stutsman Towner Wells

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: North Dakota

Area: North Dakota Counties of Nelson Pembina Ransom Richland Sargent Steele Traill Walsh

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State: Montana

Area: Montana Counties of Carbon Golden Valley Yellowstone

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
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State: Montana

Area: Montana County of Cascade

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Montana

Area: Montana County of Missoula

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State: Montana

Area: Montana Counties of Carter Custer Daniels Dawson Fallon Garfield McConie Phillips Powder River Prairie Richland Roosevelt Rosebud Sheridan Treasure Valley Wibaux

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State: Montana

Area: Montana Counties of Big Horn Blaine Chouteau Fergus Glacier Hill Judith Basin Liberty Musselshell Petroleum Pondera Stillwater Teton Toole Wheatland

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2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Montana

Area: Montana Counties of Beaverhead Broadwater Deer Lodge Gallatin Granite Jefferson Lewis and Clark Madison Meagher Park Powell Silver Bow Sweet Grass Yellowstone Natl P

**Fringe Benefits Required Follow the Occupational Listing**

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State: Montana

Area: Montana Counties of Flathead Lake Lincoln Mineral Ravalli Sanders

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State: Wyoming

Area: Wyoming County of Natrona

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State: Wyoming

Area: Wyoming County of Laramie

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State: Wyoming

Area: Wyoming Counties of Big Horn Fremont Hot Springs Park Washakie

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State: Wyoming

Area: Wyoming Counties of Lincoln Sublette Sweetwater Teton Uinta

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State: Wyoming

Area: Wyoming Counties of Campbell Crook Johnson Sheridan Weston

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Albany Carbon Converse Goshen Niobrara Platte

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Colorado

Area: Colorado County of Boulder

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Colorado

Area: Colorado Counties of El Paso Teller

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Colorado

Area: Colorado Counties of Adams Arapahoe Broomfield Clear Creek Denver Douglas Elbert Gilpin Jefferson Park

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State: Colorado

Area: Colorado County of Larimer

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
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3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Colorado

Area: Colorado County of Mesa

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Colorado

Area: Colorado County of Weld

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Colorado

Area: Colorado County of Pueblo

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Colorado


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State: Colorado

Area: Colorado Counties of Archuleta Chaffee Delta Dolores Fremont Gunnison Hinsdale La Plata Montezuma Montrose Ouray San Juan San Miguel

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State: Colorado

Area: Colorado Counties of Garfield Moffat Rio Blanco

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State: Colorado

Area: Colorado Counties of Eagle Grand Jackson Lake Pitkin Routt Summit

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State: New Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

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State: New Mexico

Area: New Mexico County of San Juan

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: New Mexico

Area: New Mexico County of Dona Ana

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: New Mexico

Area: New Mexico County of Santa Fe

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State: New Mexico

Area: New Mexico Counties of Cibola Colfax McKinley Mora Rio Arriba San Miguel Taos

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State: New Mexico

Area: New Mexico Counties of Chaves Curry De Baca Eddy Guadalupe Harding Lea Lincoln Otero Quay Roosevelt Union

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State: New Mexico

Area: New Mexico Counties of Catron Grant Hidalgo Luna Sierra Socorro

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State: New Mexico

Area: New Mexico County of Los Alamos

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State: Arizona

Area: Arizona County of Coconino

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Arizona

Area: Arizona County of Mohave

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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State: Arizona

Area: Arizona Counties of Maricopa Pinal

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State: Arizona

Area: Arizona County of Yavapai

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State: Arizona

Area: Arizona County of Pima

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Arizona

Area: Arizona County of Yuma

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Arizona

Area: Arizona County of Cochise

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State: Arizona

Area: Arizona Counties of Apache Gila Graham Greenlee La Paz Navajo Santa Cruz

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Utah

Area: Utah County of Box Elder

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Utah

Area: Utah Counties of Davis Morgan Weber

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State: Utah

Area: Utah Counties of Juab Utah

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State: Utah

Area: Utah County of Washington

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State: Utah

Area: Utah Counties of Salt Lake Tooele

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State: Utah

Area: Utah County of Rich

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State: Utah

Area: Utah County of Summit

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Utah

Area: Utah County of Wasatch

**Fringe Benefits Required Follow the Occupational Listing**

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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State: Utah

Area: Utah Counties of Millard Piute Sanpete Sevier Wayne

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State: Utah

Area: Utah Counties of Beaver Garfield Iron Kane

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State: Utah

Area: Utah Counties of Carbon Daggett Duchesne Emery Grand San Juan Uintah

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3. Customers ordering meals at counter or drive-up locations.
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State: Idaho

Area: Idaho Counties of Ada Boise Canyon Gem Owyhee

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State: Idaho

Area: Idaho County of Kootenai

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Idaho

Area: Idaho Counties of Bonneville Butte Jefferson

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Idaho

Area: Idaho County of Bannock

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State: Idaho

Area: Idaho Counties of Benewah Bonner Boundary Clearwater Idaho Latah Lewis Shoshone

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State: Idaho

Area: Idaho Counties of Adams Elmore Payette Valley Washington

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State: Idaho

Area: Idaho Counties of Blaine Camas Cassia Gooding Jerome Lincoln Minidoka Twin Falls

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State: Idaho

Area: Idaho Counties of Bear Lake Bingham Caribou Clark Custer Custer Fremont Lemhi Madison Oneida Power Teton

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States: Idaho Washington

Area: Idaho County of Nez Perce
Washington County of Asotin

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Whatcom

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Washington

Area: Washington County of Kitsap

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Washington

Area: Washington Counties of Benton Franklin

**Fringe Benefits Required Follow the Occupational Listing**

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State: Washington

Area: Washington County of Cowlitz

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
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5. Tipping not encouraged.

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State: Washington

Area: Washington County of Skagit

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Washington

Area: Washington County of Thurston

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: Washington

Area: Washington Counties of King Snohomish

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Spokane

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Washington

Area: Washington Counties of Pend Oreille Stevens

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State: Washington

Area: Washington County of Pierce

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State: Washington

Area: Washington Counties of Chelan Douglas

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State: Washington

Area: Washington County of Yakima

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State: Washington

Area: Washington Counties of Clallam Island Jefferson San Juan

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State: Washington

Area: Washington Counties of Grays Harbor Lewis Mason Pacific Wahkiakum

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Washington

Area: Washington Counties of Kittitas Klickitat Okanogan

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
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<tr>
<td>07080</td>
<td>Fast Food Shift Leader</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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State: Washington

Area: Washington Counties of Adams Ferry Garfield Grant Lincoln Whitman

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State: Washington

Area: Washington Counties of Columbia Walla Walla

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States: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

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State: Oregon

Area: Oregon County of Deschutes

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State: Oregon

Area: Oregon County of Benton

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State: Oregon

Area: Oregon County of Lane

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Oregon

Area: Oregon County of Jackson

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Oregon

Area: Oregon Counties of Marion Polk

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State: Oregon

Area: Oregon County of Josephine

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State: Oregon

Area: Oregon Counties of Coos Curry

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State: Oregon

Area: Oregon County of Douglas

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State: Oregon

Area: Oregon Counties of Crook Hood River Jefferson Klamath Lake Sherman Wasco

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Baker Gilliam Grant Harney Malheur Morrow Umatilla Union Wallowa Wheeler

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Oregon

Area: Oregon County of Linn

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State: Nevada

Area: Nevada County of Carson City

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
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State: Nevada

Area: Nevada County of Clark

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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State: Nevada

Area: Nevada Counties of Storey Washoe

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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2. No alcoholic beverages served.
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5. Tipping not encouraged.

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State: Nevada

Area: Nevada Counties of Esmeralda Lincoln Nye

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State: Nevada

Area: Nevada Counties of Churchill Douglas Lyon Mineral

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada Counties of Elko Eureka Humboldt Lander Pershing White Pine

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE | TITLE                  | FOOTNOTE | RATE  
|-----------------|------------------------|----------|-------
| 07080           | Fast Food Shift Leader |          | 11.84 |
| 07090           | Fast Food Worker       |          | 10.76 |

The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: California

Area: California County of Kern

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: California

Area: California County of Butte

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: California

Area: California County of Imperial

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: California

Area: California County of Fresno

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: California

Area: California County of Kings

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: California

Area: California County of Los Angeles

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
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4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Madera

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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State: California

Area: California County of Merced

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State: California

Area: California County of Stanislaus

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: California

Area: California County of Napa

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: California

Area: California Counties of Alameda Contra Costa

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State: California

Area: California County of Ventura

**Fringe Benefits Required Follow the Occupational Listing**

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State: California

Area: California County of Shasta

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2. No alcoholic beverages served.
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State: California

Area: California Counties of Riverside San Bernardino

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: California

Area: California Counties of El Dorado Placer Sacramento Yolo

**Fringe Benefits Required Follow the Occupational Listing**

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State: California

Area: California County of Monterey

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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State: California

Area: California County of San Diego

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: California

Area: California Counties of San Francisco San Mateo

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State: California

Area: California County of San Luis Obispo

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State: California

Area: California County of Orange

**Fringe Benefits Required Follow the Occupational Listing**

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Wage Determination No.: 2017-0626  
Revision No.: 10  
Date Of Last Revision: 04/01/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Santa Barbara

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: California

Area: California County of Santa Cruz

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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** UNIFORM ALLOWANCE **

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State: California

Area: California County of Sonoma

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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** UNIFORM ALLOWANCE **

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State: California

Area: California County of San Joaquin

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
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4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: California

Area: California County of Solano

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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State: California

Area: California County of Tulare

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
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State: California

Area: California Counties of Sutter Yuba

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: California

Area: California County of Marin

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: California

Area: California Counties of Amador Calaveras Mariposa Tuolumne

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State: California

Area: California Counties of Alpine Inyo Mono

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State: California

Area: California Counties of Del Norte Humboldt Lake Mendocino

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State: California

Area: California Counties of Colusa Glenn Tehama

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State: California

Area: California Counties of Lassen Modoc Nevada Plumas Sierra Siskiyou Trinity

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State: Alaska

Area: Alaska Boroughs of Anchorage Matanuska-Susit

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Alaska

Area: Alaska Borough of Fairbanks North

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Alaska

Area: Alaska Boroughs of Haines Juneau Ketchikan Gateway Prince of Wales Sitka Skagway-Yakutat Wrangell-Peters

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State: Alaska

Area: Alaska Boroughs of Aleutian Island Bethel Bristol Bay Dillingham Kenai Peninsula Kodiak Island Nome North Slope Southeast Fairb Valdez- Cordova Wade Hampton Yukon-Koyukuk

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
States: American Samoa Hawaii

Area: American Samoa Statewide
Hawaii County of Honolulu

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

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State: Hawaii

Area: Hawaii Counties of Kalawao Maui

**Fringe Benefits Required Follow the Occupational Listing**

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State: Hawaii

Area: Hawaii Counties of Hawaii Kauai

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States: Guam Northern Marianas Wake Island

Area: Guam Statewide
Northern Marianas Statewide
Wake Island Statewide

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Puerto Rico

Area: Puerto Rico Municipios de Aguada Aguadilla Anasco Isabela Lares Moca Rincon San Sebastian Utuado

**Fringe Benefits Required Follow the Occupational Listing**

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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.

2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.

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State: Puerto Rico

Area: Puerto Rico Municipios de Arecibo Camuy Hatillo Quebradillas

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State: Puerto Rico

Area: Puerto Rico Municipios de Arroyo Guayama Patillas

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State: Puerto Rico

Area: Puerto Rico Municipios de Hormigueros Mayaguez

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State: Puerto Rico

Area: Puerto Rico Municipios de Guanica Guayanilla Juana Diaz Penuelas Ponce Villalba Yauco

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State: Puerto Rico

Area: Puerto Rico Municipios de Cabo Rojo Lajas Sabana Grande San German

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State: Puerto Rico

Area: Puerto Rico Municipios de Aguas Buenas Aibonito Barceloneta Barranquitas Bayamon Caguas Canovanas Carolina Catano Cayey Ceiba Ciales Cidra Comerio Corozal Dorado Fajardo Florida Guaynabo Gurabo Humacao Juncos Las Piedras Loiza Luquillo Manati Maunabo Morovis Naguabo Naranjito Orocovis Rio Grande San Juan San Lorenzo Toa Alta Toa Baja Trujillo Alto Vega Alta Vega Baja Yabucoa

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.

3. Customers ordering meals at counter or drive-up locations.

4. Food available almost immediately after order is placed.

5. Tipping not encouraged.

____________________________________________________________________________________

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)
HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Puerto Rico

Area: Puerto Rico Municipios de Adjuntas Jayuya Las Marias Maricao

**Fringe Benefits Required Follow the Occupational Listing**

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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Puerto Rico

Area: Puerto Rico Municipios de Coamo Culebra Salinas Santa Isabel Vieques

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1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill or injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

VACATION: $.25 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Virgin Islands
Area: Virgin Islands Statewide

**Fringe Benefits Required Follow the Occupational Listing**

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State: South Dakota

Area: South Dakota County of Meade

**Fringe Benefits Required Follow the Occupational Listing**

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<td>24540 - Beautician (Cosmetologist)</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
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State: Idaho

Area: Idaho County of Elmore

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<td>24540 - Beautician (Cosmetologist)</td>
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Wage Determination No.: 2017-0659
Revision No.: 10
Date Of Last Revision: 12/21/2020

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State: New Mexico

Area: New Mexico County of Bernalillo

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State: Hawaii

Area: Hawaii County of Honolulu

**Fringe Benefits Required Follow the Occupational Listing**

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<td>(not set) - Mobile Food Driver</td>
<td></td>
<td>12.58</td>
</tr>
</tbody>
</table>

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid
sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE:

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.
The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

Mobile Food Driver

The Mobile Food Driver will drive a truck/Van transportation prepared foods or must prepare food on site between various types of establishments such as: customers' places of business. This driver may also load or unload truck with or without helpers make minor mechanical repairs and keep truck in good working order. Duties include one or more of the following: preparing simple food items such as French fries fish or chicken portions hamburgers sandwiches and beverages in a highly standardized manner often controlled by automatic or simple timing devices; taking customers' orders and collecting payment."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of San Bernardino

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>24510</td>
<td>Barber</td>
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<td>13.99</td>
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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Hawaii

Area: Hawaii County of Honolulu

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $1.94 per hour up to 40 hours per week or $77.60 per week or $336.27 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be $4.54 per hour up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: $1.63 per hour up to 40 hours per week or $65.20 per week or $282.53 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be $4.22 per hour up to 40 hours per week. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther
King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alaska

Area: Alaska Borough of Anchorage

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>24540 - Beautician (Cosmetologist)</td>
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The journeyperson shall receive a percentage of the gross sales generated per week. Although such guarantees are stipulated this does not exempt a contractor or subcontractor furnishing such services from compensating any of the employees named in such work at a rate of not less than the minimum wage specified in Section 6(a)(1) of the Fair Labor Standards Act of 1938 as amended. While there is no requirement that compensation be paid weekly the wage provisions of the Act apply on a workweek basis. Thus in order to meet the wage requirements an employee compensated wholly or in part on a commission basis must be paid an amount of not less than the applicable wage rate for all hours worked in each workweek without regard to her/him sales productivity and this amount must be paid to her/him free and clear on the payday for that week. If commission and other compensation allocable to a particular workweek are not sufficient to meet the wage rate for that
workweek the employer may not satisfy such requirement by averaging this compensation for weeks of higher sales productivity or by adopting an offset method by which he/she pays the amount of the insufficiency but makes corresponding reduction in a subsequent workweek.

NOTE: A contractor may not include the cost of fringe benefits if provided as a credit toward the monetary wages required by the commission rate structure set forth above. A credit for tips may be taken in accordance with regulation 29 CFR Part 531 under the Fair Labor Standards Act. (Also see Section 4.167 of 29 CFR Part 4).

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month
HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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affirmative proof as to the actual cost) reimburse all employees for such cleaning
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materials may be routinely washed and dried with other personal garments and do
not require any special treatment such as dry cleaning daily washing or commercial
laundering in order to meet the cleanliness or appearance standards set by the terms
of the Government contract by the contractor by law or by the nature of the work
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Texas

Area: Texas County of Tom Green

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
<td></td>
<td>11.89</td>
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</table>

The journeyperson shall receive a percentage of the gross sales generated per week. Although such guarantees are stipulated this does not exempt a contractor or subcontractor furnishing such services from compensating any of the employees named in such work at a rate of not less than the minimum wage specified in Section 6(a)(1) of the Fair Labor Standards Act of 1938 as amended. While there is no requirement that compensation be paid weekly the wage provisions of the Act apply on a workweek basis. Thus in order to meet the wage requirements an employee compensated wholly or in part on a commission basis must be paid an amount of not less than the applicable wage rate for all hours worked in each workweek without regard to her/him sales productivity and this amount must be paid to her/him free and clear on the payday for that week. If commission and other compensation allocable to a particular workweek are not sufficient to meet the wage rate for that
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NOTE: A contractor may not include the cost of fringe benefits if provided as a credit toward the monetary wages required by the commission rate structure set forth above. A credit for tips may be taken in accordance with regulation 29 CFR Part 531 under the Fair Labor Standards Act. (Also see Section 4.167 of 29 CFR Part 4).

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Wyoming

Area: Wyoming County of Laramie

**Fringe Benefits Required Follow the Occupational Listing**

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The journeyperson shall receive a percentage of the gross sales generated per week.

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____________________________________________________________________________________

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "'Service Contract Act Directory of Occupations'" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
Wage Determination No.: 2017-0698
Revision No.: 14
Date Of Last Revision: 03/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Guam
Area: Guam Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on Department of Defense contracts for Forestry services.

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage
rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Pima

**Fringe Benefits Required Follow the Occupational Listing**

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HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

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*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
State: Texas

Area: Texas County of Tom Green

**Fringe Benefits Required Follow the Occupational Listing**

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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State: Guam
Area: Guam Statewide

**Fringe Benefits Required Follow the Occupational Listing**

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** UNIFORM ALLOWANCE **
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State: Maryland

Area: Maryland County of Prince George's

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The journeyperson shall receive a percentage of the gross sales generated per week.

Although such guarantees are stipulated this does not exempt a contractor or subcontractor furnishing such services from compensating any of the employees named in such work at a rate of not less than the minimum wage specified in Section 6(a)(1) of the Fair Labor Standards Act of 1938 as amended. While there is no requirement that compensation be paid weekly the wage provisions of the Act apply on a workweek basis. Thus in order to meet the wage requirements an employee compensated wholly or in part on a commission basis must be paid an amount of not less than the applicable wage rate for all hours worked in each workweek without regard to her/him sales productivity and this amount must be paid to her/him free and clear on the payday for that week. If commission and other compensation allocable to a particular workweek are not sufficient to meet the wage rate for that
workweek the employer may not satisfy such requirement by averaging this compensation for weeks of higher sales productivity or by adopting an offset method by which he/she pays the amount of the insufficiency but makes corresponding reduction in a subsequent workweek.

NOTE: A contractor may not include the cost of fringe benefits if provided as a credit toward the monetary wages required by the commission rate structure set forth above. A credit for tips may be taken in accordance with regulation 29 CFR Part 531 under the Fair Labor Standards Act. (Also see Section 4.167 of 29 CFR Part 4).

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State: Texas

Area: Texas County of Wichita

**Fringe Benefits Required Follow the Occupational Listing**

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** UNIFORM ALLOWANCE **

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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**Fringe Benefits Required Follow the Occupational Listing**

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas County of Leavenworth

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid...
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
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State: North Carolina

Area: North Carolina County of Cumberland

**Fringe Benefits Required Follow the Occupational Listing**

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<td>(not set) - Fast Food Delivery Driver</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short training period.
2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $.88 per hour or $35.20 per week or $152.54 per month

VACATION: $.21 per hour in paid vacation after 1 year of service with a contractor or successor. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (29 CFR 4.173)

HOLIDAYS: $.09 per hour in holiday pay. (29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **
Fast Food Delivery Driver

The delivery driver drives personal automobile or light truck to deliver fast foods from restaurants to locations on Military Housing or Federal Housing designation. The Driver will fill customers' orders and collect payment from customers."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Union

**Fringe Benefits Required Follow the Occupational Listing**

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The journeyperson shall receive a percentage of the gross sales generated per week. Although such guarantees are stipulated this does not exempt a contractor or subcontractor furnishing such services from compensating any of the employees named in such work at a rate of not less than the minimum wage specified in Section 6(a)(1) of the Fair Labor Standards Act of 1938 as amended. While there is no requirement that compensation be paid weekly the wage provisions of the Act apply on a workweek basis. Thus in order to meet the wage requirements an employee compensated wholly or in part on a commission basis must be paid an amount of not less than the applicable wage rate for all hours worked in each workweek without regard to her/him sales productivity and this amount must be paid to her/him free and clear on the payday for that week. If commission and other compensation allocable to a particular workweek are not sufficient to meet the wage rate for that
workweek the employer may not satisfy such requirement by averaging this compensation for weeks of higher sales productivity or by adopting an offset method by which he/she pays the amount of the insufficiency but makes corresponding reduction in a subsequent workweek.

NOTE: A contractor may not include the cost of fringe benefits if provided as a credit toward the monetary wages required by the commission rate structure set forth above. A credit for tips may be taken in accordance with regulation 29 CFR Part 531 under the Fair Labor Standards Act. (Also see Section 4.167 of 29 CFR Part 4).

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month
HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: New York

Area: New York County of Suffolk

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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(See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

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State: South Carolina

Area: South Carolina County of Charleston

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State: South Carolina

Area: South Carolina County of Cherokee

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State: New Mexico

Area: New Mexico County of Bernalillo

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Burlington Camden Gloucester

**Fringe Benefits Required Follow the Occupational Listing**

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State: South Carolina

Area: South Carolina Counties of Richland Saluda

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State: Georgia

Area: Georgia County of Chatham

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State: Delaware

Area: Delaware County of Kent

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Colorado

Area: Colorado County of El Paso

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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State: North Carolina

Area: North Carolina County of Onslow

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** UNI FORM ALLOWANCE **

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Kentucky

Area: Kentucky County of Hardin

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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<th>OCCUPATION CODE</th>
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<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>24540</td>
<td>Beautician (Cosmetologist)</td>
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</table>

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

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State: Kentucky

Area: Kentucky County of Hardin

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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State: California

Area: California Counties of El Dorado Sacramento

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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<tr>
<td>47041</td>
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Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Oregon

Area: Oregon County of Multnomah

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A
contractor may substitute for any of the named holidays another day off with pay in
accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
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State: Arizona

Area: Arizona County of Pima

**Fringe Benefits Required Follow the Occupational Listing**

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State: Texas

Area: Texas County of Bexar

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>24510 - Barber</td>
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The journeyperson shall receive a percentage of the gross sales generated per week. Although such guarantees are stipulated this does not exempt a contractor or subcontractor furnishing such services from compensating any of the employees named in such work at a rate of not less than the minimum wage specified in Section 6(a)(1) of the Fair Labor Standards Act of 1938 as amended. While there is no requirement that compensation be paid weekly the wage provisions of the Act apply on a workweek basis. Thus in order to meet the wage requirements an employee compensated wholly or in part on a commission basis must be paid an amount of not less than the applicable wage rate for all hours worked in each workweek without regard to her/him sales productivity and this amount must be paid to her/him free and clear on the payday for that week. If commission and other compensation allocable to a particular workweek are not sufficient to meet the wage rate for that
workweek the employer may not satisfy such requirement by averaging this compensation for weeks of higher sales productivity or by adopting an offset method by which he/she pays the amount of the insufficiency but makes corresponding reduction in a subsequent workweek.

NOTE: A contractor may not include the cost of fringe benefits if provided as a credit toward the monetary wages required by the commission rate structure set forth above. A credit for tips may be taken in accordance with regulation 29 CFR Part 531 under the Fair Labor Standards Act. (Also see Section 4.167 of 29 CFR Part 4).

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State: New York

Area: New York County of Jefferson

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
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sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: New York

Area: New York County of Jefferson

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State: California

Area: California Counties of Los Angeles Ventura

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations
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States: New Jersey New York

Area: New Jersey County of Hudson
New York County of Westchester

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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For dives deeper than depths specified

For special penetration situations
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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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State: Massachusetts

Area: Massachusetts Counties of Barnstable Dukes

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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State: California

Area: California County of San Benito

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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State: California

Area: California County of San Diego

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Employed on contract for Diving services.

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HOLIDAYS: A minimum of ten paid holidays per year:  New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Arizona

Area: Arizona County of Maricopa

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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Area: Arizona County of Maricopa

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State: California

Area: California County of Contra Costa

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day
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contractor may substitute for any of the named holidays another day off with pay in
accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
(either by the terms of the Government contract by the employer by the state or
local law etc.) the cost of furnishing such uniforms and maintaining (by
laundering or dry cleaning) such uniforms is an expense that may not be borne by an
employee where such cost reduces the hourly rate below that required by the wage
determination. The Department of Labor will accept payment in accordance with the
following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an
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cost of the uniforms. In addition where uniform cleaning and maintenance is made
the responsibility of the employee all contractors and subcontractors subject to
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agreement providing for a different amount or the furnishing of contrary
affirmative proof as to the actual cost) reimburse all employees for such cleaning
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State: Pennsylvania

Area: Pennsylvania County of York

**Fringe Benefits Required Follow the Occupational Listing**

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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State: Guam
Area: Guam Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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State: Louisiana

Area: Louisiana Parish of Rapides

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Curry

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>24510 - Barber</td>
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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Washington

Area: Washington County of Pierce

**Fringe Benefits Required Follow the Occupational Listing**

Employed on Department of the Army contract for Diving services.

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<td>47041 - Diver Tender</td>
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Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations
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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.
Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized
representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Rock Island

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Minnesota

Area: Minnesota County of Ramsey

**Fringe Benefits Required Follow the Occupational Listing**

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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State: Wisconsin

Area: Wisconsin County of Monroe

**Fringe Benefits Required Follow the Occupational Listing**

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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State: North Carolina

Area: North Carolina County of Cumberland

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Clinton Essex Franklin Lewis St Lawrence

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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<td></td>
<td>25.70</td>
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</table>

Diver can negotiate pay under the following conditions:

- For dives deeper than depths specified
- For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the
**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE** Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage
rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma County of Oklahoma

**Fringe Benefits Required Follow the Occupational Listing**

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid
sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "'Service Contract Act Directory of Occupations'" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."
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State: Pennsylvania

Area: Pennsylvania County of Allegheny

**Fringe Benefits Required Follow the Occupational Listing**

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*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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State: Texas

Area: Texas County of Bell

**Fringe Benefits Required Follow the Occupational Listing**

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** UNIFORM ALLOWANCE **

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State: Washington

Area: Washington Counties of Benton Franklin

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.
** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized
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3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency’s recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division’s decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
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State: Minnesota

Area: Minnesota County of Hennepin

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: South Carolina

Area: South Carolina County of Richland

**Fringe Benefits Required Follow the Occupational Listing**

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
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State: Oklahoma

Area: Oklahoma County of Comanche

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State: Maine

Area: Maine County of York

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State: California

Area: California County of Los Angeles

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State: California

Area: California County of Los Angeles

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Wage Determination No.: 2020-0088

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State: California

Area: California County of Riverside

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Puerto Rico
Area: Puerto Rico Statewide

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>24510 - Barber</td>
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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to
assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of King Snohomish

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "'wash and wear'" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Oregon

Area: Oregon County of Lincoln

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

  For dives deeper than depths specified

  For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

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State: New Mexico

Area: New Mexico Counties of Chaves Eddy Lincoln Otero

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.
** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized
representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: American Samoa Hawaii Johnston Island Northern Marianas

Area: American Samoa Statewide
Hawaii County of Honolulu
Johnston Island Statewide
Northern Marianas Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $1.94 per hour up to 40 hours per week or $77.60 per week or $336.27 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be $4.54 per hour up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: $1.63 per hour up to 40 hours per week or $65.20 per week or $282.53 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be $4.22 per hour up to 40 hours per week. *

*This rate is to be used only when compensating employees for performance on an SCA-
covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial
laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.
The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.
When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Inyo

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

<table>
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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.
** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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State: Nevada

Area: Nevada County of Clark

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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State: Washington

Area: Washington County of Thurston

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
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Conformance Process:

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State: Massachusetts

Area: Massachusetts County of Middlesex

**Fringe Benefits Required Follow the Occupational Listing**

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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State: Indiana

Area: Indiana County of Greene

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)
** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Nebraska

Area: Nebraska County of Douglas

**Fringe Benefits Required Follow the Occupational Listing**

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Wage Determination No.: 2020-0295

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State: Oklahoma

Area: Oklahoma County of Comanche

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stalking. Additional information on contractor requirements and worker protections
under the EO is available at www.dol.gov/whd/govcontracts.

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State: Colorado

Area: Colorado County of Fremont

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HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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State: Texas

Area: Texas County of Houston

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State: Ohio

Area: Ohio County of Franklin

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State: Ohio

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Anderson Blount Campbell Grainger Knox Loudon Morgan Roane Union

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>47040 - Diver</td>
<td></td>
<td>40.65</td>
</tr>
<tr>
<td>47041 - Diver Tender</td>
<td></td>
<td>23.23</td>
</tr>
</tbody>
</table>

Diver can negotiate pay under the following conditions:

For dives deeper than depths specified

For special penetration situations
Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther
King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,
Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A
contractor may substitute for any of the named holidays another day off with pay in
accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
(either by the terms of the Government contract by the employer by the state or
local law etc.) the cost of furnishing such uniforms and maintaining (by
laundering or dry cleaning) such uniforms is an expense that may not be borne by an
employee where such cost reduces the hourly rate below that required by the wage
determination. The Department of Labor will accept payment in accordance with the
following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an
adequate number of uniforms without cost or to reimburse employees for the actual
cost of the uniforms. In addition where uniform cleaning and maintenance is made
the responsibility of the employee all contractors and subcontractors subject to
this wage determination shall (in the absence of a bona fide collective bargaining
agreement providing for a different amount or the furnishing of contrary
affirmative proof as to the actual cost) reimburse all employees for such cleaning
and maintenance at a rate of $3.35 per week (or $0.67 cents per day). However in
those instances where the uniforms furnished are made of ""wash and wear""
materials may be routinely washed and dried with other personal garments and do
not require any special treatment such as dry cleaning daily washing or commercial
laundering in order to meet the cleanliness or appearance standards set by the terms
of the Government contract by the contractor by law or by the nature of the work
there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the
""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)
**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444)**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the
authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."