WD 00-0113 (Rev.-33) was first posted on www.wdol.gov on 01/01/2019
Auto Concession Service
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2000-0113
Director             Determinations    | Revision No: 33
| Date Of Revision: 12/26/2018

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Kern, Monterey, Riverside, Sacramento, San
Bernardino, Santa Barbara

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on Army/Air Force Exchange service contract for auto concession
services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>06500 - Retail Automotive Detailer</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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. Such
conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(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)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 00-0114 (Rev.-34) was first posted on www.wdol.gov on 01/01/2019

Auto Concession Service

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2000-0114
Director             Determinations    | Revision No: 34
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Jefferson, Kings, Orange

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contract for auto concession services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
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<tbody>
<tr>
<td>06500 - Retail Automotive Detailer</td>
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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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WD 00-0115 (Rev.-33) was first posted on www.wdol.gov on 01/01/2019

Auto Concession Service

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THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 2000-0115
Director             Determinations    | Revision No: 33
| Date Of Revision: 12/26/2018
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2019. 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.
This wage determination applies at the address(es) below:
Travis Air Force Base, Solano County, CA
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**Fringe Benefits Required Follow the Occupational Listing**

Employed on Army/Air Force Exchange service contract for auto concession
services.

<table>
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including preventive care; or for reasons resulting from, or to assist a family
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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.
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 2014, 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Cumberland

**Fringe Benefits Required Follow the Occupational Listing**

Employed on AAFES service contract for Name Brand Care Care Ft. Bragg auto concession services.

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>06550 - Senior Retail Automotive Technician</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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5) The contracting officer transmits the Wage and Hour decision to the
6) The contractor informs the affected employees.

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This wage determination applies at the address(es) below:
Army and Air Force Exchange Services, (AAFES), Washington, DC
Aberdeen Proving Ground, Harford County, MD
Andrews Air Force Base, Prince George's County, MD
Bethesda, Montgomery, MD
Fort Meade, Ann Arundel County, MD
Patuxent River, St. Mary's County, MD

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for auto concession services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>06500 - Retail Automotive Detailer</td>
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<td>Aberdeen Proving Ground</td>
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Aberdeen Proving Ground 15.46
Andrews Air Force Base 16.10
Bethesda 16.10
Fort Meade 16.81
Patuxent River 14.74
Washington, DC 17.89

06530 - Retail Lubrication Technician
Aberdeen Proving Ground 11.19
Andrews Air Force Base 12.49
Bethesda 12.49
Fort Meade 12.47
Patuxent River 11.08
Washington, DC 13.94

06540 - Retail Tire Service Worker
Aberdeen Proving Ground 11.19
Andrews Air Force Base 12.49
Bethesda 12.49
Fort Meade 12.47
Patuxent River 11.08
Washington, DC 13.94

06550 - Senior Retail Automotive Technician
Fort Meade 17.89
Patuxent River 15.54
Washington, DC 18.67
Aberdeen Proving Ground 16.46
Andrews Air Force Base 17.00
Bethesda 17.00

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HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

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This wage determination applies at the address(es) below:
Kessler Air Force Base, Harrison County, MS
Meridian, Lauderdale County, MS

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contract for auto concession services.

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contract for auto concession services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
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<td>Oklahoma County</td>
<td>9.16</td>
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<td>06520 - Retail Automotive Technician</td>
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<td>Oklahoma County</td>
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<td>06530 - Retail Lubrication Technician</td>
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<tr>
<td>Fort Sill - Comanche County</td>
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<td>Fort Sill - Comanche County</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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
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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies at the address(es) below:
Adams / Denver County, CO
Arapahoe County, CO
Fort Carson, El Paso County, CO

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contract for auto concession services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>06500 - Retail Automotive Detailer</td>
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<tr>
<td>Adams and Denver Counties</td>
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<tr>
<td>Arapahoe County, CO</td>
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<td>Fort Carson, El Paso County</td>
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<tr>
<td>06510 - Retail Automotive Helper</td>
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<tr>
<td>Adams and Denver Counties</td>
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<td>Arapahoe County, CO</td>
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<td>Fort Carson, El Paso County</td>
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<td>06540 - Retail Tire Service Worker</td>
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<td>Adams and Denver Counties</td>
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Arapahoe County, CO                                                        13.30
Fort Carson, El Paso County                                                12.60
06550 - Senior Retail Automotive Technician
Adam and Denver Counties                                                   17.48
Arapahoe County, CO                                                        17.48
Fort Carson, El Paso County                                                16.17
__________________________________________________________________________________
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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

HEALTH & WELFARE (Hawaii): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii EO 13706): $1.63 per hour, 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 $4.18 per hour. *

*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.

** 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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conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(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)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(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.

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Register of Wage Determinations Under The Service Contract Act

By direction of the Secretary of Labor

Daniel W. Simms  Division of Wage | Wage Determination No: 2000-0313
Director       Determinations | Revision No: 27
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Kern

**Fringe Benefits Required Follow the Occupational Listing**

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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Alabama, Georgia
Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston Georgia Counties of Clay, Early, Miller, Seminole

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.89</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>12.84</td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>8.98</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.34</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>8.34</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.98</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>8.98</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
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<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>11.99</td>
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<tr>
<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<td>07041 - Cook I</td>
<td></td>
<td>10.89</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>12.84</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 01-0233 (Rev.-36) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
| WAGE AND HOUR DIVISION |
| WASHINGTON, D.C. 20210 |
|
Daniel W. Simms Division of Wage | Wage Determination No: 2001-0233
Director Determinations | Revision No: 36
| Date Of Revision: 03/07/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for land clearing and related forestry and land
management services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>13.62</td>
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<tr>
<td>08040 - Choker Setter</td>
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<td>12.19</td>
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<tr>
<td>08070 - Faller/Bucker</td>
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<td>14.21</td>
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<tr>
<td>08100 - Fire Lookout</td>
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<td>13.62</td>
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<tr>
<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>16.40</td>
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<tr>
<td>08200 - Forestry Truck Driver</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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<tr>
<td>08280 - Nursery Specialist</td>
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<tr>
<td>08310 - Slash Piler/ Burner</td>
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<td>13.62</td>
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<td>08340 - Tree Climber</td>
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<td>15.23</td>
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<tr>
<td>08370 - Tree Planter</td>
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</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
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<td>10.69</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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.

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6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 01-0257 (Rev.-26) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 2001-0257
Director             Determinations    | Revision No: 26
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
Area: Colorado Counties of Adams, Arapahoe
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
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</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:

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
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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)

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 01-0297 (Rev.-26) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 2001-0297
Director             Determinations | Revision No: 26
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Virginia
Area: Virginia Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>24540</td>
<td>Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 01-0315 (Rev.-36) was first posted on www.wdol.gov on 03/12/2019

Forestry and Land Management Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms       Division of Wage | Wage Determination No: 2001-0315
Director             Determinations | Revision No: 36
| Date Of Revision: 03/07/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contract for forestry services, land management, cleaning of public use areas, and timber.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08040 - Choker Setter</td>
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<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08400 - Tree Planter, Mechanical</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 01-0320 (Rev.-38) was first posted on www.wdol.gov on 03/12/2019

Forestry and Land Management Services
************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2001-0320
Director             Determinations    | Revision No: 38
| Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.
Virginia Statewide
(Excluding the following counties: Albermarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Heights, Cumberland, Dinwiddie, Essex, Fluvanna, Fredericksburg, Goochland, Greensville, Halifax, Hampton, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mathews, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Spotsylvania, Sussex, Westmoreland.
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**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for land clearing and related forestry and land management services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<td>08100 - Fire Lookout</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08280 - Nursery Specialist</td>
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<td>08370 - Tree Planter</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parish of St Martin

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>47030 - Deck Hand</td>
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<td>17.74</td>
</tr>
<tr>
<td>(not set) - Tender Operator</td>
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<td>24.66</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 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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Tender Operator
1. Pilots tender and manipulates pilot house controls governing the speed and direction of the boat, as required in making and braking of tows, towing plant and barges in immediate vicinity of projects and performs long distant towing as required. Towing and/or harbor work is more specifically represented by towing material, e.g., revetment mat and gravel, equipment and personnel on sailor flat, moving pontoon lines, towing of small office barges, setting dredge anchors and otherwise tending large or small field units. May direct the work of 1-2 deckhands as required by work. Is required to be familiar with waters in which boat operates, observe navigational rules, operate boat in a safe manner, and possess a boat operator's license issued by the coast guard. 2. Performs preventive maintenance during stand by periods. Makes routine operating repairs and assists in making overhauls or major repairs. 3. During non-construction season incumbent may be subject to assignment on other phases of productive work depending on (1) needs of the organization; (2) individual ability; (3) requirements for utilization of personnel to a desirable degree; and (4) the need for new and additional experience as required by operations. Is also subject to assignment where needed during high-water emergencies. 4. As a supervisory employee, incumbent is responsible for (1) instructing and training those supervised in the safe and efficient performance of their duties; and (2) studying operations directed with a view to correcting, or reporting for correction, any unsafe conditions or practice that may cause injury to employees, other persons, or property damage. Performs other duties as assigned.
WD 02-0120 (Rev.-29) was first posted on www.wdol.gov on 03/26/2019

**Aircraft Services**

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
  | WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2002-0120
Director Determinations | Revision No: 29
| Date Of Revision: 03/21/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Mississippi
Area: Mississippi County of Lowndes
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(not set) - Aircraft Survival and Flight Equipment Repairer</td>
<td></td>
<td>19.96</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Aircraft Survival and Flight Equipment Repairer

Monitors and schedules a variety of life support equipment for routine and periodic inspections. Coordinates with military training officers to schedule parachute-fitting sessions for students and instructor pilots. Instructs student pilots on the proper fit and care of parachutes. Monitors and schedules parachutes for routine inspections and coordinates with other maintenance agencies to program the flow of parachutes for repack. Performs Quality Control Inspections (QCIs) on personnel parachutes to ensure compliance with applicable technical orders. Removes and replaces defective MD-1 cylinder when appropriate. Performs inspections and/or tests of optional installed components as necessary. Fits parachutes to using personnel. Transport parachutes to survival fabrication shop for repair and or repack. Performs acceptance inspections on 100% of parachutes returning parachute shop. Perform inspections and testing of beacon set radios and batteries and provide them to survival fabrication for installation in parachutes etc. Coordinates with military training officers to schedule helmet molding operations, and mask fitting sessions for student and instructor pilots. Coordinates with military training officers to schedule anti-g garment fitting sessions for student and instructor pilots. Inspects, repairs and packs survival kits and vests and their survival components in accordance with applicable technical order. Inputs results of the QCIs into the computer database. Uses an electronic tracking device to locate and silence false ELT signals. Conducts On the Job Training (OJT) for life support personnel and familiarization training to pilots on the proper use and care of their life support equipment.
WD 02-0147 (Rev.-35) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
|      WASHINGTON, D.C. 20210
|      Daniel W. Simms      Division of Wage | Wage Determination No: 2002-0147
|      Director             Determinations    |                   Revision No: 35
|      Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Employed on contracts for Forestry services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08040 - Choker Setter</td>
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<td>08070 - Faller/Bucker</td>
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<td>17.07</td>
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<td>08100 - Fire Lookout</td>
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<td>15.94</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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<td>08280 - Nursery Specialist</td>
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<tr>
<td>08310 - Slash Piler/Burner</td>
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<td>08340 - Tree Climber</td>
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<td>16.29</td>
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<td>08370 - Tree Planter</td>
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<tr>
<td>08400 - Tree Planter, Mechanical</td>
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<td>11.88</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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Information required by the Regulations must be submitted on SF-1444 or bond paper.

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State: Louisiana
Area: Louisiana Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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** 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.

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WD 02-0199 (Rev.-29) was first posted on www.wdol.gov on 01/01/2019

Diver Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| | |
| | |
| Daniel W. Simms Division of Wage | Wage Determination No: 2002-0199
Director Determinations | Revision No: 29
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
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State: Oklahoma
Area: Oklahoma 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

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State: Wyoming
Area: Wyoming Statewide

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Employed on contract for Diving services.

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State: Texas
Area: Texas Counties of Angelina, Austin, Brazoria, Calhoun, Chambers, Colorado, Fayette, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Jasper, Jefferson, Lavaca, Leon, Liberty, Madison, Matagorda, Montgomery, Newton, Orange, Polk, Sabine, Trinity, Tyler, Victoria, Walker, Washington, Wharton

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Employed on contract for Diving services.

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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **
Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 02-0413 (Rev.-27) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 2002-0413
Director             Determinations | Revision No: 27
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 County of Wichita
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>24540 - Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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).

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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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 03-0171 (Rev.-33) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2003-0171
Director             Determinations | Revision No: 33
| Date Of Revision: 03/07/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for Forestry services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08100 - Fire Lookout</td>
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<td>14.59</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08370 - Tree Planter</td>
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<td>08400 - Tree Planter, Mechanical</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with contractor or successor; and 2 weeks after 3 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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Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between the parties contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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State: Illinois
Area: Illinois Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for Forestry services.

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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>47040 - Diver</td>
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<tr>
<td>47041 - Diver Tender</td>
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<td>24.04</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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,
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Conformance Process:

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WD 03-0409 (Rev.-24) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms Division of Wage | Wage Determination No: 2003-0409
Director Determinations | Revision No: 24
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Allegan, Kent, Ottawa
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
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<td>12.95</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>16.26</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>8.34</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>9.56</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>9.56</td>
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<tr>
<td>99030 - Cashier</td>
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<td>9.56</td>
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<tr>
<td>99050 - Desk Clerk</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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<tr>
<td>01611 - Word Processor I</td>
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<td>07041 - Cook I</td>
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<td>12.95</td>
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<tr>
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<td>16.26</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>8.34</td>
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<td>Occupation</td>
<td>Hourly Rate</td>
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<td>07130 - Food Service Worker</td>
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<td>11150 - Janitor</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
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<td>27102 - Guard II</td>
<td>11.37</td>
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<tr>
<td>99050 - Desk Clerk</td>
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<tr>
<td>Moving &amp; Storage:</td>
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</tr>
<tr>
<td>21020 - Forklift Operator</td>
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<td>21050 - Material Handling Laborer</td>
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<td>21110 - Shipping Packer</td>
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<tr>
<td>21410 - Warehouse Specialist</td>
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<tr>
<td>31361 - Truckdriver, Light</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
<td>13.15</td>
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<td>31363 - Truckdriver, Heavy</td>
<td>15.21</td>
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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>16.26</td>
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</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.

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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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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: North Dakota
Area: North Dakota Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.35 for calendar year 2018 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 $10.35 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 2018. 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

NATIONWIDE: This wage determination applies to the Coastline of the U.S., Alaska and Hawaii except DC, DE, FL, GA, MD, NC, SC and VA (Southern Areas).

ALASKA AREA: Alaska Coastline.

GULF OF MEXICO AREA: All land areas adjacent to the Gulf of Mexico, except Gulf of Mexico area in Texas and Louisiana (see WD numbers below).

NEW ENGLAND AREA: From the border of New Brunswick, Canada down to longitude that is parallel to the border between Massachusetts and Rhode Island so as to include Nantucket Island and Martha's Vineyard.

NEW YORK AREA: From the above down to the line between Monmouth and Ocean Counties, New Jersey.

NORTHERN CALIFORNIA AREA: From the above longitudinal parallel line extending out from the border of Oregon and California.

OREGON AREA: From the above longitudinal parallel line extending out from the border of Washington and Oregon.

SOUTHERN CALIFORNIA AND HAWAII AREA: From the border of Mexico to a line starting from the border between San Luis Obispo and Monterey Counties, California parallel to the latitudinal lines, including Hawaii.

WASHINGTON AREA: From the above to a longitudinal parallel line extending out from the border of Canada and Washington.

See WD 2002-0190 for Louisiana and WD 2002-0261 for Texas.

The Southeast Area has been removed which includes the Southern Area of New Jersey and can be located on WD 2007-0134.

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
47040 - Diver
Alaska Area - Diver 74.68
Alaska Area - Stand-by-Diver 37.34
Gulf of Mexico Area - Diver/Helper 25.52
Gulf of Mexico Area - Journeyman Diver 27.02
Hawaii 45.20
New England Area - 60 feet or less - Massachusetts-$150.00/per Dive (8 hr shift) 50.74
New York Area 54.63
Northern California Area 76.58
Northern California Area - Stand-by-Diver 38.29
Oregon Area - Diver 77.94
Oregon Area - Stand-by-Diver 38.97
Southern California Area - Diver 82.96
Southern California Area - Stand By Diver 41.48
Washington Area - Diver 85.24
Washington Area - Stand-by-Diver 42.62
47041 - Diver Tender
Northern California Area - Assistant Tender ROV Tender/Technician 33.90
Northern California Area - Tender ROV Operator/EMT Tech 37.29
Oregon Area 36.74
Southern California - Assistant Tender 37.48
Southern California Area - Tender 40.48
Washington Area 38.27
Alaska Area - Assistant Tender 32.30
Alaska Area - Tender 36.34
Hawaii 40.25
New England Area 36.24
New York Area 39.18
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:

ALASKA AREA Fringe Benefits:

DEPTH PAY: 050 - 100 ft. - $1.00/ft.
101 - 200 ft. - $2.00/ft.
Over 200 Divers negotiated

HELIUM - OXYGEN SURFACE DIVING DEPTH PAY:
200 - 250 ft. - $3.00/ft.
251 - 300 ft/ - $4.00/ft.
In excess of 300 feet - Divers negotiate, but not less than $4.00 per foot

TUNNEL OR PIPE PAY (based on distance traveled from the entrance):
005 - 050 ft. - $1.00/ft./per day
050 - 100 ft. - $2.00/ft./per day
100 - 150 ft. - $3.00/ft./per day
Over 150 ft. - Diver negotiated, but not less than $3.00/ft/day

HEALTH AND WELFARE: $7.15 per hour.

PENSION: $9.28 per hour.

APPRENTICE TRAINING: $.80 per hour.

GULF OF MEXICO AREA (except areas in Texas and Louisiana) Fringe Benefits:

HAZARD PAY: $35.00 per eight hours shift for divers where work involves entry into any area where vertical ascent is not possible (tunnels, wrecks, etc.), live boating (diving from a moving vessel) or blasting.

DEPTH PAY: 050 - 100 ft. - $1.00/ft.
100 - 150 ft. - $2.00/ft.
151 - 200 ft. - $3.00/ft.
201 - 250 ft. - $4.00/ft.
251 - 350 ft. - $6.00/ft.
351 - 400 ft. - $7.00/ft.
401 - 500 ft. - $8.00/ft.
500 ft. and over - Diver negotiated but not less than $8.00/ft.

HEALTH AND WELFARE: $3.30 per hour.

APPRENTICE TRAINING: $0.50 per hour.

PENSION: $2.30 per hour.

ANNUITY: $2.10 per hour.

HAWAII AREA fringe benefits:

DEPTH PAY: 50 - 100 ft. - $1.50 /ft. in excess of 50 ft.
100 - 150 ft. - $100.00 plus $2.00 per ft. in excess of 100 ft.
150 - 200 ft. - $200.00 plus $3.00 per ft. in excess of 150 ft.
Over 200 ft. - the Diver shall have the right to designate his/her own rate, but in no case shall that rate be lower than the above-specified rate for depths of less than 200 feet.
Pipe & Tunnel - Ability to stand erect:
5 ft. - 50 ft - $5.00 per day
50 ft - 100 ft - $7.50 per day
100 ft. - $150 ft - $12.50 per day
150 ft - Additional - $7.50 per day per 50 ft

Unable to stand erect.
5 ft - 50 ft - $5.00
50 ft - 100 ft - $7.50
100 ft - 150 ft - $12.50
150 ft - 200 ft - $15.00
200 ft - 300 ft - $1.00
300 ft - 450 ft - $1.50
450 ft - 600 ft - $2.50

HEALTH AND WELFARE: $5.92 per hour
VACATION AND HOLIDAY FUND: 5.25 per hour
APPRENTICESHIP AND TRAINING: $0.71 per hour
401(k) FUND: $1.50 per hour

NEW ENGLAND AREA Fringe Benefits:
Remote Observation Vehicles (ROV)
Autonomous Underwater Vehicles (AUV)
Atmospheric Dive Suits (ADS) and
Submersible Pilots & Robotic
Underwater Tools & Equipment

Also rates for Slurry/Effluent

Diver - $76.11
Tender - $54.36

DEPTH PAY: Over 60 ft. - 100 ft. - $.55/ft. per dive.
Over 101 ft. - 150 ft. - $1.05/ft. per dive
Over 151 ft. - 200 ft. - $1.60/ft. per dive
Over 200 ft. - Diver/negotiated

PENETRATION PAY: 1 ft. - 150 ft. - $.55/ft per dive
151 ft. and over - $.80/ft per dive
Special situation - subject to negotiation per dive

HEALTH AND WELFARE: $7.33 per hour
PENSION: $5.51 per hour
ANNUITY: $9.01 per hour
APPRENTICESHIP: $.50
NEW YORK AREA Fringe Benefits:

AIR DIVES
060-74 FT. $.25/ft./day from and over 60 ft.
75-125 FT. $.78/ft./day from and over 75 ft.

MIXED GAS DIVES
75 ft - 125 ft. $.78/ft./day
126 ft - 200 ft - $1.60 per foot

AIR & MIXED GAS DIVES: Over 200 ft. - diver negotiated

HEALTH AND WELFARE: $10.25 per hour

VACATION: $6.66 per hour

PENSION: $13.31 per hour

ANNUITY: $7.10 per hour

APPRENTICESHIP: $.70 per hour

SUPPLEMENTAL: $0.04 per hour

NORTHERN CALIFORNIA AREA Fringe Benefits:

DEPTH PAY: 050 - 100 ft. - $2.00/ft.
101 - 150 ft. - $3.00
151 - 220 ft. - $4.00
Over 221 ft. - $5.00

TUNNEL OR PIPE PAY: (based on distance traveled from the entrance):
0 - 25 ft. - no charge
26 - 300 ft. - $1.00/ft

Where diver is unable to stand erect in tunnel or pipe or when it is necessary for a diver to enter any pipe or tunnel or other enclosure over 300 feet from the entrance or less than 48" in height, the premium will be by mutual agreement between the diver, the Union, and the contractor, but never less than $1.00 per foot.

$1.00/ft

MANIFOLD OPERATOR: $37.29

MIXED GAS MANIFOLD TECHNICIAN/DECOMPRESSION CHAMBER OPERATOR: $42.29
HEALTH AND WELFARE: $8.55 per hour.

VACATION: $4.86 per hour.

PENSION: $5.05 per hour.

APPRENTICE TRAINING: $.53 per hour

ANNUITY: $4.00 per hour.

OREGON AREA Fringe Benefits:

DEPTH PAY:
- 050 - 100 ft. - $1.00/ft.
- 101 - 150 ft. - $1.50/ft.
- 151 - 200 ft. - $2.00/ft.
- Over 200 ft. - Diver negotiated

TUNNEL PAY (tunnel, pipe, or other enclosure in which there is no vertical escape based on distance traveled from the entrance):
- 005 - 50 ft. - $4.00/day
- 050 - 100 ft. - $5.00/day
- 100 - 150 ft. - $8.00/day
- 150 - 200 ft. - $20.00/day
- 200 - 300 ft. - $.40/ft.
- 300 - 450 ft. - $.80/ft.
- 450 - 600 ft. - $1.60/ft.
- Over 600 ft. - Diver negotiated

HEALTH AND WELFARE: $6.44 per hour.

PENSION: $5.06 per hour.

APPRENTICE TRAINING: $.72 per hour

DRUG TEST: $.10 per hour.

SOUTHERN CALIFORNIA Fringe Benefits:

The listed wage rates are for depths up to and including 50 feet.

DEPTH PAY:
- 050 - 100 ft. - $2.00/ft./day
- 101 - 150 ft. - $3.00/ft./day
- 151 - 200 ft. - $4.00/ft./day
- 221 - Deeper $5.00

Manifold Operator - $40.48
Gas Manifold Operator - $45.48

TUNNEL OR PIPE PAY (based on distance traveled from the entrance):
- 0 - 25 ft. - No charge
- 25 - 300 ft. - $1.00/foot
These premiums are per day
Where diver is unable to stand erect in tunnel or pipe:

When it is necessary for diver to enter any pipe or tunnel or other enclosure over 300 feet from entrance or less than 48" in height, the premium will be by mutual agreement between the diver, the union and the contractor, but never less than $1.00 per foot.

HEALTH AND WELFARE: $3.95 per hour.

VACATION: $3.30 per hour.

PENSION: $1.91 per hour.

APPRENTICE TRAINING: $.42 per hour.

WASHINGTON AREA Fringe Benefits:

DEPTH PAY: 050 ft - 100 ft - $2.00/ft.
101 ft - 150 ft - $3.00/ft.
151 ft - 220 ft - $4.00/ft.
221 ft - 299 ft - $5.00/ft.
Over 299 ft. - Driver negotiate

TUNNEL OR PIPE PAY (based on distance traveled from the entrance)
000 - 025 ft. - N/C
025 - 300 ft. - $1.00/per feet
100 - 150 ft. - $8.00/day
Over 300 ft. or less than 48' in height - Negotiate with Diver, but not less than 1.00 per foot per day .

HEALTH AND WELFARE: $6.68 per hour.

PENSION: $4.25 an hour.

APPRENTICE TRAINING: $.64 per hour.

SUBSTANCE ABUSE PROGRAM: $0.064 per hour

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.


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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conforming classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.
WD 04-0139 (Rev.-24) was first posted on www.wdol.gov on 01/01/2019

Health Physics Technician Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2004-0139
Director             Determinations    | Revision No: 24
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: District of Columbia
Area: District of Columbia Statewide
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(not set) - Clinician</td>
<td>39.07</td>
<td></td>
</tr>
<tr>
<td>(not set) - Program Manager</td>
<td>46.46</td>
<td></td>
</tr>
<tr>
<td>(not set) - Substance Abuse Counselor</td>
<td>32.60</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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:

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information including the position of the contractor and the employees, to the Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Clinician
Developing the ISP and assisting the counselors in implementation of strategies to meet ISP objectives for youth Conducting group and individual therapy sessions Conducting family sessions Participating in monthly treatment team meetings of youth in the substance abuse treatment program Documenting services provided in the youth's case records Assisting the YSA case manager in providing comprehensive case management services Development and implementation of service methodology and procedures to provide substance abuse treatment and related services in a secure juvenile training school Ensuring that the substance abuse treatment services are available to and customized to meet the individualized needs of youth and is documented in a multidisciplinary individualized treatment plan Providing oversight of service delivery

Program Manager
Developing and implementing a Quality improvement Plan to oversee the delivery of substance abuse treatment and related services Developing and utilizing a system to identify and measure service delivery outcomes Developing the Contractor's staff schedules to ensure the Contractor's fulfillment of the service delivery requirements of the contract Ensuring preparation and of a monthly program report that documents the services provided to each youth in the program Participating in Oak Hill Youth Center staff and operational meetings, providing relevant information concerning the substance abuse treatment program and related services including problems, issues, and concerns with the service delivery Enforcing policies, standards, and procedures of Youth Services Administration Supporting the programmatic objectives of the model substance abuse treatment services and the individual treatment needs of each youth

Substance Abuse Counselor
Conducting youth assessments utilizing Addiction Severity Index (ASI) and Substance Abuse Subtle Screening Instrument (SASSI) assessment tools
Implementing ISP strategies Providing individual and group treatment services
Conducting substance abuse education sessions Participating in YSA treatment team meetings as a team member Adhering to and supporting the policies and procedures of YSA Documenting services provided to individual youth and family for entry into the youth's case records
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: California, Mississippi, Missouri, New York, Wyoming
Area: California County of San Francisco
Missouri County of Platte
Mississippi County of Lee
New York County of Monroe
Wyoming County of Teton

**Fringe Benefits Required Follow the Occupational Listing**

Employed on Transportation Security Administration contract for the following services: Pre-board screening of passengers and their carry-on baggage and/or pre-board screening of checked baggage for contract commencing on October 10, 2002.

<table>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Lead Transportation Security
Duties and Responsibilities: Identifies, distributes and balances workload and
tasks among employees in accordance with established workflow and skill level.
Makes adjustments to accomplish the workload in accordance with established
priorities. Trains or arranges for the technical training of team members,
monitors and reports on the status and progress of work. May approve emergency
leave for up to three days. Resolves simple, informal complaints of employees
and refers others, such as formal grievances and appeals to the supervisor or an
appropriate management official. Serves as a coach, facilitator and/or
negotiator in coordinating team initiatives and in consensus building activities
among team members. Represents the team in communications with the supervisor or
manager for the purpose of obtaining resources (e.g. computer hardware and
software, etc.). Implement security-screening procedures that are central to
Transportation Security Administration (TSA) objectives that will serve to
protect the traveling public by preventing any deadly or dangerous objects from
being transported onto the aircraft. Conducts screening of passengers and/or
baggage, and/or cargo. Participates in information briefings concerning
security-sensitive or classified information. Assists management with inquiries
for information or investigations that may be initiated against a regulated
party. Oversees the screening checkpoint on a day-to-day basis to include
equipment with personnel. Schedules an adequate number of screener personnel to provide for efficient and effective screening of all persons, their baggage and cargo. Monitors the flow of passengers through the screening checkpoint to facilitate the orderly and efficient processing of passengers. Maintains communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties.

Supervisory Transportation Security Screener
Duties and Responsibilities: Functions as a level 1 Supervisory Transportation Security Screener responsible for supervising personnel performing pre-board security screening of persons and their carry-on and checked baggage. Implement security-screening procedures that are central to Transportation Security Administration (TSA) objectives that will serve to protect the traveling public by preventing any deadly or dangerous objects from being transported onto an aircraft. Conducts screening passengers and/or baggage, and/or cargo. Participates in information briefings concerning security-sensitive or classified information. Assists management with inquiries for information or investigations that may be initiated against a regulated party. Oversees the screening checkpoint on a day-to-day basis to include equipment with personnel. Schedules an adequate number of screener personnel to provide for efficient and effective screening of all persons, their baggage and cargo. Provides guidance to lower-staff on resolving difficult technical issues. Coaches staff in customer service, technical approaches and other duties related to passenger screening. Resolves all but unique technical problems without the intervention of management or a more experienced technical specialist. Maintains communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties. Works with a full team of transportation security screeners, supervisors, and law enforcement personnel at checkpoints and airport security staff and management. Directs the work of subordinate employees. Sets priorities; assigns tasks, monitors and evaluates performance; coaches, and develops employee capabilities; approves leave; and takes or recommends corrective/disciplinary action, as appropriate. Resolves routing problems independently, but consults with higher-level management when existing guidelines are not available or applicable for complex problems. May be called upon to assist in the development of new policies and procedures. Maintains communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties.

Transportation Security Screener
Duties and Responsibilities: The incumbent functions as a trainee responsible for performing pre-boarding screening of persons and their carry-on and/or checked baggage. The incumbent works under close supervision and review. Implements security security-screening procedures that are central to Transportation Security Administration (TSA) objectives and that will serve to protect the traveling public by preventing any deadly or dangerous objects from being transported onto an aircraft. Assists in conducting screening of passengers, baggage and cargo. May be required to conduct screening at any airport that provides commercial service to the public. Assists in monitoring the flow of passengers through the screening checkpoint to facilitate the orderly and efficient processing of passengers. Maintains close communication with supervisors regarding any issues that might reveal a weakness or vulnerable
area of security screening that is discovered in the course of screening duties.
Participates in information briefings concerning security-sensitive or classified information.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: California, Mississippi, Missouri, New York, Wyoming
Area: California County of San Francisco
Missouri County of Platte
Mississippi County of Lee
New York County of Monroe
Wyoming County of Teton

**Fringe Benefits Required Follow the Occupational Listing**

Employed on Transportation Security Administration contract for the following services: Pre-board screening of passengers and their carry-on baggage and/or pre-board screening of checked baggage for contract commencing on June 1, 2003.

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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Baggage Handler
Duties and Responsibilities: Aid and assist all CTX screeners with baggage handling before and after an inspection is completed by either a CTX or ETD machine or was subject to an open baggage inspection. Tasks: Assist screeners once inspection is complete to relieve them of baggage handling duties Carry out duties in a professional and courteous manner, providing exceptional customer service and other duties as assigned

Lead Transportation Security Screener
Duties and Responsibilities: Identifies, distributes and balances workload and tasks among employees in accordance with established workflow and skill level. Makes adjustments to accomplish the workload in accordance with established priorities. Trains or arranges for the technical training of team members, monitors and reports on the status and progress of work. May approve emergency leave for up to three days. Resolves simple, informal complaints of employees and refers others, such as formal grievances and appeals to the supervisor or an appropriate management official. Serves as a coach, facilitator and/or negotiator in coordinating team initiatives and in consensus building activities among team members. Represents the team in communications with the supervisor or manager for the purpose of obtaining resources (e.g. computer hardware and software, etc.). Implement security-screening procedures that are central to Transportation Security Administration (TSA) objectives that will serve to protect the traveling public by preventing any deadly or dangerous objects from being transported onto the aircraft. Conducts screening of passengers and/or baggage, and/or cargo. Participates in information briefings concerning security-sensitive or classified information. Assists management with inquiries for information or investigations that may be initiated against a regulated party. Oversees the screening checkpoint on a day-to-day basis to include equipment with personnel. Schedules an adequate number of screener personnel to provide for efficient and effective screening of all persons, their baggage and cargo. Monitors the flow of passengers through the screening checkpoint to facilitate the orderly and efficient processing of passengers. Maintains communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties.
Supervisory Transportation Security Screener

Duties and Responsibilities: Functions as a level 1 Supervisory Transportation Security Screener responsible for supervising personnel performing pre-board security screening of persons and their carry-on and checked baggage. Implement security-screening procedures that are central to Transportation Security Administration (TSA) objectives that will serve to protect the traveling public by preventing any deadly or dangerous objects from being transported onto an aircraft. Conducts screening passengers and/or baggage, and/or cargo. Participates in information briefings concerning security-sensitive or classified information. Assists management with inquiries for information or investigations that may be initiated against a regulated party. Oversees the screening checkpoint on a day-to-day basis to include equipment with personnel. Schedules an adequate number of screener personnel to provide for efficient and effective screening of all persons, their baggage and cargo. Provides guidance to lower-staff on resolving difficult technical issues. Coaches staff in customer service, technical approaches and other duties related to passenger screening. Resolves all but unique technical problems without the intervention of management or a more experienced technical specialist. Maintains communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties. Works with a full team of transportation security screeners, supervisors, and law enforcement personnel at checkpoints and airport security staff and management. Directs the work of subordinate employees. Sets priorities; assigns tasks, monitors and evaluates performance; coaches, and develops employee capabilities; approves leave; and takes or recommends corrective/disciplinary action, as appropriate. Resolves routing problems independently, but consults with higher-level management when existing guidelines are not available or applicable for complex problems. May be called upon to assist in the development of new policies and procedures. Maintains communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties.

Transportation Security Screener

Duties and Responsibilities: The incumbent functions as a trainee responsible for performing pre-boarding screening of persons and their carry-on and/or checked baggage. The incumbent works under close supervision and review. Implements security security-screening procedures that are central to Transportation Security Administration (TSA) objectives and that will serve to protect the traveling public by preventing any deadly or dangerous objects from being transported onto an aircraft. Assists in conducting screening of passengers, baggage and cargo. May be required to conduct screening at any airport that provides commercial service to the public. Assists in monitoring the flow of passengers through the screening checkpoint to facilitate the orderly and efficient processing of passengers. Maintains close communication with supervisors regarding any issues that might reveal a weakness or vulnerable area of security screening that is discovered in the course of screening duties. Participates in information briefings concerning security-sensitive or classified information.
WD 04-0171 (Rev.-25) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |    U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       |    EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |    WAGE AND HOUR DIVISION
|    WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage |  Wage Determination No: 2004-0171
Director             Determinations    |  Revision No: 25
|    Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Utah
Area: Utah Statewide
----------------------------------------------------------------------------------
**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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Sacramento

**Fringe Benefits Required Follow the Occupational Listing**

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<td>24540 - Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month
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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract,
Section 41.02 in the collective bargaining agreement between Ratheon Aerospace LLC, Langley AFB, Hampton, VA and International Association of Machinists and Aerospace Workers, District Lodge 2531 contains contingency language that Wage and Hour does not recognize as reflecting "arm's-length negotiation" under section 4(c) of the Act and 29 C.F.R. 4.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid pursuant to section 41.01 and Appendix A of this agreement.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
**REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR | EMPLOYMENT STANDARDS ADMINISTRATION**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage  | Wage Determination No: 2004-0401
Director          Determinations  | Revision No: 23
                  Date Of Revision: 02/20/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana, Mississippi

Area: Louisiana Parishes of Acadia, Ascension, Assumption, Avoyelles, Concordia, East Baton Rouge, East Feliciana, Evangeline, Iberia, Iberville, Jefferson, Lafayette, Lafourche, Livingston, Orleans, Plaquemines, Pointe Coupee, Saint James, Saint John The Baptist, St Bernard, St Charles, St Helena, St Landry, St Martin, St Mary, St Tammany, Tangipahoa, Terrebonne, Vermilion, Washington, West Baton Rouge, West Feliciana

Mississippi Counties of Adams, Amite, Claiborne, Copiah, Covington, Forrest, Franklin, Hancock, Harrison, Hinds, Jasper, Jefferson, Jefferson Davis, Jones, Lamar, Lauderdale, Lawrence, Lincoln, Madison, Marion, Newton, Pearl River, Perry, Pike, Rankin, Scott, Simpson, Smith, Stone, Walthall, Warren, Wayne, Wilkinson, Yazoo

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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE</th>
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 05-0096 (Rev.-28) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2005-0096
Director             Determinations | Revision No: 28
| Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Statewide
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**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. National Park Service contracts for forestry services.

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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 "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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Utah
Area: Utah Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 "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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond.
When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Iowa, Nebraska, South Dakota
Area: Iowa - All Counties except: Allamakee, Clayton, Dubuque, Fremont, Harrison, Jackson, Mills, Montgomery, Page, Pottawattamie, Shelby
Illinois Counties of Bureau, Henry, Mercer, Rock Island
Nebraska Counties of Burt, Cedar, Cuming, Dakota, Dixon, Stanton, Thurston, Wayne
South Dakota Statewide

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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>23210</td>
<td>Elevator Repairer</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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 06-0101 (Rev.-19) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2006-0101
Director             Determinations    | Revision No: 19
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 County of Orange
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>24540 - Beautician (Cosmetologist)</td>
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<td>14.22</td>
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</table>

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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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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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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6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.
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WD 07-0093 (Rev.-19) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2007-0093
Director Determinations | Revision No: 19
| Date Of Revision: 12/26/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

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**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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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)

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Conformance Process:

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States: Illinois, Minnesota, Missouri
Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson
Minnesota Counties of Dakota, Washington
Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

**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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** 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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 07-0117 (Rev.-19) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2007-0117
Director             Determinations    | Revision No: 19
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: District of Columbia
Area: District of Columbia Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
24510 - Barber                                                               15.61
24540 - Beautician (Cosmetologist)                                           16.98
__________________________________________________________________________________
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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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).

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 07-0134 (Rev.-14) was first posted on www.wdol.gov on 01/01/2019

Diver Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2007-0134
Director Determinations | Revision No: 14
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Delaware, District of Columbia, Florida, Georgia, Maryland, New Jersey, North Carolina, South Carolina, Virginia
Area: District of Columbia Statewide
Delaware Statewide
Florida Statewide
Georgia Statewide
Maryland Counties of Caroline, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, Worcester
Maryland Counties of Caroline, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, Worcester
North Carolina Statewide
New Jersey Counties of Atlantic, Burlington, Cape May, Ocean
South Carolina Statewide
Virginia Statewide
The area of application covers the area from South of the line between Monmouth and Ocean Counties, New Jersey down to the tip of Southern Florida.
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<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></td>
</tr>
<tr>
<td>Southern Counties in New Jersey, Delaware (Statewide), Eastern Shore of Maryland</td>
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<td>46.56</td>
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<tr>
<td>47041 - Diver Tender</td>
<td></td>
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<tr>
<td>Southern Counties in New Jersey, Delaware (Statewide), Eastern Shore of Maryland</td>
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<td>41.39</td>
</tr>
<tr>
<td>Statewide: Florida, Georgia, North Carolina South Carolina and Virginia</td>
<td></td>
<td>35.86</td>
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</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:

Florida (Statewide); Georgia (Statewide); North Carolina (Statewide); South Carolina (Statewide); and Virginia (Statewide)

Health & Welfare: $4.02 per hour or $160.80 per week or $696.79 per month

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)

Southern Counties in New Jersey, the entire state of Delaware and the Eastern Shore of Maryland:

Health and Welfare $9.30
Vacation $3.20
Pension $7.99
Annuity $7.53
401 Savings Plan $0.50
Apprentice Fund $0.45
C.I.T.F $0.10

Washington, D.C.:

Health & Welfare $4.40
Pension $3.08
Apprentice Fund $0.50
Annuity Fund $0.07
** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE** | **FOOTNOTE** | **RATE**
--- | --- | ---
23210 - Elevator Repairer | | 41.96

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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Moultrie, Shelby, Will

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>47041 - Diver Tender</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond.
When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) 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.
**Wage Determination No: 2010-0006**

**Occupation Code - Title** | **Footnote** | **Rate**
--- | --- | ---
47040 - Diver | | 36.23
47041 - Diver Tender | | 20.70

Diver can negotiate pay under the following conditions:
- For dives deeper than depths specified
- For special penetration situations

---

**Fringe Benefits Required Follow the Occupational Listing**

**State:** South Dakota

**Area:** South Dakota - All Counties except Bennett

---

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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: Puerto Rico
Area: Puerto Rico Statewide

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<tr>
<td>08040 - Choker Setter</td>
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<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<tr>
<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<tr>
<td>08200 - Forestry Truck Driver</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08280 - Nursery Specialist</td>
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<td>08310 - Slash Piler/Burner</td>
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<td>08400 - Tree Planter, Mechanical</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,
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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)

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WD 13-0190 (Rev.-13) was first posted on www.wdol.gov on 01/01/2019

Diver Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms Division of Wage | Wage Determination No: 2013-0190
Director Determinations | Revision No: 13
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Illinois, Iowa
Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott
Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, Rock
Island, Warren, Whiteside
----------------------------------------------------------------------------------
**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>
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</thead>
<tbody>
<tr>
<td>47040 - Diver</td>
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<tr>
<td>47041 - Diver Tender</td>
<td></td>
<td>24.97</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
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retroactive to the commencement date of the contract (See 29 CFR
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Barber and Beauty Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2015-0023
Director             Determinations    | Revision No: 10
| Date Of Revision: 12/26/2018

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State: Georgia
Area: Georgia County of Richmond

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<td>24540 - Beautician (Cosmetologist)</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.

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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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 15-0216 (Rev.-9) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2015-0216
Director             Determinations    | Revision No: 9
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Solano
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                            FOOTNOTE    RATE
24540 - Beautician (Cosmetologist)                         9.90

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 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)

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 "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.
WD 16-0009 (Rev.-8) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2016-0009
Director             Determinations    |           Revision No: 8
|      Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Monterey

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**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
*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.

** 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)).

** 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.
WD 16-0053 (Rev.-6) was first posted on www.wdol.gov on 01/01/2019
Fast Food Services
*****************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2016-0053
Director             Determinations | Revision No: 6
| Date Of Revision: 12/26/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parish of Bossier
----------------------------------------------------------------------------------
**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: $.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:

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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

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.
WD 16-0055 (Rev.-5) was first posted on www.wdol.gov on 01/01/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 2016-0055
Director             Determinations | Revision No: 5
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Massachusetts
Area: Massachusetts County of Middlesex
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**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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: $.77 per hour or $30.80 per week or $133.47 per month

VACATION: $.17 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:

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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Dona Ana

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<td>24540 - Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

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)).
WD 16-0120 (Rev.-8) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms      Division of Wage  | Wage Determination No: 2016-0120
| Director             Determinations    | Revision No: 8
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
**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.
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2016-0121
Director             Determinations    | Revision No: 9
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of El Paso

**Fringe Benefits Required Follow the Occupational Listing**

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<td>24540 - Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.
WD 16-0144 (Rev.-8) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

**********************************************************************************

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR

| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| WAGE AND HOUR DIVISION |
| WASHINGTON, D.C. 20210 |

Daniel W. Simms Division of Wage Determinations Division of Wage Determinations No: 2016-0144
| Wage Determination No: 2016-0144 |
| Revision No: 8 |
| Date Of Revision: 12/26/2018 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Utah
Area: Utah County of Davis

**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.

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per...
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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Barber and Beauty Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
----------------------------------------------------------------------------------
Daniel W. Simms Division of Wage | Wage Determination No: 2016-0162
Director Determinations | Revision No: 9
| Date Of Revision: 04/03/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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: Colorado
Area: Colorado County of El Paso
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE FOOTNOTE RATE
24540 - Beautician (Cosmetologist) 14.89

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Contractors, applies to all contracts subject to the Service Contract Act for
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 16-0177 (Rev.-8) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
*****************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT      | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2016-0177
Director             Determinations    | Revision No: 8
| Date Of Revision: 12/26/2018
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www.dol.gov/whd/govcontracts.
State: Colorado
Area: Colorado County of El Paso
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
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)

**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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
*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)

** 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.
WD 16-0204 (Rev.-6) was first posted on www.wdol.gov on 01/01/2019

Fast Food Services

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia Area: Georgia County of Muscogee

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**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</thead>
<tbody>
<tr>
<td>(not set) - Mobile Food Driver</td>
<td></td>
<td>9.23</td>
</tr>
</tbody>
</table>

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:

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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

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.
**Fringe Benefits Required Follow the Occupational Listing**

Employed on Department of Agriculture contracts for conservation and restoration services on Wetlands.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>08200 - Forestry Truck Driver</td>
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<td>08340 - Tree Climber</td>
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<td>08370 - Tree Planter</td>
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<td>08400 - Tree Planter, Mechanical</td>
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<td>13.67</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 **

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.
WD 17-0033 (Rev.-7) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|   |
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0033
Director             Determinations    | Revision No: 7
|      Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Sedgwick
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**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                          FOOTNOTE             RATE
24540 - Beautician (Cosmetologist)                                11.20

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
*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 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 **

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.
Barber and Beauty Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0042
Director             Determinations    | Revision No: 7
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Fairbanks North

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per...
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 **

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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.
WD 17-0053 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0053
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
-----------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
This wage determination is applicable to the following cities and towns in the
following counties in MAINE:
HANCOCK COUNTY: Amherst, Aurora, Dedham, Osborn, Otis
PENOBSCOT COUNTY: Alton, Argyle, Bangor, Bradford, Bradley, Brewer, Burlington,
Carmel, Charleston, Clifton, Corinth, Dixmont, Eddington, Edinburg, Enfield,
Etna, Exeter, Garland, Glenburn, Grand Falls, Greenbush, Greenfield, Hampden,
Hermon, Holden, Howland, Hudson, Kenduskeag, Lagrange, Levant, Milford,
Newburgh, Newport, Old Town, Orono, Orrington, Passadumkeag, Penobscot Indian,
Stetson, Summit, Veazie
PISCATAQUIS COUNTY: Orneville
WALDO COUNTY: Winterport
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**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
<td></td>
<td>11.65</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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<td>10.59</td>
</tr>
</tbody>
</table>

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.
WD 17-0054 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0054
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Auburn, Greene, Leeds, Lewiston, Lisbon, Mechanic Falls, Minot, Poland, Sabattus, Turner, Wales

KENNEBEC COUNTY: Monmouth

OXFORD COUNTY: Buckfield, Hartford, Hebron, Oxford

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**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)

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This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Durham
YORK COUNTY: Arundel, Biddeford, Buxton, Cornish, Dayton, Hollis, Kennebunk, Kennebunkport, Limerick, Limington, Lyman, Old Orchard Beach, Saco, Waterboro

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the
WD 17-0056 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
| EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0056
| Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in MAINE:


HANCOCK COUNTY: Bar Harbor, Blue Hill, Brooklin, Brookville, Bucksport, Castine, Cranberry Isles, Deer Isle, East Hancock, Eastbrook, Ellsworth, Fletchers Landing, Franklin, Gouldsboro, Great Pond, Hancock, Lamoine, Long Island, Mariaville, Mount Desert, Myra, Orland, Penobscot, Sedgwick, Sorrento, Southwest Harbor, Stonington, Sullivan, Surry, Swans Island, Tremont, Trenton, Verona, Waltham, Winter Harbor

PENOBSCOT COUNTY: Carroll, Chester, Corinna, Dexter, Drew, East Millinocket, Grindstone, Herseytown, Hopkins Academy, Kingman, Lakeville, Lee, Lincoln, Long A, Lowell, Mattamuskeet, Mattawamkeag, Maxfield, Medway, Millinocket, Mount Chase, North Penobscot, Patten, Plymouth, Pretti, Remaining unorganized territory, Seboeis, Soldiertown, Springfield, Stacyville, T3 Indian Purchase, T4 Indian Purchase, Veazie Gore, Webster, Whitney, Winn, Woodville

PISCATAQUIS COUNTY: Abbot, Atkinson, Barnard, Bear Pond, Beaver Cove, Blanchard, Bowdoin College Grant East, Bowdoin College Grant West, Bowerbank, Brownville,
**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.

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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** UNIFORM ALLOWANCE **

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This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Livermore Falls, Livermore
CUMBERLAND COUNTY: Bridgton, Brunswick, Harpswell, Harrison
KENNEBEC COUNTY: Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop
KNOX COUNTY: Appleton, Camden, Cushing, Friendship, Hope, Isle au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St. George, Thomaston, Union, Vinalhaven, Warren, Washington
SAGADAHOOC COUNTY: Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins,
Phippsburg, Richmond, Topsham, West Bath, Woolwich
WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro, Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport, Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville, Thorndike, Troy, Unity, Waldo
YORK COUNTY: Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield, Sanford, Shapleigh, Wells, York

**Fringe Benefits Required Follow the Occupational Listing**

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This wage determination applies to the following cities and towns in the following counties in MAINE and NEW HAMPSHIRE

Maine:
YORK COUNTY: Eliot, Kittery

New Hampshire:
ROCKINGHAM COUNTY: Brentwood, Epping, Exeter, Greenland, Hampton, New Castle, Newfields, Newington, Newmarket, North Hampton, Portsmouth, Rye, Stratham

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0059
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.

This wage determination applies to the following cities and towns in the
following counties in MAINE and NEW HAMPSHIRE
YORK COUNTY, ME: Berwick, Lebanon, South Berwick
STRAFFORD COUNTY, NH: Barrington, Dover, Durham, Farmington, Lee, Madbury,
Middleton, Milton, New Durham, Rochester, Rollinsford, Somersworth, Strafford
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               11.46
07090 - Fast Food Worker                                                     10.42

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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:
HILLSBOROUGH COUNTY: Bedford, Goffstown, Manchester, New Boston, Weare
MERRIMACK COUNTY: Allentown, Dunbarton, Hooksett, Pembroke
ROCKINGHAM COUNTY: Auburn, Candia

**Fringe Benefits Required Follow the Occupational Listing**

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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
| EMPLOYMENT STANDARDS ADMINISTRATION
| WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0061
Director             Determinations    |           Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CARROLL COUNTY: Albany, Bartlett, Chatham, Conway-intervale-kearsarge, Eaton, Effingham, Freedom, Hale's Location, Hart's Location, Jackson, Madison, Ossipee, Sandwich, Tamworth, Wakefield


GRAFTON COUNTY: Bath, Benton, Bethlehem, Easton, Franconia, Haverhill, Landaff, Lisbon, Littleton, Livermore, Lyman, Monroe, Sugar Hill, Warren

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE    RATE

07080 - Fast Food Shift Leader                                11.04        
07090 - Fast Food Worker                                     10.04        

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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This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: Alton, Barnstead, Belmont, Center Harbor, Gilford, Gilmanton, Laconia, Meredith, Tilton
CARROLL COUNTY: Brookfield, Moultonborough, Tuftonboro, Wolfeboro
HILLSBOROUGH COUNTY: Deering, Hillsborough, Windsor
MERRIMACK COUNTY: Boscawen, Bow, Canterbury, Chichester, Concord, Epsom, Franklin, Henniker, Hopkinton, Loudon, Northfield, Pittsfield, Salisbury, Webster
ROCKINGHAM COUNTY: Deerfield, Northwood, Nottingham, Raymond
SULLIVAN COUNTY: Washington

**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.
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.

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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This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:
BELKNAP COUNTY: New Hampton, Sanbornton
SULLIVAN COUNTY: Acworth, Charlestown, Claremont, Cornish, Croydon, Goshen, Grantham, Langdon, Lempster, Newport, Plainfield, Springfield, Sunapee, Unity

**Fringe Benefits Required Follow the Occupational Listing**

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This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CHESHIRE COUNTY: Alstead, Chesterfield, Dublin, Fitzwilliam, Gilsum, Harrisville, Hinsdale, Jaffrey, Keene, Marlboro, Marlow, Nelson, Richmond, Rindge, Roxbury, Stoddard, Sullivan, Surry, Swanzey, Troy, Walpole, Westmoreland, Winchester

HILLSBOROUGH COUNTY: Antrim, Bennington, Francestown, Hancock, New Ipswich, Peterborough, Sharon

**Fringe Benefits Required Follow the Occupational Listing**

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This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS and NEW HAMPSHIRE:

Massachusetts:
ESSEX COUNTY: Amesbury, Georgetown, Groveland, Haverhill, Merrimac, Newburyport, North Andover, Salisbury, West Newbury

New Hampshire:
ROCKINGHAM COUNTY: Atkinson, Danville, East Kingston, Fremont, Hampstead, Hampton Falls, Kensington, Kingston, Newton, Plaistow, Sandown, Seabrook, South Hampton

**Fringe Benefits Required Follow the Occupational Listing**

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS and NEW HAMPSHIRE:

Massachusetts:
ESSEX COUNTY: Essex, Lawrence, Methuen

New Hampshire:
ROCKINGHAM COUNTY: Salem

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>07080 - Fast Food Shift Leader</td>
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<td></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,
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0067 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0067
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.

This wage determination is applicable to the following cities and towns in the
following counties in MASSACHUSETTS and NEW HAMPSHIRE:
Massachusetts:
MIDDLESEX COUNTY: Ashby, Ayer, Billerica, Chelmsford, Dracut, Groton, Littleton,
Lowell, Shirley, Tewksbury, Townsend, Tyngsborough, Westford, Harvard
New Hampshire:
HILLSBOROUGH COUNTY: Pelham

**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
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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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** 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.
WD 17-0068 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0068
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.
This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS and NEW HAMPSHIRE:
Massachusetts:
MIDDLESEX COUNTY: Dunstable, Pepperell
New Hampshire:
HILLSBOROUGH COUNTY: Amherst, Brookline, Greenfield, Greenville, Hollis, Hudson, Litchfield, Lyndeboro, Mason, Merrimack, Milford, Mont Vernon, Nashua, Temple, Wilton
ROCKINGHAM COUNTY: Chester, Derry, Londonderry, Windham
----------------------------------------------------------------------------------
**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
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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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** UNIFORM ALLOWANCE **

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This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Lynn, Marblehead, Nahant, Saugus, Swampscott

**Fringe Benefits Required Follow the Occupational Listing**

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This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:
BARNSTABLE COUNTY: Barnstable, Bourne, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Sandwich, Wellfleet, Yarmouth
PLYMOUTH COUNTY: Marion, Wareham

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This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield
ESSEX COUNTY - Andover, Boxford, Gloucester, Hamilton, Ipswich, Lynnfield, Manchester By The Sea, Middleton, Newbury, Rockport, Rowley, Topsfield, Wenham
NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham
PLYMOUTH COUNTY - Abington, Carver, Duxbury, Halifax, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate
SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop
Worcester COUNTY - Berlin, Bolton

**Fringe Benefits Required Follow the Occupational Listing**

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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:

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties:
BRISTOL COUNTY: Easton
NORFOLK COUNTY: Avon
PLYMOUTH COUNTY: Bridgewater, Brockton, East Bridgewater, Hanson, West Bridgewater, Whitman

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>13.27</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>12.06</td>
<td></td>
</tr>
</tbody>
</table>

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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0073 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0073
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.

This wage determination is applicable to the following cities and towns in the
following counties in MASSACHUSETTS:
MIDDLESEX COUNTY: Ashland, Framingham, Holliston, Hopkinton, Hudson,
Marlborough, Natick, Sudbury
WORCESTER COUNTY: Hopedale, Mendon, Milford, Southborough

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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<td>12.03</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)

** 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.
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0074
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.

This wage determination is applicable to the following cities and towns in
WORCESTER COUNTY: Ashburnham, Fitchburg, Gardner, Leominster, Lunenburg,
Phillipston, Royalston, Templeton, Westminster, Winchendon

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>12.36</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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
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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.
Fast Food Services

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0075
Director of Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:
BRISTOL COUNTY: Acushnet, Dartmouth, Fairhaven, New Bedford
PLYMOUTH COUNTY: Mattapoisett

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>11.19</td>
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</tbody>
</table>

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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0076
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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2019. 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.
This wage determination is applicable to the following cities and towns in ESSEX
COUNTY: Beverly, Danvers, Peabody, Salem
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td></td>
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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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This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:
HAMPSHIRE COUNTY: Middlefield

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080</td>
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<tr>
<td>07090</td>
<td>Fast Food Worker</td>
<td></td>
<td>12.16</td>
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</table>

The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0078
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following towns in the following counties:
BRISTOL COUNTY: Berkley, Dighton, Freetown, Norton, Raynham, Taunton
PLYMOUTH COUNTY: Lakeville, Middleborough, Rochester

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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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,
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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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This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:
BARNSTABLE COUNTY: Provincetown, Truro
DUKES COUNTY: Chilmark, Edgartown, Gay Head, Gosnold, Oak Bluffs, Tisbury, West Tisbury
NANTUCKET COUNTY: Nantucket

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This wage determination is applicable to the following towns in BERKSHIRE COUNTY: Alford, Egremont, Great Barrington, Monterey, Mount Washington, New Marlborough, Otis, Sandisfield, Sheffield, Stockbridge, Tyringham, West Stockbridge

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This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:

BERKSHIRE COUNTY: Clarksburg, Florida, Hancock, North Adams, Williamstown
FRANKLIN COUNTY: Bernardston, Buckland, Charlemont, Colrain, Erving, Gill, Greenfield, Hawley, Heath, Leyden, Monroe, Montague, Northfield, Rowe, Shelburne
HAMPShIRE COUNTY: Plainfield

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This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:
FRANKLIN COUNTY: New Salem, Orange, Warwick
WORCESTER COUNTY: Athol, Hardwick, Petersham

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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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- $.11 per hour in holiday pay. (29 CFR 4.174)

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Massachusetts:
BRISTOL COUNTY: Attleboro, Fall River, North Attleborough, Rehoboth, Seekonk, Somerset, Swansea, Westport
NORFOLK COUNTY: Bellingham, Plainville
WORCESTER COUNTY: Blackstone, Millville

Rhode Island:
BRISTOL COUNTY: Barrington, Bristol, Warren
KENT COUNTY: Coventry, East Greenwich, Warwick, West Greenwich, West Warwick
NEWPORT COUNTY: Jamestown, Little Compton, Middletown, Newport, Portsmouth, Tiverton
PROVIDENCE COUNTY: Burrillville, Central Falls, Cranston, Cumberland, East Providence, Foster, Gloucester, Johnston, Lincoln, North Providence, North Smithfield, Pawtucket, Providence, Scituate, Smithfield, Woonsocket
WASHINGTON COUNTY: Charlestown, Exeter, Narragansett, North Kingstown, Richmond, South Kingstown

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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.
WD 17-0084 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0084
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
This wage determination is applicable in the following cities and towns in the
following counties in MASSACHUSETTS and CONNECTICUT:
Massachusetts:
FRANKLIN COUNTY - Ashfield town, Conway town, Deerfield town, Leverett town,
Shutesbury town, Sunderland town, Wendell town, Whately town
HAMPDEN COUNTY - Agawam city, Blandford town, Chester town, Chicopee city, East
Longmeadow town, Granville town, Hampden town, Holyoke city, Longmeadow town,
Ludlow town, Monson town, Montgomery town, Palmer town, Russell town, Southwick
town, Springfield city, Tolland town, Wales town, West Springfield town,
Westfield city, Wilbraham town
HAMPERSHIRE COUNTY - Amherst town, Belchertown town, Chesterfield town, Cumington
town, Easthampton town, Goshen town, Granby town, Hadley town, Hatfield town,
Huntington town, Northampton city, Pelham town, South Hadley town, Southampton
town, Ware town, Westhampton town, Williamsburg town, Worthington town
Connecticut:
HARTFORD COUNTY - East Windsor, Enfield, Suffield, Windsor Locks
TOLLAND COUNTY - Somers town

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<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.
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 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
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This wage determination is applicable in the following cities and towns in the following counties in MASSACHUSETTS and CONNECTICUT:

Massachusetts:
HAMPDEN COUNTY: Brimfield, Holland

Connecticut:
WINDHAM COUNTY: Brooklyn, Killingly, Plainfield, Pomfret, Putnam, Sterling, Thompson, Woodstock

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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)

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This wage determination is applicable to New Shoreham town in Washington County.

**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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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 **

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.
Fast Food Services

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0087
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable in the following cities and towns in the following counties in CONNECTICUT and RHODE ISLAND:

Connecticut:
WINDHAM COUNTY: Canterbury

Rhode Island:
WASHINGTON COUNTY: Hopkinton, Westerly

**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
WD 17-0088 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0088
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:
FAIRFIELD COUNTY: Bridgeport, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, Norwalk, Redding, Ridgefield, Shelton, Stamford, Trumbull, Weston, Westport, Wilton
NEW HAVEN COUNTY: Ansonia, Derby, Milford, Oxford, Seymour, Southbury, Woodbridge

**Fringe Benefits Required Follow the Occupational Listing**

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This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:
FAIRFIELD COUNTY: Bethel, Brookfield, Danbury, New Fairfield, Newtown, Sherman
LITCHFIELD COUNTY: Bridgewater, New Milford

**Fringe Benefits Required Follow the Occupational Listing**

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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.
WD 17-0090 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
******************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| | |
| Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0090
| Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
This wage determination is applicable to the following cities and towns in the
following counties in CONNECTICUT:
HARTFORD COUNTY: Avon, Berlin, Bloomfield, Bristol, Burlington, Canton, East
Granby, East Hartford, Farmington, Glastonbury, Granby, Hartford, Hartland,
Manchester, Marlborough, New Britain, Newington, Plainville, Rocky Hill,
Simsbury, South Windsor, Southington, West Hartford, Wethersfield, Windsor
LITCHFIELD COUNTY: Barkhamsted, Harwinton, New Hartford, Plymouth, Thomaston
MIDDLESEX COUNTY: Cromwell, East Haddam, East Hampton, Haddam, Middletown,
Portland
NEW LONDON COUNTY: Colchester, Lebanon
TOLLAND COUNTY: Andover, Bolton, Columbia, Coventry, Ellington, Hebron,
Mansfield, Stafford, Tolland, Union, Vernon, Willington
WINDHAM COUNTY: Ashford, Chaplin, Scotland, Windham
-----------------------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                              FOOTNOTE    RATE
07080 - Fast Food Shift Leader                                      12.56
07090 - Fast Food Worker                                             11.42
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.
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.
Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0091
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:
MIDDLESEX COUNTY: Chester, Clinton, Deep River, Durham, Essex, Killingworth, Middlefield, Old Saybrook, Westbrook
NEW HAVEN COUNTY: Bethany, Branford, Cheshire, East Haven, Guilford, Hamden, Madison, Meriden, New Haven, North Branford, North Haven, Orange, Wallingford, West Haven

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
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<td>13.47</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>12.24</td>
</tr>
</tbody>
</table>

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.
**Note:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:

LITCHFIELD COUNTY: Bethlehem, Watertown, Woodbury

NEW HAVEN COUNTY: Beacon Falls, Middlebury, Naugatuck, Prospect, Waterbury, Wolcott

**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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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.
WD 17-0093 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0093
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:
LITCHFIELD COUNTY: Canaan, Colebrook, Cornwall, Goshen, Kent, Litchfield, Morris, Norfolk, North Canaan, Roxbury, Salisbury, Sharon, Torrington, Warren, Washington, Winchester
WINDHAM COUNTY: Eastford, Hampton

**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.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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This wage determination is applicable to the following cities and towns in the following VERMONT counties:
ADDISON COUNTY: Ferrisburg, Lincoln, Monkton, Starksboro, Vergennes
FRANKLIN COUNTY: Fairfax, Fletcher, Georgia, St. Albans city, St. Albans town, Swanton
GRAND ISLE COUNTY: Grand Isle, North Hero, South Hero
LAMOILLE COUNTY: Cambridge
WASHINGTON COUNTY: Duxbury

**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: $0.25 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: $0.11 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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WD 17-0095 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0095
| Determinations | Revision No: 5
| | Date Of Revision: 04/05/2019
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2019. 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.

This wage determination is applicable to the following cities and towns in the
following VERMONT counties:
ADDISON COUNTY: Addison, Bridport, Bristol, Cornwall, Goshen, Granville,
Hancock, Leicester, Middlebury, New Haven, Orwell, Panton, Ripton, Salisbury,
Shoreham, Waltham, Weybridge, Whiting
BENNINGTON COUNTY: Arlington, Bennington, Dorset, Glastenbury, Landgrove,
Manchester, Peru, Pownal, Readsboro, Rupert, Sandgate, Searsburg, Shaftsbury,
Stamford, Sunderland, Winhall, Woodford
ORANGE COUNTY: Bradford, Braintree, Brookfield, Chelsea, Corinth, Fairlee,
Randolph, Strafford, Thetford, Tunbridge, Viershire, West Fairlee
RUTLAND COUNTY: Benson, Brandon, Castleton, Chittenden, Clarendon, Danby, Fair
Haven, Hubbardton, Ira, Mendon, Middletown Springs, Mount Holly, Mount Tabor,
Pawlet, Pittsfield, Poultney, Proctor, Rutland, Sherburne, Shrewsbury, Sudbury,
Tinmouth, Wallingford, Wells, West Haven, West Rutland
WASHINGTON COUNTY: Roxbury
WINDHAM COUNTY: Athens, Brattleboro, Brokline, Dover, Dummerston, Grafton,
Guilford, Halifax, Jamaica, Londonberry, Marlboro, Newfane, Putney, Rockingham,
Somerset, Stratton, Townshend, Vernon, Wardsboro, Westminster, Whittingham,
Wilmington, Windham
WINDSOR COUNTY: Andover, Baltimore, Barnard, Behel, Bridgewater, Cavendish,
Chester, Hartford, Hartland, Ludlow, Norwich, Plymouth, Pomfret, Reading,
Rochester, Royalton, Sharon, Springfield, Stockbridge, Weathersfield, West
Windsor, Weston, Windsor, Woodstock

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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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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**Note:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies to the following towns, cities, and gores in the following VERMONT counties:

- **CALEDONIA COUNTY:** Barnet, Burke, Danville, Groton, Hardwich, Kirby, Lyndon, Newark, Peacham, Ryegate, Sheffield, St. Johnsbury, Stannard, Sutton, Walden, Waterford, Wheelock
- **CHITTENDEN COUNTY:** Buel's
- **ESSEX COUNTY:** Averill, Avery's, Bloomfield, Brighton, Brunswick, Canaan, Concord, East Haven, Ferdinand, Granby, Guildhall, Lemington, Lewis, Lunenburg, Maidstone, Norton, Victory, Warner's, Warren's
- **FRANKLIN COUNTY:** Bakersfield, Berkshire, Enosburg, Fairfield, Franklin, Highgate, Montgomery, Richford, Sheldon
- **GRAND ISLE COUNTY:** Alburg, Isle La Motte
- **LAMOILLE COUNTY:** Belvidere, Eden, Elmore, Hyde Park, Johnson, Morristown, Stowe, Waterville, Wolcott
- **ORANGE COUNTY:** Newbury, Orange, Topsham, Washington, Williamstown
- **ORLEANS COUNTY:** Albanu, Barton, Brownington, Charleston, Coventry, Craftsbury, Derby, Glover, Greensboro, Holland, Irasburg, Jay, Lowell, Morgan, Newport city, Newport town, Troy, Westfield, Westmore

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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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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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0097 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                           | WASHINGTON, D.C. 20210
                                           |
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0097
Director             Determinations    | Revision No: 5
                                           | Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Albany, Rensselaer, Saratoga, Schenectady, Schoharie

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**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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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,
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State: New York
Area: New York Counties of Broome, Tioga

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<td>07090 - Fast Food Worker</td>
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WD 17-0100 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0100
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: New York
Area: New York County of Chemung

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<td>07090 - Fast Food Worker</td>
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State: New York
Area: New York Counties of Warren, Washington

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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: New York
Area: New York County of Tompkins

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<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,
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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)

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State: New York
Area: New York County of Ulster

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State: New York
Area: New York Counties of Nassau, Suffolk

**Fringe Benefits Required Follow the Occupational Listing**

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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.
WD 17-0105 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
|       WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0105
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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$10.60 per hour (or the applicable wage rate listed on this wage determination,
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2019. 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 Livingston, Monroe, Ontario, Orleans, Wayne, Yates
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**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
<td>12.35</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.
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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: New York
Area: New York Counties of Madison, Onondaga, Oswego

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State: New York
Area: New York Counties of Herkimer, Oneida

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0108
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Dutchess, Putnam

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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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</table>

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.
Fast Food Services

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>12.21</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.10</td>
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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: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Jefferson

**Fringe Benefits Required Follow the Occupational Listing**

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,
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State: New York
Area: New York Counties of Clinton, Essex, Franklin, Fulton, Hamilton, Lewis, Montgomery, St Lawrence

**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: New York
Area: New York Counties of Columbia, Greene

**Fringe Benefits Required Follow the Occupational Listing**

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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: New York
Area: New York Counties of Cayuga, Chenango, Cortland, Delaware, Otsego, Sullivan

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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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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<td>11.15</td>
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</table>

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0113
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Allegany, Cattaraugus, Chautauqua, Genesee, Schuyler, Seneca, Steuben, Wyoming

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>10.81</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
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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)

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**SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS**

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0114
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

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States: New Jersey, New York
Area: New Jersey Counties of Bergen, Hudson, Middlesex, Monmouth, Ocean, Passaic New York Counties of Bronx, Kings, New York, Orange, Queens, Richmond, Rockland, Westchester

**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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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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** 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.
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<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.

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: New Jersey
Area: New Jersey Counties of Burlington, Camden, Gloucester

**Fringe Benefits Required Follow the Occupational Listing**

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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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage Determinations
Director             Wage Determination No: 2017-0117
                      Revision No: 5
                      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Cape May

**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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
| WAGE AND HOUR DIVISION | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage Determinations | Wage Determination No: 2017-0118
Director             Determinations                   | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Cumberland

**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,
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0119
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Mercer

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

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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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States: New Jersey, Pennsylvania
Area: New Jersey County of Warren
Pennsylvania Counties of Carbon, Lehigh, Northampton

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
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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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 $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Delaware, Maryland, New Jersey
Area: Delaware County of New Castle
Maryland County of Cecil
New Jersey County of Salem

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<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
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January 1, 2017. If this contract is covered by the EO, the contractor must
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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: Delaware
Area: Delaware County of Kent

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<td>07090 - Fast Food Worker</td>
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<td>9.38</td>
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</tbody>
</table>

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2. No alcoholic beverages served.
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Federal facility. (29 CFR 4.173)

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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
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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.
WD 17-0124 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0124
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Blair

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>9.93</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.03</td>
</tr>
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</table>

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,
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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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** 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.
WD 17-0125 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0125
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Erie

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE** | **FOOTNOTE** | **RATE**
---|---|---
07080 - Fast Food Shift Leader | 10.98 |
07090 - Fast Food Worker | 9.98 |

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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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: Pennsylvania
Area: Pennsylvania Counties of Cumberland, Dauphin, Perry

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090</td>
<td>Fast Food Worker</td>
<td>10.74</td>
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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: Pennsylvania
Area: Pennsylvania County of Cambria

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<td>07090 - Fast Food Worker</td>
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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Lancaster

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<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.

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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WD 17-0129 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0129
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Lebanon

**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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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: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Delaware, Philadelphia
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: Pennsylvania
Area: Pennsylvania Counties of Allegheny, Armstrong, Beaver, Butler, Fayette, Washington, Westmoreland

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
<td>9.02</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
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0132 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

| U.S. DEPARTMENT OF LABOR |
| EMPLOYMENT STANDARDS ADMINISTRATION |

Daniel W. Simms      Division of Wage
                  Director             Determinations    | Wage Determination No: 2017-0132
                  Date Of Revision: 04/05/2019

| WAGE AND HOUR DIVISION |
| WASHINGTON, D.C. 20210 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Berks

**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>
<td>9.62</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,
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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)

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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: Pennsylvania
Area: Pennsylvania County of Centre

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.25</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.
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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Lycoming

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>9.93</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.03</td>
</tr>
</tbody>
</table>

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,
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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.
WD 17-0136 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0136
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 York

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>9.89</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>8.99</td>
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</tbody>
</table>

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.
Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0137
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Clarion, Crawford, Forest, Greene, Indiana, Lawrence, Venango, Warren

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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<td>9.72</td>
</tr>
</tbody>
</table>

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
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Pennsylvania
Area: Pennsylvania Counties of Bradford, Cameron, Clearfield, Clinton, Elk, Jefferson, McKean, Potter, Sullivan, Susquehanna, Tioga, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

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<td>9.58</td>
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1. A limited fixed menu which can be prepared by workers following a short training period.
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HOLIDAYS: $.11 per hour in holiday pay. (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.
WD 17-0139 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
       THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
       WASHINGTON, D.C. 20210
Daniel W. Simms   Division of Wage   | Wage Determination No: 2017-0139
Director          Determinations   | Revision No: 5
                    Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Bedford, Fulton, Huntingdon, Juniata, Mifflin, Northumberland, Schuylkill, Snyder, Somerset, Union
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**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>8.94</td>
</tr>
</tbody>
</table>

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
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0140
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Ohio, Pennsylvania
Area: Ohio Counties of Mahoning, Trumbull
Pennsylvania County of Mercer

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE FOOTNOTE RATE
07080 - Fast Food Shift Leader 10.67
07090 - Fast Food Worker 9.70

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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** 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.
WD 17-0141 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0141
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Columbia, Montour
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE   RATE
07080 - Fast Food Shift Leader                                     9.88
07090 - Fast Food Worker                                             8.98
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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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.
Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0142
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Franklin

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>10.59</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.63</td>
</tr>
</tbody>
</table>

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.
Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0143
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Monroe

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>9.93</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>9.03</td>
<td></td>
</tr>
</tbody>
</table>

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 preventative 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
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adequate number of uniforms without cost or to reimburse employees for the
actual cost of the uniforms. In addition, where uniform cleaning and maintenance
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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,
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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),
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Adams

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.78</td>
</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.
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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,
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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: Pennsylvania
Area: Pennsylvania Counties of Bucks, Chester, Montgomery

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**          **FOOTNOTE**  **RATE**

07080 - Fast Food Shift Leader             11.24
07090 - Fast Food Worker                  10.22

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,
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Maryland
Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard, Queen Anne's

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE** | **FOOTNOTE** | **RATE**
--- | --- | ---
07080 - Fast Food Shift Leader | 12.01
07090 - Fast Food Worker | 10.92

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0147
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland
Area: Maryland Counties of Frederick, Montgomery

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               13.28
07090 - Fast Food Worker                                                     12.07

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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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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States: Delaware, Maryland
Area: Delaware County of Sussex
Maryland Counties of Somerset, Wicomico

**Fringe Benefits Required Follow the Occupational Listing**

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State: Maryland
Area: Maryland County of Worcester

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0152
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland
Area: Maryland County of St Mary's

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States: District of Columbia, Maryland, Virginia, West Virginia
Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Prince George's
Virginia Counties of Alexandria, Arlington, Clarke, Culpeper, Fairfax, Falls Church, Fauquier, Fredericksburg, Loudoun, Manassas, Manassas Park, Prince William, Rappahannock, Spotsylvania, Stafford, Warren
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WD 17-0154 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

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Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0154
Director | Determinations | Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland, West Virginia
Area: Maryland County of Allegany
West Virginia County of Mineral

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<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
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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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States: Maryland, West Virginia
Area: Maryland County of Washington
West Virginia County of Berkeley

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State: West Virginia
Area: West Virginia Counties of Fayette, Raleigh

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State: Virginia
Area: Virginia Counties of Floyd, Giles, Montgomery, Pulaski

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<td>07090 - Fast Food Worker</td>
<td>9.62</td>
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
Washington, D.C. 20210

Daniel W. Simms Division of Wage Determinations | Wage Determination No: 2017-0158
Director | Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Albemarle, Buckingham, Charlottesville, Fluvanna, Greene, Nelson

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<td>07090 - Fast Food Worker</td>
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</table>

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4. Food available almost immediately after order is placed.
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State: Virginia
Area: Virginia County of Augusta

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**Fast Food Services**

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0160
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Virginia
Area: Virginia Counties of Harrisonburg, Rockingham

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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.
Fast Food Services

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Amherst, Appomattox, Bedford, Campbell

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>9.74</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>8.85</td>
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</tr>
</tbody>
</table>

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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0162
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Amelia, Caroline, Charles City, Chesterfield, Dinwiddie, Goochland, Hanover, Henrico, King William, New Kent, Powhatan, Prince George, Sussex

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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2. No alcoholic beverages served.
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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,
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including preventive care; or for reasons resulting from, or to assist a family
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Federal facility. (29 CFR 4.173)

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State: Virginia
Area: Virginia Counties of Botetourt, Craig, Franklin, Roanoke

**Fringe Benefits Required Follow the Occupational Listing**

** OCCUPATION CODE - TITLE **  FOOTNOTE  RATE

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<tr>
<th>OCCUPATION CODE</th>
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<th>FOOTNOTE</th>
<th>RATE</th>
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<tr>
<td>07080</td>
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<tr>
<td>07090</td>
<td>Fast Food Worker</td>
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<td>9.29</td>
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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 **

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.
Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0164
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

State: Virginia
Area: Virginia Counties of Bland, Buchanan, Carroll, Dickenson, Grayson, Henry, Lee, Patrick, Russell, Smyth, Tazewell, Wise, Wythe

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.02</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.
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State: Virginia
Area: Virginia Counties of Brunswick, Charlotte, Cumberland, Greensville, Halifax, Lunenburg, Mecklenburg, Nottoway, Pittsylvania, Prince Edward, Southampton, Surry

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0166
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Accomack, Essex, King George, King and Queen, Lancaster, Middlesex, Northampton, Northumberland, Richmond, Westmoreland

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**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE

07080 - Fast Food Shift Leader                                                9.99
07090 - Fast Food Worker                                                      9.08

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Alleghany, Bath, Highland, Louisa, Madison, Orange, Page, Rockbridge, Shenandoah

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<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
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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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States: Tennessee, Virginia
Area: Tennessee Counties of Hawkins, Sullivan
Virginia Counties of Scott, Washington

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States: North Carolina, Virginia
Area: North Carolina Counties of Currituck, Gates
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, Williamsburg, York

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States: Virginia, West Virginia
Area: Virginia Counties of Frederick, Winchester
West Virginia County of Hampshire

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State: West Virginia
Area: West Virginia Counties of Boone, Clay, Kanawha

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State: West Virginia
Area: West Virginia Counties of Monongalia, Preston

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State: West Virginia
Area: West Virginia Counties of Greenbrier, Logan, McDowell, Mercer, Mingo, Monroe, Nicholas, Pocahontas, Summers, Webster, Wyoming

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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: West Virginia
Area: West Virginia Counties of Barbour, Braxton, Calhoun, Doddridge, Gilmer, Grant, Hardy, Harrison, Jackson, Lewis, Marion, Mason, Morgan, Pendleton, Pleasants, Randolph, Ritchie, Roane, Taylor, Tucker, Tyler, Upshur, Wetzel

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
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<tr>
<td>07080</td>
<td>Fast Food Shift Leader</td>
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<tr>
<td>07090</td>
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<td>9.40</td>
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</table>

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,
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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)

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State: West Virginia
Area: West Virginia Counties of Wirt, Wood

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States: Ohio, West Virginia
Area: Ohio County of Jefferson
West Virginia Counties of Brooke, Hancock

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States: Ohio, West Virginia
Area: Ohio County of Belmont
West Virginia Counties of Marshall, Ohio

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WD 17-0178 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0178
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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States: Kentucky, Ohio, West Virginia
Area: Kentucky Counties of Boyd, Greenup
Ohio County of Lawrence
West Virginia Counties of Cabell, Lincoln, Putnam, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE | FOOTNOTE | RATE**

| 07080 - Fast Food Shift Leader | 10.71 |
| 07090 - Fast Food Worker | 9.74 |

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: North Carolina
Area: North Carolina Counties of Buncombe, Haywood, Henderson, Madison

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Chatham, Durham, Orange, Person

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.62</td>
</tr>
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</table>

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,
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State: North Carolina
Area: North Carolina Counties of Cumberland, Hoke

**Fringe Benefits Required Follow the Occupational Listing**

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** UNIFORM ALLOWANCE **

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State: North Carolina
Area: North Carolina County of Wayne

**Fringe Benefits Required Follow the Occupational Listing**

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<td>Fast Food Worker</td>
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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

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE** | **FOOTNOTE** | **RATE**
--- | --- | ---
07080 - Fast Food Shift Leader | 9.83 | 
07090 - Fast Food Worker | 8.94 | 

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,
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0185 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0185
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Pitt

**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 preventative 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,
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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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State: North Carolina
Area: North Carolina Counties of Alexander, Burke, Caldwell, Catawba

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State: North Carolina
Area: North Carolina County of Onslow

**Fringe Benefits Required Follow the Occupational Listing**

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<td></td>
<td>8.91</td>
</tr>
</tbody>
</table>

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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Franklin, Johnston, Wake

**Fringe Benefits Required Follow the Occupational Listing**

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State: North Carolina
Area: North Carolina Counties of Edgecombe, Nash

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2. No alcoholic beverages served.
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4. Food available almost immediately after order is placed.
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State: North Carolina
Area: North Carolina Counties of Davidson, Davie, Forsyth, Stokes, Yadkin

**Fringe Benefits Required Follow the Occupational Listing**

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WD 17-0193 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage Director Determinations Revision No: 5

Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Beaufort, Bladen, Carteret, Columbus, Duplin, Greene, Harnett, Lenoir, Robeson, Sampson, Scotland, Wilson

**Fringe Benefits Required Follow the Occupational Listing**

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WD 17-0194 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
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Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0194
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
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1. A limited fixed menu which can be prepared by workers following a short training period.
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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.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0195 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms Division of Wage | Wage Determination No: 2017-0195
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Anson, Caswell, Cleveland, Granville, Lee, Montgomery, Moore, Richmond, Rutherford, Stanly, Surry, Vance, Wilkes
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**Fringe Benefits Required Follow the Occupational Listing**

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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

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

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State: South Carolina
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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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: South Carolina
Area: South Carolina Counties of Anderson, Greenville, Laurens, Pickens

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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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Fast Food Services

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

Daniel W. Simms      Division of Wage    Wage Determination No: 2017-0202
Director             Determinations    Revision No: 5
               Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: North Carolina, South Carolina
Area: North Carolina County of Brunswick
South Carolina County of Horry

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.17</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
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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 **

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State: South Carolina
Area: South Carolina Counties of Spartanburg, Union

**Fringe Benefits Required Follow the Occupational Listing**

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<td>Fast Food Worker</td>
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State: South Carolina
Area: South Carolina County of Sumter

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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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: South Carolina
Area: South Carolina Counties of Beaufort, Jasper

**Fringe Benefits Required Follow the Occupational Listing**

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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.
Fast Food Services

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

Daniel W. Simms Division of Wage Determinations | Wage Determination No: 2017-0206
Director Determinations | Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: South Carolina
Area: South Carolina Counties of Colleton, Georgetown, Hampton, Williamsburg

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

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State: South Carolina
Area: South Carolina Counties of Abbeville, Cherokee, Greenwood, McCormick, Oconee

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

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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: 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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State: Georgia
Area: Georgia Counties of Baker, Dougherty, Lee, Terrell, Worth

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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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<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>9.27</td>
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</tr>
</tbody>
</table>

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,
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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: Georgia
Area: Georgia Counties of Murray, Whitfield

**Fringe Benefits Required Follow the Occupational Listing**

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State: Georgia
Area: Georgia County of Hall

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0218
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia
Area: Georgia Counties of Bibb, Crawford, Jones, Monroe, Twiggs

**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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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms
Division of Wage Determinations
Wage Determination No: 2017-0219
Revision No: 5
Date Of Revision: 04/05/2019

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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

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**  **FOOTNOTE**  **RATE**

07080 - Fast Food Shift Leader  10.03
07090 - Fast Food Worker  9.12

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

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0224
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia
Area: Georgia Counties of Baldwin, Bleckley, Crisp, Dodge, Dooly, Laurens, Macon, Putnam, Schley, Stewart, Sumter, Talbot, Taylor, Troup, Upson, Webster, Wilcox, Wilkinson

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
<td>10.19</td>
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</tr>
<tr>
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</tbody>
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0225 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |       WAGE AND HOUR DIVISION
                                        | WASHINGTON, D.C. 20210
                                        |
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0225
Director             Determinations    |           Revision No: 5
                    | Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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2019. 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: Georgia
Area: Georgia Counties of Bulloch, Candler, Emanuel, Evans, Glascock, Hancock,
Jefferson, Jenkins, Johnson, Montgomery, Screven, Taliaferro, Tattnall, Toombs,
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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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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WD 17-0226 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0226
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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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

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

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Alabama, Georgia
Area: Alabama County of Russell
Georgia Counties of Chattahoochee, Harris, Marion, Muscogee

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td></td>
<td>10.15</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.23</td>
</tr>
</tbody>
</table>

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...
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** UNIFORM ALLOWANCE **

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State: Florida
Area: Florida County of Lee

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
<td></td>
<td>10.62</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.
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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 "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.
WD 17-0230 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0230
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Okaloosa, Walton
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**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                          FOOTNOTE  RATE
07080 - Fast Food Shift Leader                                            11.85
07090 - Fast Food Worker                                               10.77

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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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
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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
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actual cost of the uniforms. In addition, where uniform cleaning and maintenance
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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
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personal garments, and do not require any special treatment such as dry
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cleanliness or appearance standards set by the terms of the Government contract,
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the
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**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.71</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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<td></td>
</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,
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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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** 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.
WD 17-0232 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0232
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 County of Broward

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>11.99</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>10.90</td>
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</tbody>
</table>

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
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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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** 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.
WD 17-0233 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0233
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
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State: Florida
Area: Florida Counties of Alachua, Gilchrist

**********************************************************************************
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE   RATE
07080 - Fast Food Shift Leader                               11.77
07090 - Fast Food Worker                                     10.70

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**Nota:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

**Estado:** Florida
**Área:** Florida Counties of Baker, Clay, Duval, Nassau, Saint Johns

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>Código de llocalización - Título</th>
<th>Nota</th>
<th>Tasa</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.96</td>
</tr>
</tbody>
</table>

El sector de alimentos rápidos cubre establecimientos con las siguientes características:

1. Un menú limitado y fijo que puede ser preparado por trabajadores siguiendo un período de entrenamiento breve.
2. No se sirve bebidas alcohólicas.
3. Los clientes ordenan sus comidas en el mostrador o en ubicaciones de drive-up.
4. La comida está disponible casi inmediatamente después de hacer el pedido.
5. No se permite el reparto.

**Nota:** 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,
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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.
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Division of Wage Determinations

WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

WAGE DETERMINATION No: 2017-0235
Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Polk

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<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,
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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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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,
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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.
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State: Florida
Area: Florida County of Collier

**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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0238 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0238
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Manatee, Sarasota
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<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,
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**Fast Food Services**

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0239
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

-- Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Marion

-- **Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<td>07090 - Fast Food Worker</td>
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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: Florida
Area: Florida Counties of Lake, Orange, Osceola, Seminole

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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.
Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0241
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Brevard

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
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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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</table>

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
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domestic violence, sexual assault, or stalking. Additional information on
contractor requirements and worker protections under the EO is available at
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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 **

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or local law, etc.), the cost of furnishing such uniforms and maintaining (by
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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),
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**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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4. Food available almost immediately after order is placed.
5. Tipping not encouraged.

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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 **

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 Counties of Escambia, Santa Rosa

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.94</td>
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1. A limited fixed menu which can be prepared by workers following a short training period.
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on contractor requirements and worker protections under the EO is available at
www.dol.gov/whd/govcontracts.

State: Florida
Area: Florida Counties of Martin, St Lucie

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>11.36</td>
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1. A limited fixed menu which can be prepared by workers following a short
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2. No alcoholic beverages served.
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including preventive care; to assist a family member (or person who is like
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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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** 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.
Fast Food Services
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0245
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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$10.60 per hour (or the applicable wage rate listed on this wage determination,
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2019. The EO minimum wage rate will be adjusted annually. Additional information
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www.dol.gov/whd/govcontracts.
State: Florida
Area: Florida County of Charlotte
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               10.60
07090 - Fast Food Worker                                                      9.64
The FAST FOOD INDUSTRY covers establishments with the following characteristics:
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2. No alcoholic beverages served.
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REGISTER OF WAGE DETERMINATIONS UNDER |
THE SERVICE CONTRACT ACT |
U.S. DEPARTMENT OF LABOR |
EMPLOYMENT STANDARDS ADMINISTRATION |
WAGE AND HOUR DIVISION |
WASHINGTON, D.C. 20210 |

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0246 |
Director | Determinations | Revision No: 5 |
Date Of Revision: 04/05/2019 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Indian River |

**Fringe Benefits Required Follow the Occupational Listing**

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State: Florida
Area: Florida Counties of Gadsden, Jefferson, Leon, Wakulla

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td></td>
<td>10.41</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.46</td>
</tr>
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</table>

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.
WD 17-0248 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services
*******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0248
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
---------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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
---------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE | FOOTNOTE | RATE
07080 - Fast Food Shift Leader | 11.29
07090 - Fast Food Worker | 10.26
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,
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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,
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Florida
Area: Florida County of Palm Beach

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.90</td>
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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.
Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0250
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Citrus

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>10.32</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>9.38</td>
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</tr>
</tbody>
</table>

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 preventative 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: Florida
Area: Florida County of Sumter

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tbody>
</table>

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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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)

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State: Florida
Area: Florida County of Highlands

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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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</table>

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.

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State: Florida
Area: Florida Counties of Calhoun, Franklin, Holmes, Jackson, Liberty, Washington

**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.
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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.
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WASHINGTON, D.C. 20210

Daniel W. Simms

Division of Wage Determinations

Wage Determination No: 2017-0254

Revision No: 5

Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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


**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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

**Fringe Benefits Required Follow the Occupational Listing**

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2. No alcoholic beverages served.
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

Daniel W. Simms Division of Wage Determinations | Wage Determination No: 2017-0256
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Calhoun

**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.
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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,
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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: Alabama
Area: Alabama County of Lee

**Fringe Benefits Required Follow the Occupational Listing**

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0258
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bibb, Blount, Chilton, Jefferson, Shelby, St Clair, Walker

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.15</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.
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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
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or local law, etc.), the cost of furnishing such uniforms and maintaining (by
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
dated September 2015, unless otherwise indicated.
WD 17-0259 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0259
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Alabama
Area: Alabama Counties of Lawrence, Morgan

**Fringe Benefits Required Follow the Occupational Listing**

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<td>8.92</td>
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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Geneva, Henry, Houston

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>9.97</td>
</tr>
<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

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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WD 17-0261 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0261
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Colbert, Lauderdale

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>8.65</td>
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State: Alabama
Area: Alabama County of Etowah

**Fringe Benefits Required Follow the Occupational Listing**

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State: Alabama
Area: Alabama Counties of Limestone, Madison

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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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.
WD 17-0264 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0264
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Mobile

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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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</table>

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2. No alcoholic beverages served.
3. Customers ordering meals at counter or drive-up locations.
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0265 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0265
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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www.dol.gov/whd/govcontracts.
State: Alabama
Area: Alabama Counties of Autauga, Elmore, Lowndes, Montgomery
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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
| Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0266
| Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**

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2. No alcoholic beverages served.
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**

** 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: Alabama
Area: Alabama Counties of Cullman, Fayette, Franklin, Lamar, Marion, Winston

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
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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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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0272
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Tennessee
Area: Tennessee Counties of Bradley, Polk

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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:

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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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
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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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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0278
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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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

**Fringe Benefits Required Follow the Occupational Listing**

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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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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.
WD 17-0280 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0280
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Claiborne, Clay, Cumberland, De Kalb, Fentress,
Hancock, Jackson, Overton, Pickett, Putnam, Scott, Warren, White
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<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,
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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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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0281
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bledsoe, Cocke, Greene, Johnson, McMinn, Meigs, Monroe, Rhea, Sevier, Van Buren

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.35</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)

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

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.11</td>
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</table>

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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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 **

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

** VACATION **

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 **

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.
**Fast Food Services**

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**REGISTER OF WAGE DETERMINATIONS UNDER**

THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WASHINGTON, D.C. 20210

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Daniel W. Simms  
Division of Wage Determinations

Wage Determination No: 2017-0283

Revision No: 5

Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Kentucky, Tennessee

Area: Kentucky Counties of Christian, Trigg

Tennessee County of Montgomery

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**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>10.21</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.28</td>
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</table>

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
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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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<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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<td>9.90</td>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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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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** UNIFORM ALLOWANCE **

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State: Kentucky
Area: Kentucky Counties of Hardin, Larue, Meade

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>07090 - Fast Food Worker</td>
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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
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
dated September 2015, unless otherwise indicated.
WD 17-0286 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0286
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Kentucky
Area: Kentucky Counties of Bourbon, Clark, Fayette, Jessamine, Scott, Woodford

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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5. Tipping not encouraged.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal
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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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Register of Wage Determinations Under the Service Contract Act

By direction of the Secretary of Labor, the Wage and Hour Division of the U.S. Department of Labor has established the following wage determination:

Wage Determination No: 2017-0287
Revision No: 5
Date of Revision: 04/05/2019

Daniel W. Simms, Division of Wage Determinations

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State: Kentucky
Area: Kentucky Counties of Daviess, Hancock, McLean

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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

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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 Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Morgan, Owsley, Perry, Pike, Wolfe

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

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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.
Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0293
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana, Kentucky
Area: Indiana Counties of Clark, Floyd, Harrison, Scott, Washington
Kentucky Counties of Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer, Trimble

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.71</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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</tbody>
</table>

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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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

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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**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,
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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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** 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.
Fast Food Services

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0296
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Carroll, Stark

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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<td>9.79</td>
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</table>

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,
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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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** 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.
WD 17-0297 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0297
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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$10.60 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
2019. 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 Cuyahoga, Geauga, Lake, Lorain, Medina
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               11.04
07090 - Fast Food Worker                                                     10.04

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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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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** UNIFORM ALLOWANCE **

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

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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WD 17-0299 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
| Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0299
| Director             Determinations | Revision No: 5
| | Date Of Revision: 04/05/2019
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State: Ohio
Area: Ohio County of Perry
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>11.07</td>
</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:

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0300
Director             Determinations    | Revision No: 7
|       Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Greene, Miami, Montgomery
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0302
Director             Determinations   | Revision No: 5
                                      | Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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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<th>OCCUPATION CODE - TITLE</th>
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<td>07090 - Fast Food Worker</td>
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<td>9.80</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.
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State: Ohio
Area: Ohio Counties of Fulton, Lucas, Wood

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WD 17-0305 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0305
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
|________________________________________
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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

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

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.68</td>
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</table>

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
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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)

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

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State: Ohio
Area: Ohio County of Washington

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

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WD 17-0310 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0310
Director             Determinations    | Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
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www.dol.gov/whd/govcontracts.
State: Indiana
Area: Indiana Counties of Monroe, Owen
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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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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

| WAGE AND HOUR DIVISION |
| WASHINGTON, D.C. 20210 |

Daniel W. Simms      Division of Wage       Date Of Revision: 04/05/2019
Director             Determinations       Revision No: 5

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State: Indiana
Area: Indiana County of Elkhart

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Allen, Wells, Whitley

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<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,
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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: Indiana
Area: Indiana Counties of Jasper, Lake, Newton, Porter

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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.
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage
Director             Determinations    | Wage Determination No: 2017-0315
                        Revision No: 5
                        Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Boone, Brown, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, Putnam, Shelby

**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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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
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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: Indiana
Area: Indiana County of Howard

**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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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)

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State: Indiana
Area: Indiana Counties of Benton, Carroll, Tippecanoe

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0318
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Indiana
Area: Indiana County of La Porte

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0319
Director             Determinations    |       Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana County of Delaware

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<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,
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0320 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0320
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Clay, Sullivan, Vermillion, Vigo
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**Fringe Benefits Required Follow the Occupational Listing**

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<td>8.99</td>
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3. Customers ordering meals at counter or drive-up locations.
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** UNIFORM ALLOWANCE **

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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

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0323
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: 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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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
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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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States: Indiana, Michigan
Area: Indiana County of Saint Joseph
Michigan County of Cass

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<td>07090 - Fast Food Worker</td>
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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Calhoun

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.64</td>
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</table>

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 preventative 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,
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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.
Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0327
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bay

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
<td></td>
<td>10.27</td>
</tr>
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</table>

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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** 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.
WD 17-0328 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage Determinations  | Wage Determination No: 2017-0328
Director              Determinations    | Revision No: 5
                                 | Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Wayne

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.42</td>
<td></td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.38</td>
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</tbody>
</table>

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,
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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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** 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.
WD 17-0329 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0329
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Genesee

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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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<td>9.76</td>
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</table>

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
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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: Michigan
Area: Michigan Counties of Barry, Kent, Montcalm, Ottawa

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

<table>
<thead>
<tr>
<th>Daniel W. Simms</th>
<th>Division of Wage</th>
<th>Wage Determination No: 2017-0331</th>
</tr>
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<tbody>
<tr>
<td>Director</td>
<td>Determinations</td>
<td>Revision No: 5</td>
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<tr>
<td></td>
<td>Date Of Revision: 04/05/2019</td>
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State: Michigan

Area: Michigan County of Jackson

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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<td>10.10</td>
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</tbody>
</table>

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 **

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Kalamazoo, Van Buren

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080</td>
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<tr>
<td>07090</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)

** 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: Michigan
Area: Michigan Counties of Clinton, Eaton, Ingham

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

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State: Michigan
Area: Michigan County of Monroe

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.73</td>
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</table>

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,
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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**Fringe Benefits Required Follow the Occupational Listing**

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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,
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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: Michigan
Area: Michigan County of Berrien

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.88</td>
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</table>

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,
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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: Michigan
Area: Michigan County of Saginaw

**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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State: Michigan
Area: Michigan County of Midland

**Fringe Benefits Required Follow the Occupational Listing**

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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
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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 $10.60 per hour for calendar year 2019 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 $10.60 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 2019. 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 Lapeer, Livingston, Macomb, Oakland, St Clair

**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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WD 17-0340 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0340
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

**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.
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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,
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage Determinations
Director             Wage Determination No: 2017-0341
Date Of Revision: 04/05/2019

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
<td>10.17</td>
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0342
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Kalkaska, Leelanau, Manistee, Missaukee, Wexford
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**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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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: 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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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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State: Wisconsin
Area: Wisconsin Counties of Chippewa, Eau Claire

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.79</td>
</tr>
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</table>

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,
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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 laundring 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 County of Fond Du Lac

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State: Wisconsin
Area: Wisconsin Counties of Brown, Kewaunee, Oconto

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State: Wisconsin
Area: Wisconsin County of Rock

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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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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** 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.
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0349
Director             Determinations    | Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin Counties of Columbia, Dane, Iowa

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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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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WD 17-0350 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0350
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
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State: Wisconsin
Area: Wisconsin County of Green

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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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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5. Tipping not encouraged.

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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.
WD 17-0352 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0352
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin County of Winnebago

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<th>OCCUPATION CODE - TITLE</th>
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<tr>
<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

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: Wisconsin
Area: Wisconsin County of Racine

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.21</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.

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

** UNIFORM ALLOWANCE **

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin County of Sheboygan

**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,
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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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**SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS**

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WD 17-0355 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0355
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin County of Marathon

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**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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</table>

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,
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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
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cents per day). However, in those instances where the uniforms furnished are
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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**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.
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State: Wisconsin
Area: Wisconsin Counties of Ashland, Bayfield, Burnett, Iron, Price, Rusk, Sawyer, Taylor, Washburn
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State: Wisconsin
Area: Wisconsin Counties of Adams, Door, Florence, Forest, Langlade, Lincoln, Manitowoc, Marinette, Menominee, Oneida, Portage, Shawano, Vilas, Wood

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0358 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0358
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin Counties of Dodge, Grant, Green Lake, Jefferson, Lafayette, Marquette, Richland, Sauk, Walworth, Waupaca, Waushara

**Fringe Benefits Required Follow the Occupational Listing**

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<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.66</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>10.60</td>
<td></td>
</tr>
</tbody>
</table>

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
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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: 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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States: Illinois, Wisconsin
Area: Illinois County of Lake
Wisconsin County of Kenosha

**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
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States: Minnesota, Wisconsin
Area: Minnesota Counties of Carlton, St Louis
Wisconsin County of Douglas

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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<td>10.76</td>
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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.
Fast Food Services

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

Daniel W. Simms  Division of Wage  | Wage Determination No: 2017-0362
Director  Determinations  | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota, Wisconsin
Area: Minnesota County of Houston
Wisconsin County of La Crosse

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>10.96</td>
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</tr>
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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)

** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0363 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0363
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
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on contractor requirements and worker protections under the EO is available at
www.dol.gov/whd/govcontracts.
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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**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               11.79
07090 - Fast Food Worker                                                     10.72
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THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0364
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Minnesota
Area: Minnesota Counties of Blue Earth, Nicollet

**Fringe Benefits Required Follow the Occupational Listing**

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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.
WD 17-0365 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0365
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota
Area: Minnesota Counties of Dodge, Fillmore, Olmsted, Wabasha
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.77</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>10.70</td>
<td></td>
</tr>
</tbody>
</table>

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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WD 17-0366 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0366
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota
Area: Minnesota Counties of Benton, Stearns
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.97</td>
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</tbody>
</table>

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: 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

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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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.
Fast Food Services

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

Daniel W. Simms | Director
Division of Wage | Wage Determination No: 2017-0368
Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota
Area: Minnesota Counties of Aitkin, Cook, Itasca, Kanabec, Koochiching, Lake, Pine

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.74</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.67</td>
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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: 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

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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<td>11.05</td>
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0370 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0370
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota
Area: Minnesota Counties of Brown, Faribault, Freeborn, Goodhue, Martin, Mower, Rice, Steele, Waseca, Watonwan, Winona
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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>10.72</td>
</tr>
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</table>

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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.
WD 17-0371 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0371
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
---
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota, North Dakota
Area: Minnesota County of Clay
North Dakota County of Cass
---
**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.36</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0372 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                      | WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0372
Director             Determinations    | Revision No: 5
                                      | Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Minnesota, North Dakota
Area: Minnesota County of Polk
North Dakota County of Grand Forks
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**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
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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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**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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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: Iowa
Area: Iowa Counties of Benton, Jones, Linn

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.23</td>
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</table>

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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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
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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.
WD 17-0375 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0375
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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www.dol.gov/whd/govcontracts.

State: Iowa
Area: Iowa Counties of Dallas, Guthrie, Madison, Polk, Warren

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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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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<td>07090 - Fast Food Worker</td>
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<td>9.18</td>
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</table>

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2. No alcoholic beverages served.
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State: Iowa
Area: Iowa Counties of Johnson, Washington

**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.
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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Iowa
Area: Iowa Counties of Black Hawk, Bremer, Grundy

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0379 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0379
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Iowa
Area: Iowa Counties of Allamakee, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Fayette, Floyd, Franklin, Hardin, Howard, Mitchell, Winneshiek, Worth

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)

** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0380
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Iowa
Area: Iowa Counties of Buena Vista, Calhoun, Cherokee, Clay, Dickinson, Emmet, Hamilton, Hancock, Humboldt, Ida, Kossuth, Lyon, Obrien, Osceola, Palo Alto, Pocahontas, Sac, Sioux, Webster, Winnebago, Wright

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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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 **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0381 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

| Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0381
| Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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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

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

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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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** HEALTH & WELFARE **

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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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Iowa, Nebraska, South Dakota
Area: Iowa Counties of Plymouth, Woodbury
      Nebraska Counties of Dakota, Dixon
      South Dakota County of Union

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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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States: Illinois, Iowa
Area: Iowa County of Scott
Illinois Counties of Henry, Mercer, Rock Island

**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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**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 Counties of De Witt, McLean

**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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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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** 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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor | EMPLOYMENT STANDARDS ADMINISTRATION
| WAGE AND HOUR DIVISION

Daniel W. Simms     Division of Wage | Wage Determination No: 2017-0387
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Champaign, Ford, Piatt

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<td>9.92</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,
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

**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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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Daniel W. Simms   Division of Wage | Wage Determination No: 2017-0389
Director          Determinations |       Revision No: 5
     Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Vermilion

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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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 **

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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0390
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Macon

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               10.77
07090 - Fast Food Worker                                                      9.79

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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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.
**Fast Food Services**

**REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR**

**THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

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**Daniel W. Simms**

Division of Wage | Wage Determination No: 2017-0391

Director Determinations | Revision No: 5

Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Kankakee

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**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE | FOOTNOTE | RATE**

07080 - Fast Food Shift Leader | 10.45
07090 - Fast Food Worker | 9.50

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: Illinois
Area: Illinois Counties of Marshall, Peoria, Stark, Tazewell, Woodford

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>07090 - Fast Food Worker</td>
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<td>9.44</td>
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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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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 Boone, Winnebago

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>10.78</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,
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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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** 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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor: Wage and Hour Division
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage Determinations
Director

Wage Determination No: 2017-0394
Revision No: 5

Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Menard, Sangamon

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>10.63</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>9.66</td>
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</tbody>
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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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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0395
Director             Determinations | Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Jackson, Williamson
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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
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<td></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.
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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)

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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0397
Director      Determinations    | Revision No: 5
                  Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Bureau, Carroll, Jo Daviess, La Salle, Lee, Ogle,
Putnam, Stephenson, Whiteside

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               10.38
07090 - Fast Food Worker                                                      9.44

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
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up to 56 hours of paid sick leave each year. Employees must be permitted to use
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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.
Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0398
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

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

**Fringe Benefits Required Follow the Occupational Listing**

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State: Illinois

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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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$1.00 per hour or $40.00 per week or $173.34 per month

** VACATION **
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** HOLIDAYS **
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** UNIFORM ALLOWANCE **
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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

**Fringe Benefits Required Follow the Occupational Listing**

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Fast Food Services

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

Daniel W. Simms Division of Wage Wage Determination No: 2017-0403
Director Determinations Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri
Area: Missouri County of Boone

**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 **

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri
Area: Missouri Counties of Callaway, Cole, Moniteau, Osage

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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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,
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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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** 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.
Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0405
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri
Area: Missouri Counties of Jasper, Newton

**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.

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.
Fast Food Services

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0406
Director | Determinations | Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri
Area: Missouri Counties of Christian, Dallas, Greene, Polk, Webster

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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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<td>9.42</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)

** 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.
Fast Food Services

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

Daniel W. Simms Division of Wage Director Determinations | Wage Determination No: 2017-0407 | Revision No: 5 | Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: 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

**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: 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

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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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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0409
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri

**Fringe Benefits Required Follow the Occupational Listing**

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<td>Fast Food Worker</td>
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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 **

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0410
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri
Area: Missouri Counties of Barry, Barton, Cedar, Dade, Lawrence, Stone, Taney, Vernon

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<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
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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)

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<td>07090 - Fast Food Worker</td>
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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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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: 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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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 **

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0415
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Arkansas
Area: Arkansas Counties of Craighead, Poinsett

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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.
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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
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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
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the
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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.29</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,
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0418
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: 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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**Fringe Benefits Required Follow the Occupational Listing**

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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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Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0419
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Arkansas
Area: Arkansas Counties of Clay, Cross, Greene, Lawrence, Lee, Mississippi, Monroe, Phillips, Prairie, Randolph, St Francis

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**Fringe Benefits Required Follow the Occupational Listing**

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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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WD 17-0420 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0420
Director             Determinations    |             Revision No: 5
|             Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Arkansas
Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Columbia, Dallas, Desha, Drew, Hempstead, Howard, Lafayette, Nevada, Ouachita, Sevier, Union

**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

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

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**  **FOOTNOTE**  **RATE**

07080 - Fast Food Shift Leader  10.29
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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

**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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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: Mississippi
Area: Mississippi Counties of Forrest, Lamar, Perry

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

Daniel W. Simms Division of Wage Director | Wage Determination No: 2017-0430
Determinations | Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Mississippi
Area: Mississippi Counties of Adams, Amite, Claiborne, Franklin, Jefferson, Lawrence, Lincoln, Pike, Walthall, Warren, Wilkinson

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<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

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.
Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0431
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Grant, Rapides

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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.

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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Ascension, East Baton Rouge, East Feliciana, Iberville, Livingston, Pointe Coupee, St Helena, West Baton Rouge, West Feliciana

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**

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<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07090</td>
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<td>8.93</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.
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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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

DIVISION OF WAGE DETERMINATIONS

WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage | Wage Determination No: 2017-0433
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Lafourche, Terrebonne

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
<td>8.85</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)

** 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
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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,
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
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State: Louisiana
Area: Louisiana Parishes of Acadia, Iberia, Lafayette, St Martin, Vermilion

**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.
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Louisiana
Area: Louisiana Parishes of Calcasieu, Cameron

**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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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Louisiana
Area: Louisiana Parishes of Ouachita, Union

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>10.71</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.74</td>
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</tbody>
</table>

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.
Note: Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Jefferson, Orleans, Plaquemines, Saint James, Saint John The Baptist, St Bernard, St Charles, St Tammany

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**          **FOOTNOTE**  **RATE**

07080 - Fast Food Shift Leader          11.20
07090 - Fast Food Worker                10.18

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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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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WD 17-0438 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0438
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Bossier, Caddo, De Soto, Webster

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**Fringe Benefits Required Follow the Occupational Listing**

** OCCUPATION CODE - TITLE | FOOTNOTE | RATE 
07080 - Fast Food Shift Leader | 11.01
07090 - Fast Food Worker | 10.01

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

** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Louisiana
Area: Louisiana Parish of Tangipahoa

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>9.67</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>8.79</td>
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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: Louisiana
Area: Louisiana Parish of Washington

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<th>OCCUPATION CODE - TITLE</th>
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<td>07080 - Fast Food Shift Leader</td>
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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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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0442
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Bienville, Caldwell, Catahoula, Claiborne, Concordia, East Carroll, Franklin, Jackson, Lincoln, Madison, Morehouse, Richland, Tensas, West Carroll

**Fringe Benefits Required Follow the Occupational Listing**

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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.
Fast Food Services

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

Daniel W. Simms Division of Wage Director | Wage Determination No: 2017-0443
Director Determinations Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Assumption, Jefferson Davis, St Landry, St Mary

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<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

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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<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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1. A limited fixed menu which can be prepared by workers following a short training period.
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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

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: Texas
Area: Texas Counties of Armstrong, Carson, Oldham, Potter, Randall

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.84</td>
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0446 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019.

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0446
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Bastrop, Caldwell, Hays, Travis, Williamson
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE FOOTNOTE RATE
07080 - Fast Food Shift Leader 10.56
07090 - Fast Food Worker 9.60

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
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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)

** 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 Hardin, Jefferson, Newton, Orange

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>8.76</td>
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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: Texas
Area: Texas County of Cameron

**Fringe Benefits Required Follow the Occupational Listing**

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State: Texas
Area: Texas Counties of Brazos, Burleson, Robertson

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<td>07090 - Fast Food Worker</td>
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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,
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
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**Fringe Benefits Required Follow the Occupational Listing**

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<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>10.82</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</tbody>
</table>

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

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

**Fringe Benefits Required Follow the Occupational Listing**

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dated September 2015, unless otherwise indicated.
WD 17-0452 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0452
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 El Paso, Hudspeth

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**   **FOOTNOTE**   **RATE**
07080 - Fast Food Shift Leader       10.08
07090 - Fast Food Worker            9.16

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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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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** UNIFORM ALLOWANCE **

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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,
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Fast Food Services

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

Daniel W. Simms  Division of Wage Determinations | Wage Determination No: 2017-0454
Director          Determinations       | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, Waller

**Fringe Benefits Required Follow the Occupational Listing**

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State: Texas
Area: Texas County of Webb

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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.
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
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<tr>
<td>07080</td>
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<tr>
<td>07090</td>
<td>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,
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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: Texas
Area: Texas Counties of Crosby, Lubbock, Lynn

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<td>9.79</td>
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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.
WD 17-0459 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0459
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Hidalgo

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
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<td>9.10</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,
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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: Texas
Area: Texas Counties of Martin, Midland

**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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0461
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Ector

**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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** 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.
WD 17-0463 (Rev.-6) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0463
Director             Determinations    | Revision No: 6
| Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Medina, Wilson
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td></td>
<td>11.05</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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<td>10.04</td>
</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:

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Grayson

**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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</table>

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,
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member (or person who is like family to the employee) who is the victim of,
domestic violence, sexual assault, or stalking. Additional information on
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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)

** 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
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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
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
dated September 2015, unless otherwise indicated.
WD 17-0465 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0465
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Smith
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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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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,
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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 **

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 Goliad, Victoria

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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.
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5. Tipping not encouraged.

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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: Texas
Area: Texas Counties of Archer, Clay, Wichita

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0469
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Texas

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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **
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WD 17-0470 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0470
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**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
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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)

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

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State: Texas
Area: Texas Counties of Dimmit, Edwards, Kinney, La Salle, Maverick, Real, Uvalde, Val Verde, Zavala

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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
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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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WD 17-0477 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0477
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Creek, Okmulgee, Osage, Pawnee, Rogers, Tulsa,
Wagoner
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
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<td>07080 - Fast Food Shift Leader</td>
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<td></td>
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<tr>
<td>07090 - Fast Food Worker</td>
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1. A limited fixed menu which can be prepared by workers following a short
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2. No alcoholic beverages served.
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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
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State: Oklahoma
Area: Oklahoma Counties of Adair, Cherokee, Craig, Delaware, Mayes, McIntosh, Muskogee, Nowata, Okfuskee, Ottawa, Washington

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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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WD 17-0480 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                 | WASHINGTON, D.C. 20210
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|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0480
Director             Determinations    | Revision No: 5
                    Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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www.dol.gov/whd/govcontracts.

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

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THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms     Division of Wage | Wage Determination No: 2017-0481
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Oklahoma

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Area: Kansas County of Douglas

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0483
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Pottawatomie, Riley

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
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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,
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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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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0484
Director             Determinations    | Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Jackson, Jefferson, Osage, Shawnee, Wabaunsee

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                                9.89
07090 - Fast Food Worker                                                      8.99

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0485
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Butler, Harvey, Kingman, Sedgwick, Sumner

**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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** UNIFORM ALLOWANCE **

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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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<td>07080 - Fast Food Shift Leader</td>
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<td>9.96</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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</tr>
</tbody>
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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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska
Area: Nebraska Counties of Lancaster, Seward

**Fringe Benefits Required Follow the Occupational Listing**

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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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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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Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| Washington, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0492
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska
Area: Nebraska Counties of Boyd, Brown, Holt, Keya Paha, Rock

**Fringe Benefits Required Follow the Occupational Listing**

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2. No alcoholic beverages served.
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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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0493
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska
Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

**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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Daniel W. Simms
Division of Wage Director Determinations
Wage Determination No: 2017-0494
Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska
Area: Nebraska Counties of Garfield, Loup

**Fringe Benefits Required Follow the Occupational Listing**

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WD 17-0495 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0495
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
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www.dol.gov/whd/govcontracts.
State: Nebraska
Area: Nebraska Counties of Adams, Arthur, Blaine, 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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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)

** 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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska
Area: Nebraska Counties of Antelope, Boone, Burt, Butler, Cedar, Colfax, Cuming, Dodge, Knox, Madison, Nance, Pierce, Platte, Polk, Stanton, Thurston, Wayne, Wheeler

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE** | **FOOTNOTE** | **RATE**
--- | --- | ---
07080 - Fast Food Shift Leader |  | 12.20
07090 - Fast Food Worker |  | 11.09

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

**Fringe Benefits Required Follow the Occupational Listing**

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State: South Dakota
Area: South Dakota Counties of Custer, Meade, Pennington

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE                  FOOTNOTE       RATE**

07080 - Fast Food Shift Leader                11.59
07090 - Fast Food Worker                      10.54

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,
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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
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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
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0500 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210
| Daniel W. Simms Division of Wage Wage Determination No: 2017-0500
| Director Determinations Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: South Dakota
Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Clark, Clay, Codington, Davison, Day, Deuel, Edmunds, Faulk, Grant, Hamlin, Hanson, Hutchinson, Jerauld, Kingsbury, Lake, Marshall, McPherson, Miner, Moody, Roberts, Sanborn, Spink, Yankton
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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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WD 17-0501 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0501
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
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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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**Fringe Benefits Required Follow the Occupational Listing**

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**Fast Food Services**

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**REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR**

**THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON, D.C. 20210 |

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0502
Director             Determinations    | Revision No: 5
|      Date Of Revision: 04/05/2019 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Dakota
Area: North Dakota Counties of Burleigh, Morton

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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>12.78</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>11.62</td>
<td></td>
</tr>
</tbody>
</table>

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:

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.
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 |

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0503
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Dakota
Area: North Dakota Counties of Oliver, Sioux

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>11.95</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)

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0504
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Dakota
Area: North Dakota Counties of Adams, Billings, Bowman, Divide, Dunn, Golden
Valley, Hettinger, McKenzie, Slope, Stark, Williams

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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<td>12.59</td>
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</table>

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

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
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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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<td>13.08</td>
</tr>
</tbody>
</table>

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
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HOLIDAYS: $.11 per hour in holiday pay. (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.
**Fast Food Services**

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0506
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 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**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.70</td>
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</table>

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
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0508
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Montana
Area: Montana Counties of Carbon, Golden Valley, Yellowstone

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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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.

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Montana
Area: Montana County of Cascade

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.29</td>
</tr>
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</table>

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
laundring 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 laundring 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.
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor
WASHINGTON, D.C. 20210

Daniel W. Simms
Division of Wage
Wage Determination No: 2017-0510
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Montana
Area: Montana County of Missoula

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.27</td>
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</table>

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

**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.
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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 born 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.
WD 17-0512 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
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Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0512
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Montana
Area: Montana Counties of Big Horn, Blaine, Chouteau, Fergus, Glacier, Hill, Judith Basin, Liberty, Musselshell, Petroleum, Pondera, Stillwater, Teton, Toole, Wheatland

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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<td>9.68</td>
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</table>

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.
WD 17-0513 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
| Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0513
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: 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

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**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>10.04</td>
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</table>

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,
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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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** 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.
WD 17-0514 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0514
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Montana
Area: Montana Counties of Flathead, Lake, Lincoln, Mineral, Ravalli, Sanders

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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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</table>

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,
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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 **

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.
WD 17-0515 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                         | WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0515
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Natrona
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**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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

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: Wyoming
Area: Wyoming County of Laramie

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

**Fringe Benefits Required Follow the Occupational Listing**

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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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State: Wyoming
Area: Wyoming Counties of Albany, Carbon, Converse, Goshen, Niobrara, Platte

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WD 17-0521 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
| EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0521
Director             Determinations | Revision No: 5
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State: Colorado
Area: Colorado County of Boulder
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<td>07090 - Fast Food Worker</td>
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</table>

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 laundring 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.
Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0522
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
Area: Colorado Counties of El Paso, Telluride

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<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.

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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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** UNIFORM ALLOWANCE **

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**REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0523
Director             Determinations | Revision No: 5
                                  | Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
Area: Colorado Counties of Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Jefferson, Park

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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:

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State: Colorado
Area: Colorado County of Larimer

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<td>07080</td>
<td>Fast Food Shift Leader</td>
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<td>07090</td>
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<td>11.41</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.
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State: Colorado
Area: Colorado County of Mesa

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<tr>
<td>07090</td>
<td>Fast Food Worker</td>
<td>10.98</td>
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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: Colorado
Area: Colorado County of Weld

**Fringe Benefits Required Follow the Occupational Listing**

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State: Colorado
Area: Colorado County of Pueblo

**Fringe Benefits Required Follow the Occupational Listing**

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>11.23</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>10.21</td>
</tr>
</tbody>
</table>

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.
Fast Food Services

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0529
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
Area: Colorado Counties of Archuleta, Chaffee, Delta, Dolores, Fremont, Gunnison, Hinsdale, La Plata, Montezuma, Montrose, Ouray, San Juan, San Miguel

**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:

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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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

Daniel W. Simms      Division of Wage Determinations
Director             Wage Determination No: 2017-0530
|      Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Colorado
Area: Colorado Counties of Garfield, Moffat, Rio Blanco

**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
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January 1, 2017. If this contract is covered by the EO, the contractor must
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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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** 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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**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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HOLIDAYS: $.11 per hour in holiday pay. (29 CFR 4.174)

** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0532
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Bernalillo, Sandoval, Torrance, Valencia

**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>
<td>9.37</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,
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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
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wage determination. The Department of Labor will accept payment in accordance
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State: New Mexico
Area: New Mexico County of San Juan

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0534 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0534
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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www.dol.gov/whd/govcontracts.
State: New Mexico
Area: New Mexico County of Dona Ana
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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2. No alcoholic beverages served.
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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
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including preventive care; to assist a family member (or person who is like
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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.
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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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WD 17-0539 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0539
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Los Alamos

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**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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Register of Wage Determinations Under The Service Contract Act

By direction of the Secretary of Labor

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Daniel W. Simms  Division of Wage  Wage Determination No: 2017-0540
Director  Determinations  Revision No: 5

Date Of Revision: 04/05/2019

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State: Arizona
Area: Arizona County of Coconino

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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Mohave

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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,
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member (or person who is like family to the employee) who is the victim of,
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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
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an employee where such cost reduces the hourly rate below that required by the
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**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,
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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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** 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.
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0543
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Yavapai

**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,
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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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** 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.
Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0544
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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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<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,
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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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** 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 preventative 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,
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Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0546
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Cochise

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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.
WD 17-0547 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
              | WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0547
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Apache, Gila, Graham, Greenlee, La Paz, Navajo, Santa Cruz
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>11.85</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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</tr>
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</table>

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
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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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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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1. A limited fixed menu which can be prepared by workers following a short training period.
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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 **

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.
WD 17-0549 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
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|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0549
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Utah
Area: Utah Counties of Davis, Morgan, Weber
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.93</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.84</td>
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</tbody>
</table>

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,
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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: Utah
Area: Utah Counties of Juab, Utah

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.29</td>
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</table>

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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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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** 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.
WD 17-0551 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0551
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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all workers in any classification listed on this wage determination at least
$10.60 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
2019. 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: Utah
Area: Utah County of Washington
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>07090 - Fast Food Worker</td>
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</table>

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
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),
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WD 17-0552 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0552
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Utah
Area: Utah Counties of Salt Lake, Tooele

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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>10.76</td>
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</tr>
</tbody>
</table>

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0553
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Utah
Area: Utah County of Rich

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.52</td>
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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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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: Utah
Area: Utah County of Summit

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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0555
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Utah
Area: Utah County of Wasatch

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State: Utah
Area: Utah Counties of Millard, Piute, Sanpete, Sevier, Wayne

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WD 17-0557 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0557
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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State: Utah
Area: Utah Counties of Beaver, Garfield, Iron, Kane
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States: Idaho, Utah
Area: Idaho County of Franklin
Utah County of Cache

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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.
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0560
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Idaho
Area: Idaho Counties of Ada, Boise, Canyon, Gem, Owyhee
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>9.96</td>
<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>9.05</td>
<td></td>
</tr>
</tbody>
</table>

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.
WD 17-0561 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0561
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Idaho
Area: Idaho County of Kootenai

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>8.96</td>
</tr>
</tbody>
</table>

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,
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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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** 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.
Fast Food Services

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State: Idaho
Area: Idaho Counties of Bonneville, Butte, Jefferson

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07080 - Fast Food Shift Leader</td>
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State: Idaho
Area: Idaho County of Bannock

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>8.93</td>
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</table>

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.

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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Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0564
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Idaho
Area: Idaho Counties of Benewah, Bonner, Boundary, Clearwater, Idaho, Latah, Lewis, Shoshone

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>9.91</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>9.01</td>
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</tbody>
</table>

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
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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**State:** Idaho  
**Area:** Idaho Counties of Adams, Elmore, Payette, Valley, Washington

**Fringe Benefits Required Follow the Occupational Listing**

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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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Idaho
Area: Idaho Counties of Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka, Twin Falls

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>10.25</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>9.32</td>
</tr>
</tbody>
</table>

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

**Fringe Benefits Required Follow the Occupational Listing**

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States: Idaho, Washington
Area: Idaho County of Nez Perce
Washington County of Asotin

**Fringe Benefits Required Follow the Occupational Listing**

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0569
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>13.83</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>12.57</td>
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1. A limited fixed menu which can be prepared by workers following a short training period.
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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,
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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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**SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS**

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0571
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Benton, Franklin

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>11.87</td>
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</tr>
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The FAST FOOD INDUSTRY covers establishments with the following characteristics:

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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
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**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**  |  **FOOTNOTE**  |  **RATE**
---|---|---
07080 - Fast Food Shift Leader  |  12.79
07090 - Fast Food Worker  |  11.63

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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.
WD 17-0573 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0573
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Skagit

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>12.00</td>
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</table>

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
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January 1, 2017. If this contract is covered by the EO, the contractor must
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including preventive care; to assist a family member (or person who is like
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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)

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State: Washington
Area: Washington County of Thurston

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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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State: Washington
Area: Washington Counties of King, Snohomish

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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: Washington
Area: Washington County of Pierce

**Fringe Benefits Required Follow the Occupational Listing**

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

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0579 
Director | Determinations | Revision No: 5 
| Date Of Revision: 04/05/2019  

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Chelan, Douglas 

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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,
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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,
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that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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State: Washington
Area: Washington County of Yakima

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<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.
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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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State: Washington
Area: Washington Counties of Kittitas, Klickitat, Okanogan

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State: Washington
Area: Washington Counties of Adams, Ferry, Garfield, Grant, Lincoln, Whitman

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<td>07090 - Fast Food Worker</td>
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State: Washington
Area: Washington Counties of Columbia, Walla Walla

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<td>07090 - Fast Food Worker</td>
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Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0586
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Oregon, Washington
Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td></td>
<td>12.79</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.63</td>
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</tbody>
</table>

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
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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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"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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Deschutes

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07090 - Fast Food Worker</td>
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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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including preventive care; or for reasons resulting from, or to assist a family
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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
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State: Oregon
Area: Oregon County of Benton

**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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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.
**Fast Food Services**

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0589
Director             Determinations          | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Lane

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>12.56</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.42</td>
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</table>

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,
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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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</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,
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WD 17-0591 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0591
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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State: Oregon
Area: Oregon Counties of Marion, Polk

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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: Oregon
Area: Oregon County of Josephine

**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 preventative 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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Clatsop, Lincoln, Tillamook

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</thead>
<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td></td>
<td>13.54</td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td></td>
<td>12.31</td>
</tr>
</tbody>
</table>

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,
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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.
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms
Division of Wage Determinations

Wage Determination No: 2017-0594
Revision No: 5
Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Coos, Curry

**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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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
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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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adequate number of uniforms without cost or to reimburse employees for the
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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
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cents per day). However, in those instances where the uniforms furnished are
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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.
WD 17-0595 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0595
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Douglas
----------------------------------------------------------------------------------
**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,
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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: Oregon
Area: Oregon Counties of Crook, Hood River, Jefferson, Klamath, Lake, Sherman, Wasco

**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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** 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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
| EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>12.88</td>
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</tr>
<tr>
<td>07090 - Fast Food Worker</td>
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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
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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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Fast Food Services
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0598
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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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
$10.60 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
2019. 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 County of Linn

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**  **FOOTNOTE**  **RATE**
07080 - Fast Food Shift Leader  11.98
07090 - Fast Food Worker        10.89

The FAST FOOD INDUSTRY covers establishments with the following characteristics:

1. A limited fixed menu which can be prepared by workers following a short
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2. No alcoholic beverages served.
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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: Nevada
Area: Nevada County of Carson City

**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080</td>
<td>Fast Food Shift Leader</td>
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<td>10.24</td>
</tr>
<tr>
<td>07090</td>
<td>Fast Food Worker</td>
<td></td>
<td>9.31</td>
</tr>
</tbody>
</table>

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,
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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)

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<tr>
<td>07090 - Fast Food Worker</td>
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State: Nevada
Area: Nevada Counties of Storey, Washoe

**Fringe Benefits Required Follow the Occupational Listing**

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WD 17-0602 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0602
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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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
$10.60 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
2019. 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 Esmeralda, Lincoln, Nye
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**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
<td>11.36</td>
<td></td>
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1. A limited fixed menu which can be prepared by workers following a short
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State: Nevada
Area: Nevada Counties of Churchill, Douglas, Lyon, Mineral

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Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor
WAGE AND HOUR DIVISION 
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0604
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

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State: California
Area: California County of Kern

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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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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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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)

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State: California
Area: California County of Fresno

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State: California
Area: California County of Kings

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State: California
Area: California County of Los Angeles

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State: California
Area: California County of Merced

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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.
**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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</table>

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: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Stanislaus

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,
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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: California
Area: California County of Napa

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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,
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0615 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms Division of Wage Determinations
Director Wage Determination No: 2017-0615
Revision No: 5 Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Alameda, Contra Costa

**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,
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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)

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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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** 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.
Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0617
Director            Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Shasta

**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.
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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,
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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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** 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.
WD 17-0618 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0618
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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www.dol.gov/whd/govcontracts.
State: California
Area: California Counties of Riverside, San Bernardino
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1. A limited fixed menu which can be prepared by workers following a short
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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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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.
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage  | Wage Determination No: 2017-0620
Director  Determinations  | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Monterey

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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</tr>
<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

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.
WD 17-0621 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0621
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Diego

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.72</td>
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</tbody>
</table>

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.

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.
**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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<td>12.23</td>
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</tbody>
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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.
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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT |
U.S. DEPARTMENT OF LABOR |
EMPLOYMENT STANDARDS ADMINISTRATION |
By direction of the Secretary of Labor |
WASHINGTON, D.C. 20210 |
|
Daniel W. Simms Division of Wage Director |
Determination No: 2017-0623 Revision No: 5 |
Date Of Revision: 04/05/2019 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of San Benito, Santa Clara

**Fringe Benefits Required Follow the Occupational Listing**

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<td>12.05</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.
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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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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 San Luis Obispo

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>07090 - Fast Food Worker</td>
<td>11.62</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.
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State: California
Area: California County of Orange

**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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<td>11.51</td>
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0626 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
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Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0626
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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
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**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
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<th>FOOTNOTE</th>
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<tr>
<td>07080</td>
<td>Fast Food Shift Leader</td>
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<td>07090</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,
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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.
**Fast Food Services**

**REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR**

**THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON, D.C. 20210 |

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0627
Director | Determinations | Revision No: 5

Date Of Revision: 04/05/2019

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State: California
Area: California County of Santa Cruz

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State: California
Area: California County of Sonoma

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State: California
Area: California County of San Joaquin

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State: California
Area: California County of Solano

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State: California
Area: California Counties of Sutter, Yuba

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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 laundraing 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 laundraing 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.
WD 17-0633 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0633
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Marin
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
07080 - Fast Food Shift Leader                                               13.30
07090 - Fast Food Worker                                                     12.09
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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0634 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|                  |                  |
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0634
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Amador, Calaveras, Mariposa, Tuolumne
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>11.31</td>
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</table>

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
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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.
Fast Food Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0635
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Alpine, Inyo, Mono

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
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<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>11.39</td>
<td></td>
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</table>

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.
Fast Food Services

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**REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

Daniel W. Simms | Division of Wage | Wage Determination No: 2017-0636
Director | Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Del Norte, Humboldt, Lake, Mendocino

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**Fringe Benefits Required Follow the Occupational Listing**

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<td>07090 - Fast Food Worker</td>
<td></td>
<td>11.46</td>
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</table>

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:

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
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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.
WD 17-0637 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0637
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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 Counties of Colusa, Glenn, Tehama
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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<td>07090 - Fast Food Worker</td>
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<td>11.25</td>
</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.
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5. Tipping not encouraged.

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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<td>07080 - Fast Food Shift Leader</td>
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HEALTH & WELFARE: $1.00 per hour or $40.00 per week or $173.34 per month

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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.

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State: Alaska
Area: Alaska Boroughs of Anchorage, Matanuska-Susit

**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,
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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)

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WD 17-0640 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019
Fast Food Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0640
Director Determinations | Revision No: 5
| Date Of Revision: 04/05/2019
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State: Alaska
Area: Alaska Borough of Fairbanks North
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                      FOOTNOTE  RATE
07080 - Fast Food Shift Leader               12.20
07090 - Fast Food Worker                     11.09
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   training period.
2. No alcoholic beverages served.
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State: Alaska
Area: Alaska Boroughs of Haines, Juneau, Ketchikan Gateway, Prince of Wales, Sitka, Skagway-Yakutat, Wrangell-Peters

**Fringe Benefits Required Follow the Occupational Listing**

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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

**Fringe Benefits Required Follow the Occupational Listing**

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States: American Samoa, Hawaii
Area: American Samoa Statewide
Hawaii County of Honolulu

**Fringe Benefits Required Follow the Occupational Listing**

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State: Hawaii
Area: Hawaii Counties of Kalawao, Maui

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State: Hawaii
Area: Hawaii Counties of Hawaii, Kauai

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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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0646
Director             Determinations | Revision No: 5
| Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Guam, Northern Marianas, Wake Island
Area: Guam Statewide
Northern Marianas Statewide
Wake Island Statewide

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

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0648
Director             Determinations    | Revision No: 5
                     Date Of Revision: 04/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Arecibo, Camuy, Hatillo, Quebradillas

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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,
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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
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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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actual cost of the uniforms. In addition, where uniform cleaning and maintenance
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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.
WD 17-0649 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor | Wage Determination No: 2017-0649

Daniel W. Simms | Division of Wage Determinations | Date Of Revision: 04/05/2019

Disallowance of 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,
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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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0650 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0650
Director             Determinations    | Revision No: 5
| Date Of Revision: 04/05/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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 Hormigueros, Mayaguez
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**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
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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
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** UNIFORM ALLOWANCE **

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<td>07080 - Fast Food Shift Leader</td>
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<td></td>
</tr>
<tr>
<td>07090 - Fast Food Worker</td>
<td>8.60</td>
<td></td>
</tr>
</tbody>
</table>

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.
WD 17-0653 (Rev.-5) was first posted on www.wdol.gov on 04/16/2019

Fast Food Services

**********************************************************************************

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 2017-0653
Director             Determinations    |           Revision No: 5
|      Date Of Revision: 04/05/2019
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 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

----------------------------------------------------------------------------------

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>07080 - Fast Food Shift Leader</td>
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<td>9.49</td>
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<tr>
<td>07090 - Fast Food Worker</td>
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<td>8.63</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)

** 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.
Fast Food Services

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
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<tr>
<td>07090 - Fast Food Worker</td>
<td>9.05</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.
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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.
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
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<tr>
<td>07080</td>
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</tr>
<tr>
<td>07090</td>
<td>Fast Food Worker</td>
<td>8.52</td>
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</tbody>
</table>

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.

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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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** 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: Virgin Islands
Area: Virgin Islands Statewide

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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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:

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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
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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.
WD 17-0657 (Rev.-7) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

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

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0657
Director Determinations | Revision No: 7
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: South Dakota
Area: South Dakota County of Meade

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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:

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Barber and Beauty Services

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms Division of Wage | Wage Determination No: 2017-0658
Director Determinations | Revision No: 8
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Idaho
Area: Idaho County of Elmore

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>24510 - Barber</td>
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<td>12.84</td>
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<tr>
<td>24540 - Beautician (Cosmetologist)</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bernalillo

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
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<td>11.39</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
**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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>(not set) - Mobile Food Driver</td>
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<td>10.40</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: $.80 per hour or $32.00 per week or $138.67 per month

VACATION: $.17 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:

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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

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.
Barber and Beauty Services

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>24510 - Barber</td>
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<td>13.99</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
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.
WD 17-0689 (Rev.-8) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT June 1, 2015 | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage Determinations | Date Of Revision: 12/26/2018
Director             Determinations | Revision No: 8
| Wage Determination No: 2017-0689
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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**

OCCUPATION CODE - TITLE | FOOTNOTE | RATE
24510 - Barber | 17.23

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): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: $1.63 per hour, 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 $4.18 per hour. *

*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.
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.
WD 17-0691 (Rev.-6) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services
********************************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0691
Director Determinations | Revision No: 6
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
<td></td>
<td>14.75</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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
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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.
WD 17-0692 (Rev.-7) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.
WD 17-0693 (Rev.-6) was first posted on www.wdol.gov on 01/01/2019

Barber and Beauty Services

**********************************************************************************

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

Daniel W. Simms      Division of Wage | Date Of Revision: 12/26/2018
Director             Determinations    | Wage Determination No: 2017-0693
| Revision No: 6
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 County of Laramie

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                              FOOTNOTE        RATE

24540 - Beautician (Cosmetologist)                   13.23

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
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month*

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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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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.
WD 17-0698 (Rev.-9) was first posted on www.wdol.gov on 03/12/2019

Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2017-0698
Director             Determinations | Revision No: 9
| Date Of Revision: 03/07/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<tr>
<td>08040 - Choker Setter</td>
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<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08370 - Tree Planter</td>
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<td>08400 - Tree Planter, Mechanical</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
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family to the employee) who is ill, injured, or has other health-related needs,
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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
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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
successor; and 4 weeks after 3 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,
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in accordance with a plan communicated to the employees involved.) (See 29 CFR
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(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
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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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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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<th>TITLE</th>
<th>FOOTNOTE</th>
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 17-0725 (Rev.-7) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 2017-0725
Director Determinations | Revision No: 7
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
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www.dol.gov/whd/govcontracts.
State: Texas
Area: Texas County of Tom Green
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**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE FOOTNOTE RATE
24510 - Barber 11.89

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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.
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage Determinations | Wage Determination No: 2017-0740
Director Determinations | Revision No: 7
Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>24510</td>
<td>Barber</td>
<td></td>
<td>11.70</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: $4.48 per hour or $179.20 per week or $776.53 per month
- HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; and 4 weeks after 3 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 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.
Barber and Beauty Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 2017-0779
Director Determinations | Revision No: 5
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland
Area: Maryland County of Prince George's

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
<td></td>
<td>13.48</td>
</tr>
</tbody>
</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 2018-0137
Director             Determinations    | Revision No: 2
| Date Of Revision: 12/26/2018
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 County of Wichita
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
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<td></td>
<td>12.53</td>
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</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
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.
Barber and Beauty Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage Determinations
Director             Revision No: 2
Wage Determination No: 2018-0153
Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month
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.
Fast Food Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 2018-0165
Director             Determinations    | Revision No: 2
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Cumberland

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>(not set) - Fast Food Delivery Driver</td>
<td></td>
<td>8.94</td>
</tr>
</tbody>
</table>

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:

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.

** 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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>24510 - Barber</td>
<td></td>
<td>14.31</td>
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</tbody>
</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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:

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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Suffolk

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for Diving services.

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<tr>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

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State: South Carolina
Area: South Carolina County of Charleston

**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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** 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.
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|____________________________________
Daniel W. Simms      Division of Wage | Wage Determination No: 2019-0034
Director             Determinations    |           Revision No: 1
|      Date Of Revision: 02/13/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: South Carolina
Area: South Carolina County of Cherokee
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**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
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January 1, 2017. If this contract is covered by the EO, the contractor must
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
month

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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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** 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 Mexico
Area: New Mexico County of Bernalillo

**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 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: 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

**Fringe Benefits Required Follow the Occupational Listing**

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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.
Elevator Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

Daniel W. Simms      Division of Wage | Wage Determination No: 1967-0442
Director             Determinations | Revision No: 60
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Ashtabula, Cuyahoga, Erie, Geauga, Lake, Lorain

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for elevator maintenance services.

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>23210 - Elevator Repairer</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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Missouri
Missouri Counties of Clark, Lewis, Marion, Ralls

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: 6 percent/ under 5 years based on regular hourly rate for all hours worked. 8 Percent/ over 5 years based on regular hourly rate for all hours worked

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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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Elevator Repairer

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EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

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**Fringe Benefits Required Follow the Occupational Listing**

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State: New York
Area: New York Counties of Broome, Cayuga, Chenango, Cortland, Franklin, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Seneca, St Lawrence, Tioga, Tompkins

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 67-0495 (Rev.-60) was first posted on www.wdol.gov on 03/12/2019
Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 1967-0495
Director             Determinations    | Revision No: 60
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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$10.60 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
2019. 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, Louisiana
Area: Arkansas - All Counties except : Crittenden
Louisiana Parishes of Bienville, Bossier, Caddo, Caldwell, Catahoula, Claiborne,
De Soto, East Carroll, Franklin, Grant, Jackson, La Salle, Lincoln, Madison,
Morehouse, Natchitoches, Ouachita, Rapides, Red River, Richland, Sabine, Tensas,
Union, Vernon, Webster, West Carroll, Winn
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                              FOOTNOTE   RATE
23210 - Elevator Repairer                               41.57
__________________________________________________________________________________
Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal
Contractors, applies to all contracts subject to the Service Contract Act for
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 68-0005 (Rev.-63) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1968-0005
Director             Determinations    |           Revision No: 63
|      Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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2019. 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: Alabama, Florida, Mississippi
Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington,
Crenshaw, Dale, Escambia, Geneva, Henry, Houston, Mobile, Monroe, Pike,
Washington, Wilcox
Florida Counties of Bay, Calhoun, Escambia, Gulf, Holmes, Jackson, Okaloosa,
Santa Rosa, Walton, Washington
Mississippi Counties of Clarke, George, Greene, Jackson

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                           FOOTNOTE | RATE

23210 - Elevator Repairer                           |                | 41.53

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal
Contractors, applies to all contracts subject to the Service Contract Act for
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January 1, 2017. If this contract is covered by the EO, the contractor must
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www.dol.gov/whd/govcontracts.
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 68-0055 (Rev.-70) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1968-0055
Director             Determinations    |           Revision No: 70
                   |      Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana, Kentucky
Area: Indiana Counties of Clark, Crawford, Floyd, Harrison, Jefferson, Orange, Perry, Scott, Washington

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annunity $7.55 per hour for all hours worked
WD 68-0300 (Rev.-62) was first posted on www.wdol.gov on 03/12/2019

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1968-0300
Director             Determinations    |           Revision No: 62
|      Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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2019. 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: Indiana, Kentucky, Ohio
Area: Indiana Counties of Dearborn, Ohio, Switzerland
Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton, Mason,
Pendleton
Ohio Counties of Adams, Brown, Butler, Clermont, Clinton, Darke, Greene,
Hamilton, Highland, Miami, Montgomery, Preble, Scioto, Shelby, Warren
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**Fringe Benefits Required Follow the Occupational Listing**

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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Adams, Centre, Clinton, Cumberland, Dauphin, Franklin, Fulton, Huntingdon, Juniata, Lancaster, Lebanon, Lycoming, Mifflin, Montour, Northumberland, Perry, Potter, Snyder, Tioga, Union, York

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>23210 - Elevator Repairer</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.

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VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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States: Illinois, Indiana
Area: Illinois Counties of Edgar, Vermilion

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WD 69-0113 (Rev.-58) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms | Division of Wage | Wage Determination No: 1969-0113
Director | Determinations | Revision No: 58
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for forestry, land management services and cleaning of public use area services.

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<tr>
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<td>08370 - Tree Planter</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry and land management services.

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State: Virginia

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 73-0479 (Rev.-55) was first posted on www.wdol.gov on 03/12/2019

Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
|       WASHINGTON, D.C. 20210
|      Date Of Revision: 03/01/2019
Daniel W. Simms      Division of Wage  | Wage Determination No: 1973-0479
Director             Determinations    |           Revision No: 55
|      Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Brevard, Highlands, Indian River, Lake, Marion,
Okeechobee, Orange, Osceola, Polk, Seminole, St Lucie, Volusia
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal
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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,
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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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Services

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

Daniel W. Simms Division of Wage Director Determinations
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Rhode Island
Area: Rhode Island Statewide

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less
than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Adair, Atoka, Bryan, Cherokee, Choctaw, Coal, Craig, Creek, Delaware, Haskell, Hughes, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia
Area: Georgia Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contract for forestry, land management, the cleaning of public use areas, and timber inventory services.

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<td>08190 - Foresty Technician</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08280 - Nursery Specialist</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
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Ashland, Carroll, Columbiana, Coshocton, Harrison, Holmes, Mahoning, Medina, Portage, Richland, Stark, Summit, Trumbull, Tuscarawas, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 74-1311 (Rev.-54) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Division of Wage Determinations

Director Date Of Revision: 03/12/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for forestry, land management, and the cleaning of public use areas.

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<tr>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; and 3 weeks after 5 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 75-0208 (Rev.-55) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT     | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
|  WASHINGTON, D.C. 20210
|  |
Daniel W. Simms      Division of Wage | Wage Determination No: 1975-0208
Director             Determinations | Revision No: 55
|      Date Of Revision: 03/12/2019
--------------------------------------------------------------------------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: South Carolina
Area: South Carolina Statewide
--------------------------------------------------------------------------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Employed on contracts for forestry and logging services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08040 - Choker Setter</td>
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<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>08200 - Forestry Truck Driver</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08280 - Nursery Specialist</td>
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<td>08310 - Slash Piler/Burner</td>
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<td>08370 - Tree Planter</td>
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<tr>
<td>08400 - Tree Planter, Mechanical</td>
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<td>10.55</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.

** 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
laundring 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 75-0891 (Rev.-48) was first posted on www.wdol.gov on 03/12/2019

Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|  |
| Daniel W. Simms | Division of Wage | Wage Determination No: 1975-0891
| Director | Determinations | Revision No: 48
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Chemung, Livingston, Monroe, Ontario, Schuyler,
Steuben, Wayne, Yates
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE | FOOTNOTE | RATE
23210 - Elevator Repairer | 49.10

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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage Determinations    Wage Determination No: 1975-1091
Director             Determinations    Revision No: 54
|      Date Of Revision: 03/01/2019

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia, North Carolina, South Carolina
Area: Georgia County of Rabun
South Carolina - All Counties except : Aiken, Allendale, Bamberg, Barnwell, Beaufort, Edgefield, Hampton, Jasper

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annunity $7.55 per hour for all hours worked
WD 75-1156 (Rev.-53) was first posted on www.wdol.gov on 03/19/2019

Forestry and Land Management Services
************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1975-1156
Director             Determinations | Revision No: 53
| Date Of Revision: 03/12/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska
Area: Nebraska Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, the cleaning of public use areas and timber inventory services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<td>08070 - Faller/Bucker</td>
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<td>08370 - Tree Planter</td>
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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Barber and Beauty Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms | Division of Wage | Wage Determination No: 1976-0933
Director | Determinations | Revision No: 26
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies at the address(es) below:
AAFES, El Paso, TX

**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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift
Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

**HEALTH & WELFARE EO 13706:** Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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.
Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 76-1342 (Rev.-60) was first posted on www.wdol.gov on 01/01/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1976-1342
Director             Determinations | Revision No: 60
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Montana
Area: Montana Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Forestry Industry

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<td>08040 - Choker Setter</td>
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<tr>
<td>08070 - Faller/Bucker</td>
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<td>20.21</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08370 - Tree Planter</td>
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<tr>
<td>08400 - Tree Planter, Mechanical</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 76-1351 (Rev.-56) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1976-1351
Director             Determinations    | Revision No: 56
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
Area: Colorado Statewide
------------------------------------------------------------------------------------------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Employed on service contracts for forestry, land management, the cleaning of public use areas and timber inventory services.

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 77-0030 (Rev.-53) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage  | Wage Determination No: 1977-0030
Director  Determinations  | Revision No: 53
| Date Of Revision: 03/12/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Utah
Area: Utah Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, the cleaning of public use areas and timber inventory services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 77-0079 (Rev.-59) was first posted on www.wdol.gov on 01/01/2019
Forestry and Land Management Services
******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms       Division of Wage | Wage Determination No: 1977-0079
| Director Determinations | Revision No: 59
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract(s) for Forestry and Logging Services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
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<tr>
<td>08400 - Tree Planter, Mechanical</td>
<td>14.49</td>
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</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Register of Wage Determinations Under the Service Contract Act

By direction of the Secretary of Labor | Wage and Hour Division
WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 1977-0193
Director | Determinations | Revision No: 81
Date of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies to the Southern States including all portions of the following states not listed below: Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas.

GA: Atlanta Area: Counties of Clayton, Cobb, DeKalb, Fulton, and Gwinnett
TN: Memphis Area: Arkansas: Crittenden County Tennessee: Shelby County
TN: Nashville Area: Counties of Davidson, Summer and Wilson
TX: Dallas - Fort Worth Area: Collin, Dallas, Denton, Ellis, Johnson, Kaufman, Rockwell, and Tarrant
TX: Houston Area: Counties of Brazoria, Ford Bend, Harris, Liberty and Montgomery

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for mail hauling services for which the "headout" point is within the named locality.

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<thead>
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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>(not set) - Tractor Trailer Driver</td>
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All locations unless otherwise designated

Atlanta, GA Area | 21.96
LA: New Orleans Area | 21.65
TN: Memphis Area | 21.14
TN: Nashville Area | 21.96
TX: Dallas - Fort Worth Area | 20.54
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:

VACATION: 1 week of paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 10 years; and 4 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

2) HEALTH & WELFARE: $4.70 per hour

NOTE: The fringe benefits listed in this determination are based on a standard 8-hour workday an 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

HEALTH & WELFARE & PENSION PAYMENTS:

These payments are due on all hours "paid for" up to a maximum of 40 hours per week. Such benefits do not stop, but continue to accrue and are paid to employees while on sick leave, holiday, vacation, etc. For example:

a. An employee who works four days, 40 hours per week, is entitled to 40 hours of health and welfare and pension payments. If an employee works three days, 12 hours per day, then such employee is entitled to 36 hours of health and welfare and pension benefits.

b. An employee who works 32 hours and also receives eight hours of holiday pay is entitled to the maximum of 40 hours of health and welfare and pension payments in that work week. If the employee works more than 32 hours and also receives eight hours of holiday pay, the employee is still only entitled to the maximum of 40 hours health and welfare and pension payment.

c. If an employee is off work for two weeks on vacation and receives 80 hours of vacation pay, the employee must also receive 80 hours of health and welfare and pension benefits during the vacation period. However, if an employee is entitled to two weeks paid vacation but does not take a vacation and works the full 52 weeks in they year (i.e., 52 weeks for work plus two weeks of vacation pay) the employee is due health and welfare and pension payments for only 52 weeks during the year.

VACATION AND HOLIDAY PAYMENTS:

Regardless of the number of hours in an employee's scheduled workday or work week, holiday pay for one day is not required to exceed the equivalent of eight hours pay, and vacation pay for one week is not required to exceed the equivalent of 40 hours pay.

** 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Driver/Caser
Drives motor powered vehicle to make box delivery of mail, often along a designated route, picks up and transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transport mail to or between postal or other designated facilities, make minor vehicle repairs and keep vehicle in good working order.

Light Vehicle Driver
Drives motor powered vehicle with a nominal cargo capacity of 600 cubic feet or less and with a GVW rating under 10,001 pounds GVWR or less to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport collection mail, load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Tractor Trailer Driver
Drives motor powered tractor-trailer combination to transport mail, often along a designated route to or between designated postal or other facilities. May also load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Truck Driver
Drives motor powered truck, other than tractor-trailer, with a nominal* cargo capacity of 333 cubic feet or more or with a gross volume weight of 10,000 pounds or more to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport mail, load and unload truck with or without helpers, make minor vehicle repairs, and keep vehicle in good working order. *(Nominal cargo capacity means an actual cargo capacity of plus or minus 5% of the stated capacity, rounded to the nearest whole cubic foot.)
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies to the Western States including all portions of the following states not listed below: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

CA: Los Angeles Area: Counties of Los Angeles and Orange
CA: San Francisco Area: Counties of Alameda, Contra Costa, Marin, San Francisco, and San Mateo
OR: Portland Area: Oregon: Counties of Clackamas, Marion, Multnomah, Polk, and Washington Washington: County of Clark

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for mail hauling services for which the "headout" point is within the named locality.

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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:

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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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

2) HEALTH & WELFARE: $5.03 per hour

NOTE: The fringe benefits listed in this determination are based on a standard 8-hour workday an 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

HEALTH & WELFARE & PENSON PAYMENTS:
These payments are due on all hours "paid for" up to a maximum of 40 hours per week. Such benefits do not stop, but continue to accrue and are paid to employees while on sick leave, holiday, vacation, etc. For example:

a. An employee who works four days, 40 hours per week, is entitled to 40 hours of health and welfare and pension payments. If an employee works three days, 12 hours per day, then such employee is entitled to 36 hours of health and welfare and pension benefits.

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c. If an employee is off work for two weeks on vacation and receives 80 hours of vacation pay, the employee must also receive 80 hours of health and welfare and pension benefits during the vacation period. However, if an employee is entitled to two weeks paid vacation but does not take a vacation and works the full 52 weeks in the year (i.e., 52 weeks for work plus two weeks of vacation pay) the employee is due health and welfare and pension payments for only 52 weeks during the year.

VACATION AND HOLIDAY PAYMENTS:

Regardless of the number of hours in an employee's scheduled workday or work week, holiday pay for one day is not required to exceed the equivalent of eight hours pay, and vacation pay for one week is not required to exceed the equivalent of 40 hours pay.

** 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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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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WD 77-0195 (Rev.-76) was first posted on www.wdol.gov on 01/01/2019

Mail Hauling Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1977-0195
Director             Determinations    | Revision No: 76
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies to the Eastern States including all portions of the following states not listed below: Delaware, Maryland, Ohio, Pennsylvania, Virginia, and West Virginia.

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for mail hauling services for which the "headout" point is within the named locality.

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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](http://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 10 years, and 4 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 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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WD 77-0196 (Rev.-77) was first posted on www.wdol.gov on 01/01/2019
Mail Hauling Services
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT          | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                      | WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1977-0196
Director             Determinations   | Revision No: 77
                                      | Date Of Revision: 12/26/2018
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
This wage determination applies to the Central States including all portions of
the following states not listed below: Illinois, Indiana, Iowa, Kansas,
Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota,
and Wisconsin
IL: Chicago - WI Milwaukee Area: Illinois: Counties of Cook, DuPage, Kane, Lake,
McHenry and Will Wisconsin: Counties of Kenosha, Milwaukee, Ozaukee, Racine,
Walworth, Washington, and Waukesha.
KS-MO Area: Kansas: Counties of Johnson and Wyandotte Missouri: Counties of
Cass, Clay, Jackson, and Platte.
MI: Detroit Area: Michigan: Counties of Macomb, Oakland, and Wayne.
MN: Minneapolis - St. Paul Area: Minnesota: Counties of Anoka, Dakota, Hennepin,
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**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:

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

1) HEALTH & WELFARE: $5.11 per hour

NOTE: The fringe benefits listed in this determination are based on a standard
8-hour workday an 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

**HEALTH & WELFARE & PENSION PAYMENTS:**

These payments are due on all hours "paid for" up to a maximum of 40 hours per week. Such benefits do not stop, but continue to accrue and are paid to employees while on sick leave, holiday, vacation, etc. For example:

a. An employee who works four days, 40 hours per week, is entitled to 40 hours of health and welfare and pension payments. If an employee works three days, 12 hours per day, then such employee is entitled to 36 hours of health and welfare and pension benefits.

b. An employee who works 32 hours and also receives eight hours of holiday pay is entitled to the maximum of 40 hours of health and welfare and pension payments in that work week. If the employee works more than 32 hours and also receives eight hours of holiday pay, the employee is still only entitled to the maximum of 40 hours health and welfare and pension payment.

c. If an employee is off work for two weeks on vacation and receives 80 hours of vacation pay, the employee must also receive 80 hours of health and welfare and pension benefits during the vacation period. However, if an employee is entitled to two weeks paid vacation but does not take a vacation and works the full 52 weeks in they year (i.e., 52 weeks for work plus two weeks of vacation pay) the employee is due health and welfare and pension payments for only 52 weeks during the year.

**VACATION AND HOLIDAY PAYMENTS:**

Regardless of the number of hours in an employee's scheduled workday or work week, holiday pay for one day is not required to exceed the equivalent of eight hours pay, and vacation pay for one week is not required to exceed the equivalent of 40 hours pay.

**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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Driver/Caser
Drives motor powered vehicle to make box delivery of mail, often along a designated route, picks up and transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transport mail to or between postal or other designated facilities, make minor vehicle repairs and keep vehicle in good working order.

Light Vehicle Driver
Drives motor powered vehicle with a nominal cargo capacity of 600 cubic feet or less and with a GVW rating under 10,001 pounds GVWR or less to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport collection mail, load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Tractor Trailer Driver
Drives motor powered tractor-trailer combination to transport mail, often along a designated route to or between designated postal or other facilities. May also load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Truck Driver
Drives motor powered truck, other than tractor-trailer, with a nominal* cargo capacity of 333 cubic feet or more or with a gross volume weight of 10,000 pounds or more to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport mail, load and unload truck with or without helpers, make minor vehicle repairs, and keep vehicle in good working order. *(Nominal cargo capacity means an actual cargo capacity of plus or minus 5% of the stated capacity, rounded to the nearest whole cubic foot.)
WD 77-0209 (Rev.-60) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| | Daniel W. Simms      Division of Wage | Wage Determination No: 1977-0209
| Director             Determinations | Revision No: 60
| | Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Forestry Industry

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<td>08100 - Fire Lookout</td>
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<td>08190 - Forestry Technician</td>
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<td>08400 - Tree Planter, Mechanical</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 5 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
classification agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

**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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conformance
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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 77-0211 (Rev.-56) was first posted on www.wdol.gov on 03/19/2019

Forestry and Land Management Services

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

| Daniel W. Simms | Division of Wage | Wage Determination No: 1977-0211 |
| Director | Determinations | Revision No: 56 |
| Date Of Revision: 03/12/2019 |

-------------------------------------------------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, the cleaning of public use area and timber inventory services.

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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
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**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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occupation(s) and computes a proposed rate(s).

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 77-0727 (Rev.-57) was first posted on www.wdol.gov on 01/01/2019

Forestry and Land Management Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1977-0727
Director             Determinations | Revision No: 57
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, the cleaning of public use areas and timber inventory services.

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 77-1427 (Rev.-53) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms | Division of Wage | Wage Determination No: 1977-1427
Director | Determinations | Revision No: 53
| Date Of Revision: 03/12/2019
**********************************************************************************
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www.dol.gov/whd/govcontracts.
State: Texas
Area: Texas Statewide
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**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, the cleaning of
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State: Oklahoma
Area: Oklahoma Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Forestry Industry

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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: District of Columbia, Maryland, Virginia, West Virginia
Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Montgomery, Prince George's, St Mary's
Virginia Counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, Frederick, Greene, King George, Loudoun, Madison, Orange, Page, Prince William, Rappahannock, Shenandoah, Stafford, Warren, Westmoreland
West Virginia Counties of Berkeley, Jefferson, Morgan

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tr>
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 79-0150 (Rev.-49) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
| Daniel W. Simms Division of Wage | Wage Determination No: 1979-0150
| Director Determinations | Revision No: 49
| Date Of Revision: 03/12/2019
| |
| Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Mississippi
Area: Mississippi Statewide
| |
**Fringe Benefits Required Follow the Occupational Listing**
Employed on contract for forestry, land management and cleaning of public use
areas.

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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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**: $4.48 per hour or $179.20 per week or $776.53 per month

**Health & Welfare EO 13706**: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

**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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Elevator Services
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms      Division of Wage | Wage Determination No: 1979-0917
Director             Determinations | Revision No: 50
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Iowa, Nebraska
Area: Iowa Counties of Fremont, Harrison, Mills, Montgomery, Page, Pottawattamie, Shelby
Nebraska - All Counties except: Burt, Cedar, Cuming, Dakota, Dixon, Stanton, Thurston, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 79-0948 (Rev.-52) was first posted on www.wdol.gov on 03/19/2019

Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1979-0948
Director             Determinations | Revision No: 52
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, the cleaning of public use areas and timber inventory services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
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<td>08130 - Forestry Equipment Operator</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract(s) for forestry and land management services.

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>08370 - Tree Planter</td>
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</table>
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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 79-1136 (Rev.-48) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1979-1136
Director             Determinations | Revision No: 48
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Arkansas
Area: Arkansas Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for Forestry and Logging services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<tr>
<td>08040 - Choker Setter</td>
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<tr>
<td>08070 - Faller/Bucker</td>
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<td>16.73</td>
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<tr>
<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<tr>
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<td>08400 - Tree Planter, Mechanical</td>
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</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 79-1157 (Rev.-52) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms | Division of Wage | Wage Determination No: 1979-1157
Director | Determinations | Revision No: 52
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: South Dakota
Area: South Dakota Statewide
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**Fringe Benefits Required Follow the Occupational Listing**
Employed on service contracts for forestry, land management, the cleaning of
public use areas and timber inventory services.

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Contractors, applies to all contracts subject to the Service Contract Act for
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January 1, 2017. If this contract is covered by the EO, the contractor must
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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)

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** NOTES APPLYING TO THIS WAGE DETERMINATION **

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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6) The contractor informs the affected employees.

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" (the Directory) 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.
Elevator Services

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1979-1296
Director             Determinations | Revision No: 49
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: North Carolina, Virginia
Area: North Carolina Counties of Camden, Chowan, Currituck, Dare, Gates, Hertford, Northampton, Pasquotank, Perquimans
Virginia Counties of Accomack, Brunswick, Essex, Gloucester, Greensville, Isle of Wight, James City, King and Queen, Lancaster, Mathews, Middlesex, Norfolk, Northampton, Northumberland, Portsmouth, Richmond, Southampton, Surry, Sussex, York

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td></td>
<td>41.34</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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 80-0151 (Rev.-52) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage       | Wage Determination No: 1980-0151
Director             Determinations       | Revision No: 52
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Kentucky
Area: Kentucky Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, and the cleaning of public
use areas.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
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<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>13.81</td>
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<tr>
<td>08040 - Choker Setter</td>
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<td>12.26</td>
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<td>08070 - Faller/Bucker</td>
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<td>14.17</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>16.71</td>
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<tr>
<td>08190 - Forestry Technician</td>
<td></td>
<td>16.71</td>
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<tr>
<td>08200 - Forestry Truck Driver</td>
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<td>16.71</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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<td>11.31</td>
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<tr>
<td>08280 - Nursery Specialist</td>
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<td>19.08</td>
</tr>
<tr>
<td>08310 - Slash Piler/ Burner</td>
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<td>13.79</td>
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<tr>
<td>08340 - Tree Climber</td>
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<td>15.41</td>
</tr>
<tr>
<td>08370 - Tree Planter</td>
<td></td>
<td>11.27</td>
</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
<td></td>
<td>11.27</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 80-0339 (Rev.-52) was first posted on www.wdol.gov on 03/12/2019
Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |       WAGE AND HOUR DIVISION
|      WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1980-0339
Director             Determinations    |           Revision No: 52
|      Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
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calendar year 2019 applies to all contracts subject to the Service Contract Act
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all workers in any classification listed on this wage determination at least
$10.60 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
2019. 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: Delaware, New Jersey, Pennsylvania
Area: Delaware County of New Castle
New Jersey Counties of Atlantic, Burlington, Camden, Cape May, Cumberland,
Gloucester, Mercer, Monmouth, Ocean, Salem
Pennsylvania Counties of Bucks, Chester, Delaware, Montgomery, Philadelphia
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**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for elevator maintenance services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td>57.55</td>
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paid sick leave for their own illness, injury or other health-related needs,
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family to the employee) who is ill, injured, or has other health-related needs,
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Oregon, Washington
Area: Oregon - All Counties except : Baker, Umatilla, Union, Wallowa
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

**Fringe Benefits Required Follow the Occupational Listing**

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State: Louisiana
Area: Louisiana Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, the cleaning of public use areas and timber inventory services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08340 - Tree Climber</td>
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<td>08370 - Tree Planter</td>
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<td>10.96</td>
</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
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<td>10.96</td>
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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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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**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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

Daniel W. Simms Division of Wage | Wage Determination No: 1980-0829
Director Determinations | Revision No: 46
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Delaware, Maryland
Area: Delaware Counties of Kent, Sussex
Maryland Counties of Allegany, Anne Arundel, Baltimore, Caroline, Cecil, Dorchester, Frederick, Garrett, Harford, Howard, Kent, Queen Anne's, Somerset, Talbot, Washington, Wicomico, Worcester

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: California, Nevada
Area: California - All Counties except: Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, Ventura
Nevada Counties of Carson City, Churchill, Douglas, Humboldt, Lyon, Mineral, Pershing, Storey, Washoe

**Fringe Benefits Required Follow the Occupational Listing**

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401(K) Annuity $7.55 per hour for all hours worked
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 1981-0136
Director             Determinations    | Revision No: 51
|      Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Forestry and Logging:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>08200 - Forestry Truck Driver</td>
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<td>08340 - Tree Climber</td>
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<td>08370 - Tree Planter</td>
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<td>12.78</td>
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<tr>
<td>08400 - Tree Planter, Mechanical</td>
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<td>12.78</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with contractor or successor; and 2 weeks after 3 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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.

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WD 81-0205 (Rev.-49) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 1981-0205
Director             Determinations    | Revision No: 49
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
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State: Maine
Area: Maine Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Employed on contracts for forestry, land management, cultural resource inventory and related services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
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<td>08190 - Forestry Technician</td>
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VACATION: 1 week paid vacation after 1 year of service with contractor or successor; and 2 weeks after 3 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)


** UNIFORM ALLOWANCE **

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** NOTES APPLYING TO THIS WAGE DETERMINATION **

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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)

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6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Vermont
Area: Vermont Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, timber inventory, cultural resource inventory and related services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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, 4 after 15 years, and 5 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 81-0682 (Rev.-54) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 1981-0682
Director             Determinations | Revision No: 54
| Date Of Revision: 03/12/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, and the cleaning of public
use areas.

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>08400 - Tree Planter, Mechanical</td>
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</tbody>
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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

**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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 81-1253 (Rev.-49) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210
Daniel W. Simms Division of Wage | Wage Determination No: 1981-1253
Director Determinations | Revision No: 49
| Date Of Revision: 03/12/2019
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin Statewide
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**Fringe Benefits Required Follow the Occupational Listing**
FORESTRY AND LOGGING INDUSTRY

<table>
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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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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 81-1254 (Rev.-49) was first posted on www.wdol.gov on 03/19/2019

Forestry and Land Management Services

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

Daniel W. Simms    Division of Wage  | Wage Determination No: 1981-1254
Director         Determinations | Revision No: 49
| Date Of Revision: 03/12/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: West Virginia
Area: West Virginia Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, timber inventory, cultural resource inventory and related services.

**OCCUPATION CODE - TITLE**   **FOOTNOTE**   **RATE**

08010 - Brush/Precommercial Thinner                          13.71
08040 - Choker Setter                                        8.58
08070 - Faller/Bucker                                       8.58
08100 - Fire Lookout                                         13.36
08130 - Forestry Equipment Operator                          9.54
08160 - Forestry/Logging Heavy Equipment Operator            10.76
08190 - Forestry Technician                                  10.76
08250 - General Forestry Laborer                             8.58
08280 - Nursery Specialist                                   18.50
08310 - Slash Piler/Burner                                   13.36
08340 - Tree Climber                                         14.96
08370 - Tree Planter                                         10.91
08400 - Tree Planter, Mechanical                             10.91

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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)


** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 81-1255 (Rev.-51) was first posted on www.wdol.gov on 03/19/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1981-1255
Director             Determinations | Revision No: 51
| Date Of Revision: 03/12/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
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**Fringe Benefits Required Follow the Occupational Listing**
Employed on contract for forestry, land management, timber inventory, cultural resource inventory and related services.

<table>
<thead>
<tr>
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<tbody>
<tr>
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<tr>
<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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<td>15.03</td>
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<tr>
<td>08370 - Tree Planter</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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
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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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Conformance Process:

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444)

Conformance Process:

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WD 81-1257 (Rev.-49) was first posted on www.wdol.gov on 03/12/2019

Forestry and Land Management Services

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Statewide

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**Fringe Benefits Required Follow the Occupational Listing**

Employed on service contracts for forestry, land management, timber inventory, cultural resource inventory and related services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

**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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 82-0207 (Rev.-75) was first posted on www.wdol.gov on 01/01/2019
Mail Hauling Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms      Division of Wage | Wage Determination No: 1982-0207
Director             Determinations    | Revision No: 75
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for mail hauling and delivery within the state.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

NOTE: The fringe benefits listed in this determination are based on a standard 8-hour workday an 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

HEALTH & WELFARE & PENSION PAYMENTS:

These payments are due on all hours "paid for" up to a maximum 40 hours per week. Such benefits do not stop, but continue to accrue and are paid to employees while on sick leave, holiday, vacation, etc. For example:

a. An employee who works four days, 40 hours per week is entitled to 40 hours of health & welfare and pension payments. If an employee works three days, 12 hours per day, then such employee is entitled to 36 hours of health and welfare and pension benefits.

b. An employee who works 32 hours and also receives eight hours of holiday pay is entitled to the maximum of 40 hours of health & welfare and pension payments in that work week. If the employee works more than 32 hours and also receives eight hours of holiday pay, the employee is still only entitled to the maximum of 40 hours of health and welfare and pension payments.

c. If an employee is off work for two weeks on vacation and receives 80 hours of vacation pay, the employee must also receive 80 hours of health and welfare and pension benefits during the vacation period. However, if an employee is entitled to two weeks paid vacation but does not take a vacation and works the full 52 weeks in the year, the employee is entitled to 54 weeks of pay during the year (i.e., 52 weeks for work plus two weeks vacation pay) but is due health and welfare and pension payments for only 52 weeks during the year.
VACATION AND HOLIDAY PAYMENTS:

Regardless of the number of hours in an employee's scheduled workday or work week, holiday pay for one day is not required to exceed the equivalent of eight hours pay, and vacation pay for one week is not required to exceed the equivalent of 40 hours pay.

** 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Driver/Caser
Drives motor powered vehicle to make box delivery of mail, often along a designated route, picks up and transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transport mail to or between postal or other designated facilities, make minor vehicle repairs and keep vehicle in good working order.

Light Vehicle Driver
Drives motor powered vehicle with a nominal cargo capacity of 600 cubic feet or less and with a GVW rating under 10,001 pounds GVWR or less to transport mail, often along a designated route to or between designated postal or other
facilities. May also pickup and transport collection mail, load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Tractor Trailer Driver
Drives motor powered tractor-trailer combination to transport mail, often along a designated route to or between designated postal or other facilities. May also load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Truck Driver
Drives motor powered truck, other than tractor-trailer, with a nominal* cargo capacity of 333 cubic feet or more or with a gross volume weight of 10,000 pounds or more to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport mail, load and unload truck with or without helpers, make minor vehicle repairs, and keep vehicle in good working order. *(Nominal cargo capacity means an actual cargo capacity of plus or minus 5% of the stated capacity, rounded to the nearest whole cubic foot.)
Mail Hauling Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 1982-0208
Director | Determinations | Revision No: 74
Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Guam, Hawaii
Area: Guam Statewide
Hawaii Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for mail hauling and delivery within the state.

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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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:

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month

(Hawaii): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.41 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: $1.63 per hour, 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 $4.13 per hour.

2) HEALTH & WELFARE: $5.16 per hour

NOTE: The fringe benefits listed in this determination are based on a standard 8-hour workday and a 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

VACATION AND HOLIDAY PAYMENTS:

Regardless of the number of hours in an employee's scheduled workday or work week, holiday pay for one day is not required to exceed the equivalent of eight hours pay, and vacation pay for one week is not required to exceed the equivalent of 40 hours pay.

** 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Driver/Caser
Drives motor powered vehicle to make box delivery of mail, often along a designated route, picks up and transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transport mail to or between postal or other designated facilities, make minor vehicle repairs and keep vehicle in good working order.

Light Vehicle Driver
Drives motor powered vehicle with a nominal cargo capacity of 600 cubic feet or less and with a GVW rating under 10,001 pounds GVWR or less to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport collection mail, load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Tractor Trailer Driver
Drives motor powered tractor-trailer combination to transport mail, often along a designated route to or between designated postal or other facilities. May also load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.
Truck Driver
Drives motor powered truck, other than tractor-trailer, with a nominal* cargo capacity of 333 cubic feet or more or with a gross volume weight of 10,000 pounds or more to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport mail, load and unload truck with or without helpers, make minor vehicle repairs, and keep vehicle in good working order. *(Nominal cargo capacity means an actual cargo capacity of plus or minus 5% of the stated capacity, rounded to the nearest whole cubic foot.)
WD 82-0209 (Rev.-67) was first posted on www.wdol.gov on 01/01/2019
Mail Hauling Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1982-0209
Director             Determinations    | Revision No: 67
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Puerto Rico, Virgin Islands
Area: Puerto Rico Statewide
Virgin Islands Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for mail hauling and delivery services.

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

NOTE: The fringe benefits listed in this determination are based on a standard 8-hour workday an 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

VACATION AND HOLIDAY PAYMENTS:

Regardless of the number of hours in an employee's scheduled workday or work week, holiday pay for one day is not required to exceed the equivalent of eight hours pay, and vacation pay for one week is not required to exceed the equivalent of 40 hours pay.

** 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Driver/Caser
Drives motor powered vehicle to make box delivery of mail, often along a designated route, picks up and transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transport mail to or between postal or other designated facilities, make minor vehicle repairs and keep vehicle in good working order.

Light Vehicle Driver
Drives motor powered vehicle with a nominal cargo capacity of 600 cubic feet or less and with a GVW rating under 10,001 pounds GVWR or less to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport collection mail, load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Tractor Trailer Driver
Drives motor powered tractor-trailer combination to transport mail, often along a designated route to or between designated postal or other facilities. May also load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Truck Driver
Drives motor powered truck, other than tractor-trailer, with a nominal* cargo capacity of 333 cubic feet or more or with a gross volume weight of 10,000 pounds or more to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport mail, load and unload truck with or without helpers, make minor vehicle repairs, and keep vehicle in good working order. *(Nominal cargo capacity means an actual cargo capacity of plus or minus 5% of the stated capacity, rounded to the nearest whole cubic foot.)
**Fringe Benefits Required Follow the Occupational Listing**

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<tbody>
<tr>
<td>23210 - Elevator Repairer</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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Connecticut
Area: Connecticut Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, cultural reserve inventory and related services.

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>08100 - Fire Lookout</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08400 - Tree Planter, Mechanical</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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
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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. 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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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
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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 84-0472 (Rev.-39) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms | Division of Wage | Wage Determination No: 1984-0472
Director | Determinations | Revision No: 39
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Repairer

**Fringe Benefits Required Follow the Occupational Listing**

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 85-0949 (Rev.-37) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
| THE SERVICE CONTRACT ACT   | EMPLOYMENT STANDARDS ADMINISTRATION
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| | WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 1985-0949
Director             Determinations    | Revision No: 37
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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
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**Fringe Benefits Required Follow the Occupational Listing**

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 85-0983 (Rev.-49) was first posted on www.wdol.gov on 03/12/2019
Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 1985-0983
Director             Determinations    | Revision No: 49
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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$10.60 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
2019. 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: Alabama, Mississippi
Area: Alabama Counties of Autauga, Barbour, Bibb, Blount, Bullock, Butler,
Calhoun, Chambers, Cherokee, Chilton, Clay, Cleburne, Coffee, Colbert, Coosa,
Cullman, Dallas, Elmore, Etowah, Fayette, Franklin, Greene, Hale, Jefferson,
Lamar, Lauderdale, Lawrence, Limestone, Lowndes, Macon, Madison, Marengo,
Marion, Marshall, Montgomery, Morgan, Perry, Pickens, Randolph, Shelby, St
Clair, Sumter, Talladega, Tallapoosa, Tuscaloosa, Walker, Winston
Mississippi Counties of Attala, Kemper, Leake, Lowndes, Neshoba, Noxubee,
Oktibbeha, Winston
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**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
23210 - Elevator Repairer                                                   40.57
__________________________________________________________________________________
Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal
Contractors, applies to all contracts subject to the Service Contract Act for
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Division of Wage Determinations

Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maine, Massachusetts, New Hampshire
Area: Massachusetts Counties of Barnstable, Bristol, Dukes, Essex, Middlesex, Nantucket, Norfolk, Plymouth, Suffolk
Maine Statewide
New Hampshire - All Counties except: Cheshire, Sullivan

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>23210 - Elevator Repairer</td>
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<td>59.47</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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

Montana Statewide
Oregon Counties of Baker, Umatilla, Union, Wallowa
Washington - All Counties except : Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum
Wyoming Counties of Big Horn, Crook, Hot Springs, Johnson, Park, Sheridan, Washakie, Weston

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0117 (Rev.-42) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1986-0117
Director             Determinations    |           Revision No: 42
|      Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: New Mexico, Texas
Area: New Mexico Statewide
Texas Counties of El Paso, Hudspeth
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE    RATE
23210 - Elevator Repairer                                    42.41

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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Athens, Champaign, Clark, Delaware, Fairfield, Fayette, Franklin, Gallia, Guernsey, Hocking, Jackson, Knox, Lawrence, Licking, Logan, Madison, Marion, Meigs, Monroe, Morgan, Morrow, Muskingum, Noble, Perry, Pickaway, Pike, Ross, Union, Vinton

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0250 (Rev.-44) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1986-0250
Director             Determinations    | Revision No: 44
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide
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**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less
than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
**Elevator Services**

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1986-0312
Director             Determinations | Revision No: 39
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less
than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0346 (Rev.-53) was first posted on www.wdol.gov on 03/12/2019

Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
| Daniel W. Simms | Division of Wage | Wage Determination No: 1986-0346
| Director | Determinations | Revision No: 53
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado, Wyoming
Colorado Statewide
Area: Wyoming Counties of Albany, Carbon, Converse, Campbell, Goshen, Laramie, Natrona, Niobrara, Platte, Sweetwater
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**Fringe Benefits Required Follow the Occupational Listing**

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Applicable to all contracts that begin on or after January 1, 2018.

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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms | Division of Wage | Wage Determination No: 1986-0364
Director | Determinations | Revision No: 39
| Date Of Revision: 03/01/2019
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**Note:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming

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**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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: California, Nevada

Area: California Counties of Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, Ventura
Nevada Counties of Clark, Esmeralda, Lincoln, Nye, White Pine

**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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
**Fringe Benefits Required Follow the Occupational Listing**

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Broward, Collier, Dade, Hendry, Martin, Monroe, Palm Beach

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0473 (Rev.-42) was first posted on www.wdol.gov on 03/12/2019
Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 1986-0473
Director Determinations | Revision No: 42
| Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Idaho, Nevada, Utah, Wyoming
Area: Idaho - All Counties except : Adams, Bonner, Boundary, Clearwater, Idaho,
Kootenai, Latah, Lewis, Nez Perce, Shoshone, Washington
Nevada Counties of Elko, Eureka, Lander
Utah Statewide
Wyoming Counties of Fremont, Lincoln, Sublette, Teton, Uinta
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**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0497 (Rev.-45) was first posted on www.wdol.gov on 03/12/2019
Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1986-0497
Director Determinations | Revision No: 45
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Kansas, Missouri
Area: Kansas Statewide
Missouri Counties of Andrew, Atchison, Barry, Barton, Bates, Benton, Boone,
Buchanan, Caldwell, Carroll, Cass, Cedar, Chariton, Christian, Clay, Clinton,
Cooper, Dade, Dallas, Daviess, De Kalb, Douglas, Gentry, Greene, Grundy,
Harrison, Henry, Hickory, Holt, Howard, Jackson, Jasper, Johnson, Laclede,
Lafayette, Lawrence, Linn, Livingston, McDonald, Mercer, Miller, Moniteau,
Morgan, Newton, Nodaway, Ozark, Pettis, Platte, Polk, Putnam, Ray, Saline, St
Clair, Stone, Sullivan, Taney, Vernon, Webster, Worth, Wright
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**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
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Repairer

**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0773 (Rev.-39) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |  U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       |  EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |  WAGE AND HOUR DIVISION
|  WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1986-0773
Director             Determinations    | Revision No: 39
|      Date Of Revision: 03/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

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**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0813 (Rev.-48) was first posted on www.wdol.gov on 03/12/2019

Elevator Services

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

Daniel W. Simms | Division of Wage | Wage Determination No: 1986-0813
Director | Determinations | Revision No: 48
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota, North Dakota, Wisconsin
Area: Minnesota Statewide
North Dakota Statewide
Wisconsin Counties of Ashland, Barron, Bayfield, Buffalo, Burnett, Chippewa, Clark, Douglas, Dunn, Eau Claire, Iron, Jackson, La Crosse, Pepin, Pierce, Polk, Price, Rusk, Sawyer, St Croix, Taylor, Trempealeau, Washburn

**Fringe Benefits Required Follow the Occupational Listing**

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-0968 (Rev.-38) was first posted on www.wdol.gov on 03/12/2019

**Elevator Services**

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1986-0968
Director             Determinations    |           Revision No: 38
|      Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bastrop, Blanco, Burnet, Caldwell, Concho, Coryell, Hamilton, Hays, Irion, Kimble, Lampasas, Lee, Llano, Mason, McCulloch, Menard, Milam, Mills, San Saba, Schleicher, Sutton, Tom Green, Travis, Williamson

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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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Services

Registry of Wage Determinations Under the Service Contract Act

By direction of the Secretary of Labor

| Wage Determination No: 1986-1115 |
| Date Of Revision: 03/01/2019 |

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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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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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HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

WAGE DETERMINATION No: 1986-1207

Division of Wage Determinations

Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Indiana, Kentucky, Missouri


Indiana Counties of Daviess, Dubois, Gibson, Knox, Pike, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Ballard, Caldwell, Calloway, Carlisle, Christian, Crittenden, Daviess, Fulton, Graves, Henderson, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, McLean, Trigg, Union, Webster


**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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 86-1308 (Rev.-40) was first posted on www.wdol.gov on 03/12/2019
Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 1986-1308
Director             Determinations    | Revision No: 40
| Date Of Revision: 03/01/2019
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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, Atascosa, Bandera, Bee, Bexar, Brewster,
Brooks, Cameron, Comal, Crane, Crockett, Culberson, De Witt, Dimmit, Duval,
Edwards, Frio, Gillespie, Goliad, Gonzales, Guadalupe, Hidalgo, Jeff Davis, Jim
Hogg, Jim Wells, Karnes, Kendall, Kenedy, Kerr, Kinney, Kleberg, La Salle,
Lavaca, Live Oak, Loving, Maverick, McMullen, Medina, Nueces, Pecos, Presidio,
Reagan, Real, Reeves, Refugio, San Patricio, Starr, Terrell, Upton, Uvalde, Val
Verde, Ward, Webb, Willacy, Wilson, Zapata, Zavala
**********************************************************************************
**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
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked

Elevator Education Fund $.62 per hour for all hours worked.
WD 86-1355 (Rev.-25) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1986-1355
Director             Determinations    | Revision No: 25
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
This wage determination applies at the address(es) below:
Fort Irwin, San Bernardino, CA
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td>24540 - Beautician (Cosmetologist)</td>
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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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
**Fringe Benefits Required Follow the Occupational Listing**

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PENSION: Elevator - $9.96 per hour

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked

Elevator Education Fund $0.62 per hour for all hours worked.
**Fringe Benefits Required Follow the Occupational Listing**

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PENSION: Elevator - $9.96 per hour

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked

Elevator Education Fund $.62 per hour for all hours worked.
WD 87-0310 (Rev. -69) was first posted on www.wdol.gov on 01/01/2019

Mail Hauling Services
*********************************************************************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1987-0310
Director Determinations | Revision No: 69
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.
This wage determination covers the Northeastern States which includes all portions of the following states not listed below: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont.
NY: New York City Area: New Jersey: Counties of Essex, Hudson, Morris and Union
New York: New York City (Bronx, Kings, New York, Queens and Richmond), and Counties of Nassau, Rockland, Suffolk, and Westchester.
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for all mail hauling services for which the "headout" point is with in the named locality.

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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 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:

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

2) HEALTH & WELFARE: $5.32 per hour

NOTE: The fringe benefits listed in this determination are based on a standard 8-hour workday an 40-hour work week. Cash equivalent fringe benefits may be paid in accordance with the principles discussed in Subpart B of Regulations, 29 CFR Part 4.

HEALTH & WELFARE & PENSION PAYMENTS:

These payments are due on all hours "paid for" up to a maximum 40 hours per
Such benefits do not stop, but continue to accrue and are paid to employees while on sick leave, holiday, vacation, etc. For example:

a. An employee who works four days, 40 hours per week is entitled to 40 hours of health & welfare and pension payments. If an employee works three days, 12 hours per day, then such employee is entitled to 36 hours of health and welfare and pension benefits.

b. An employee who works 32 hours and also receives eight hours of holiday pay is entitled to the maximum of 40 hours of health & welfare and pension payments in that work week. If the employee works more than 32 hours and also receives eight hours of holiday pay, the employee is still only entitled to the maximum of 40 hours of health and welfare and pension payments.

c. If an employee is off work for two weeks on vacation and receives 80 hours of vacation pay, the employee must also receive 80 hours of health and welfare and pension benefits during the vacation period. However, if an employee is entitled to two weeks paid vacation but does not take a vacation and works the full 52 weeks in the year, the employee is entitled to 54 weeks of pay during the year (i.e., 52 weeks for work plus two weeks vacation pay) but is due health and welfare and pension payments for only 52 weeks during the year.

** 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.
** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Driver/Caser
Drives motor powered vehicle to make box delivery of mail, often along a designated route, picks up and transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transports collection mail left in boxes or receptacles. May also sort mail for delivery to boxes along the route, incidentally transport mail to or between postal or other designated facilities, make minor vehicle repairs and keep vehicle in good working order.

Light Vehicle Driver
Drives motor powered vehicle with a nominal cargo capacity of 600 cubic feet or less and with a GVW rating under 10,001 pounds GVWR or less to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport collection mail, load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Tractor Trailer Driver
Drives motor powered tractor-trailer combination to transport mail, often along a designated route to or between designated postal or other facilities. May also load and unload vehicle with or without helpers, make minor vehicle repairs, and keep vehicle in good working order.

Truck Driver
Drives motor powered truck, other than tractor-trailer, with a nominal* cargo capacity of 333 cubic feet or more or with a gross volume weight of 10,000 pounds or more to transport mail, often along a designated route to or between designated postal or other facilities. May also pickup and transport mail, load and unload truck with or without helpers, make minor vehicle repairs, and keep vehicle in good working order. *(Nominal cargo capacity means an actual cargo capacity of plus or minus 5% of the stated capacity, rounded to the nearest whole cubic foot.)
Elevator Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage Determinations
Director

Wage Determination No: 1987-0756
Revision No: 40
Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana, Texas
Area: Louisiana Parishes of Allen, Beauregard, Calcasieu, Cameron, Jefferson, Davis
Texas Counties of Angelina, Austin, Brazoria, Brazos, Burleson, Calhoun, Chambers, Colorado, Fayette, Fort Bend, Galveston, Grimes, Hardin, Harris, Houston, Jackson, Jasper, Jefferson, Leon, Liberty, Madison, Matagorda, Montgomery, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, San Jacinto, Shelby, Trinity, Tyler, Victoria, Walker, Waller, Washington, Wharton

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
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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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked

Elevator Education Fund $.62 per hour for all hours worked.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

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<th>OCCUPATION CODE - TITLE</th>
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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**: $15.575 per hour for all hours worked
- **VACATION**: Annual vacation pay is accrued as follows: After 6 months but less
than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
**Note:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for removal of oil spills, hazardous waste materials, and related cleanup services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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(not set) - Truck Driver-Group 3 (see 3) 34.76
(not set) - Truck Driver-Group 4 (see 3) 34.21
(not set) - Truck Driver-Group 5 (see 3) 33.46

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.

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Fringe benefits applicable to all classes of Laborers engaged in contract performance equals $15.40 per hour per employee.

2) Fringe benefits applicable to all classes of Operating Engineers engaged in contract performance equals $17.05 per hour per employee.

3) Fringe benefits applicable to all classes of truckdrivers engaged in contract performance equals $14.30 per hour per employee.

** 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.


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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Laborers-Group 1
Base and Floor Machineman; Brush Cutters; Buffing Machine Operator*; Camp Maintenance Laborers; Carpenters Tenders or Helper; Choke Setters; Coaters*; Compactor; Crusher Plant Laborer; Demolition Laborers; Ditch Diggers; Dope Pot Fireman*; Dryerman; Dump Man; Fire Watch Laborer; Fire Watch (Certified); Flaggerperson; Form Strippers; General Laborers; Grinder (not in preparation for welding)*; Guardrail Laborer; High Presser Water Operator; Hydro-Seeder Nozzle Operator; Building Laborers; Landscaper or Planter; Material Handlers, Hook Tenders; Monolithic Workers (sewer worker); Oil Spill Laborers; Paper Latchers*; Pipe Cleaning*; Pit Man; Pneumatic or Power Tools; Portable or Chemical Toilet Servicer; Pre-heat for doping or cleaning; Pump Man or Mixer Man; Railroad Track Laborer; Sandblast, Pot Tender; Saw Tender; Scaffold Building and Erecting; Signalman; Stake Hopper; Steam Point or Water Jet Operator; Steam Cleaning Operator; Swamp (including, but not limited to sidebooms, gin-pole trucks, winch trucks, forklifts, etc.)*; Tank Cleaning; Tapers*; Utiliwalk and Utilidor
Laborer; Window Cleaner. *Pipeline classifications.

Laborers-Group 2
Asphalt Workers (shoveler, plant crew; tar rubber add $.25 per hour); Concrete Laborer (curb and gutter, chute handler, grouting, curing, screeding); Rigger; Slurry Work.

Laborers-Group 3
Burning and Cutting Torch; Catalyst, Epoxy; Cement or Line Dumper of Handler (sack or bulk); Chainsaw Filer; Chainsaw Operator; Choker Splicer; Chunk Tender (wagon, air track, and hydraulic drills); Concrete Laborers (pore buggy, concrete saws, pumpcrete nozzleman, vibrator); Foam Gun or Foam Machine Operator; Green Cutter (Dam Work); Guardrail Layout; Gunnite Operator; Incinerator Operator; Insulator; Jackhammer or Pavement Breakers; Laser Instrument Operators; Mason Tender and Mud Mixer (sewer worker); Maintenance Man; Oil Spill Laborer (marine work); Powder Helper; Power Saw Operator; Railroad Switch Layout Laborer; Road Crossing (casings)*; Sandblaster; Sewer Caulkers; Sewer Plant Maintenance Man; Sloper (over 20’); Thermal Plastic Applicator; Timber Fallers; Timberman; VSM Drill Helper (changing teeth, etc.)*; Water Blaster (Dam Work). *Pipeline classifications.

Operating Engineers-Group 1
Asphalt Roller; A-frame Trucks; Helicopter; Transporters; Deck Winches - Double Drum; Backfiller; Batch Plant Operator; Batch and Mixer over 200 yards; belcrete with power pack and similar; Bending Machine; Bulldozer; Cableway and Highline, all sizes; Cleaning Machine; Coating machine; Cranes; Shovels; Backhoes; Draglines; Clam Shells; Crawler, truck type, floating locomotive, Whirley, either over or under three yards, or over or under 150 foot boom, including jib; Hydraulifts; Hyster Cat Cranes and attachments, side booms over and under 45 tons; Crusher; Derrick; Ditching/Trenching Machine (16" or over); Drilling Machines (Cove, Cable, Rotary and Exploration); Finishing Machine; Concrete Paving, Sidewalk, Curb and Gutter Machine; Hydro Ax and similar; Loaders - Elevator belt type, Euclid and similar types; Loaders - Forklifts with power boom and swing attachments, Overhead and /Front-end 2-1/2 yards and over; Loader with forks or pipe clamps, mechanics, welders, bodyman; Mixers - marble type with hoist combination; Motor Patrol Grader, over 14; Mucking Machines - mode, tunnel drill, and/or shield; Nodwell Sno Cat; Dredge Operator; Piledriver Engineer; L.B. Foster, Puller or similar Paving Basket; Power Plant, Turbine Operator, 300 K.W. and over (power plants or unites over 300 K.W. or quarry operations); Sauerman - Bagley; Scraper, Tournapull, Caterpillar, Euclid and similar type equipment over 25 yards; Shot Blast Machine; Spreader - Blaw knox, Cedarapids, Screed, Barber Green, Slurry Machine; Sub-grader (Gurriers, CMI and Roto Mills similar equipment types); Tack Tractor; Truck Mounted Concrete Pumps; Water Kote Machine; Hover Craft, Flex Craft, Loadmaster, Air Cushion, Terrain Vehicle; Cableways Rolligan; Dredge Barge - Cable, Highline or Cable Car; Camp Maintenance Engineer; Boat Coxswains; Tower Crane, Pecco; Loaders over four yards; Motor Patrol Grader (when finishing to final graders and/or to hubs, or for asphalt); Power Plants - 1000 K.W. and over; Quad; Slip Form Payer; C.M.I. and similar types; Tournapulls, Caterpillar; Euclid scraper and similar type equipment over 40 yards.

Operating Engineers-Group 1A
Camera/Tool/Video Operator (Slipline), Cranes-over 45 tons or 150 foot (including jib and attachments) (a) Shovels, backhoes, excavators with all
attachments, draglines, clamshells—over 3 yards; (b) Tower Cranes; Licensed Water/Waste Water Treatment Operator; Loaders over 5 yards; certified Welder, Electrical Mechanic, Camp Maintenance Engineer, Mechanic (over 10,000 hours); Motor Patrol Grader, Dozer, Grade Tractor (finish: when finishing to final grade and/or to hubs, or for asphalt; Power Plants: 1000 k.w. and over; Quad; Screed; Sidebooms over 45 tons; Slip Form Paver, C.M.I. and similar types; Scrapers over 40 yards.

Operating Engineers—Group 2
Batch Plant Operators; Batch and Mixer 200 yards per hour and under; Boiler - Firemen; Cement Hog and Concrete Pump Operator 44 Compressors; Steel erection, including sandblasting, painting of same, Piledriving; Conveyors (except as listed in Group 1); Hoist on steel erection; Towermobiles and Air Tuggers; Loaders, Elevating Grader, Dumore and similar; Locomotives; Rod and Geared Engines; Mixers; Screening Plant Service Oiler; Journeyman sideboom (cradding rock drill regardless of size); Skidder; Trenching Machine under 16".

Operating Engineers—Group 3
A" Frames Trucks; Deck Winches; Single Drum, Bombardier (tack or tow rig); Boring Machine; Brooms, Power Wayne, Saginaw and similar types; Bump Cutter (Concut, Christenson or similar types); Compressors; Excavating; Drill Tender; Farm Tractor; Fork Lift, Industrial Type; Gin Truck or Winch Truck (with poles when used or hoisting); Hoist, Air Tuggers, Elevators; Loaders (Elevating-Athey, Barber Green and similar types; Fork Lifts or Lumber Carrier, Fork Lifts with Tower; Overhead/Front End, under 2-1/2); Locomotives (Dinkey) air, steam, gas and electric; Speeders; Mechanics - light duty; Mixer; Concrete Mixer and Batch 200 yards per hour and under; Oil, Blower Distributors; Pipeline Dream; Post Hole Diggers, Mechanical; Pot Fireman (power agitated); Power Plant, Turbine Operator, Under 300 K.W.; Pumps - Filler Kenyon, Water, Rig Oiler over 45 tons, over three yards, or over 150 feet boom; Rollers, Tampers, Vibrators, all except asphalt, saws, concrete; Straightening Machine; Tower Tractor.

Operating Engineers—Group 4
Rig Oiler (advances to Group 3 if over 45 tons or 3 yards or 150 feet boom); Swamper (on trenching machines or shovel type equipment); Spotter; Steam Cleaner.

Truck Driver—Group 1
Semi with Double Box Mixer; Dump Trucks (including rock buggy and trucks with pups) over 40 yards up to and including 60 yards up to and including 60 yards; Deltas, Commander, Rollagons, and similar equipment with pulling sleds, trailers, or similar equipment; Boat coxswains, Helicopter Transports; Lowboys including attached trailers and jeeps, twelve axles. (Over twelve axles or 150 tons to be negotiated.)

Truck Driver—Group 1A
Dump Trucks, including rockbuggy and trucks with pups, over 60 yards up to and including 100 yards (over 100 yards to be negotiated); Jeeps (driver under load).

Truck Driver—Group 2
Turn-O-Wagon or DW-10, not self loading; All Delta's, Commanders, Rollagons, and similar equipment; Mechanics; Tireman; Dump Trucks (including rockbuggy to and trucks with pups) over 20 up to and including 40 yards.
Truck Driver-Group 3
Dump Truck including rockbuggy and trucks with pups over ten yards up to and including 20 yards; Lowboys including attached trailers and jeeps up to and including eleven axles; Oil Distributor Drivers; compactor (when pulled by rubber tired equipment); Water Wagon, when pulled by Euclid or similar type equipment; Partsman.

Truck Driver-Group 4
Buggymobile: Semi or Truck and Trailer; Dumpster; Batch Trucks over 5 yards; Dump Trucks (including Rockbuggy and trucks with pups) up to and including 10 yards; Gin Pole Driver; Track Truck Equipment; Stringing Truck; Fuel Truck, Fuel Handler with Truck; Grease Truck; Flat Beds, Dual rear axle; Hyster Operators (handling bulk aggregate); Lumber Carriers; Water Wagon, Simi; Water Wagon, Dual Axle; Winch Truck, Wrecker, Flat Bed including "A" frame manufactured rating over 5 tons; Front End Loader with/forks; Bus Operators, over 30 passengers; All Terrain Vehicles; Boom Truck/Knuckle Truck over 5 tons; Foam Distributor Truck Dual Axle; Hydro Seeders-Dual Axle; Vacuum Truck, Truck Vacuum Sweepers-Dual Axle; Loadmanster (air and water operations); Air cushion or similar type vehicle; Fire Truck-Dual axle; Greasers; Rigger-non warehouse operations; Expeditor.

Truck Driver-Group 5
Batch Truck, up to and including 7 yards; Boom Truck/Knuckle Truck up to and including 5 tons; Buffer Truck; Bull Lifts and Fork Lifts, Fork Lifts with Power Boom and Swing attachments, up to and including 5 tons; Bus Operators, up to 30 passengers; Farm type Rubber Tired Tractor (when material handling or pulling wagons on a construction project); Flat Beds, Single rear axle; Foam Distributor Truck Single axle; Fuel Handler (station/bulk attendant); Gear/Supply Truck; Gin Pole Truck, Winch Truck, wrecker, Truck Mounted "A" Frame manufactured rating 5 tons and under; Gravel Spreader Box Operator on Truck; Hydro Seeder - Single axle; Pickups (pilot cars and all light duty vehicles); Rigger/Swamper; Tack Truck; Team Drivers (Horses, Mules and similar equipment); Water Wagon (Below 250 Bbls).
WD 88-0590 (Rev.-45) was first posted on www.wdol.gov on 04/16/2019

Elevator Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1988-0590
Director Determinations | Revision No: 45
| Date Of Revision: 04/10/2019
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: New Jersey, New York
Area: New Jersey Counties of Bergen, Essex, Hudson, Middlesex, Morris, Passaic, Somerset, Sussex, Union
New York Counties of Bronx, Kings, Nassau, New York, Queens, Richmond, Suffolk

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

** OCCUPATION CODE - TITLE **

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>23210</td>
<td>Elevator Repairer</td>
<td>66.95</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: $15.575 per hour for all hours worked
VACATION: 6 percent/ under 5 years based on regular hourly rate for all hours worked. 8 Percent/ over 5 years based on regular hourly rate for all hours worked

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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

Elevator Annuity and 401 (k) Plan: $10.15 per hour for all hours worked.
Elevator Repairer

**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                       FOOTNOTE    RATE
23210 - Elevator Repairer                      53.37

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less
than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 91-0101 (Rev.-45) was first posted on www.wdol.gov on 03/26/2019

Quality Assurance Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms   Division of Wage  | Wage Determination No: 1991-0101
Director          Determinations    | Revision No: 45
| Date Of Revision: 03/15/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
NATIONWIDE:
MIDWEST REGION: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri,
Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.
NORTHEAST REGION: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey,
New York, Pennsylvania, Rhode Island, and Vermont.
SOUTHERN REGION: Alabama, Arkansas, Delaware, District of Columbia, Florida,
Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma,
South Carolina, Tennessee, Texas, Virginia, West Virginia.
WESTERN REGION: Arizona, California, Colorado, Idaho, Montana, Nevada, New
Mexico, Oregon, Utah, Washington, Wyoming.
Alaska, American Samoa, Hawaii, Guam, Northern Marianas, Puerto Rico, Virgin
Islands
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for quality assurance inspections projects.

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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...
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

HEALTH & WELFARE (Hawaii): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii EO 13706): $1.63 per hour, 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 $4.18 per hour. *

*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.

** 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 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Quality Assurance Representative I
A Quality Assurance Representative I independently inspects a few standardized procedures, items or operations of limited difficulty. A Quality Assurance Representative I's assignments involve independent record keeping and preparation of reports, inspection and testing, interpretation of plans and specifications and observation of construction activities to check adherence to safety practices and requirements. Quality Assurance Representative I's maintain work relationships with contractor supervisory personnel. Contacts involve obtaining information on sequence of operations and work methods, explaining standard requirements of plans and specifications, and informing the contractor of inspection results.

Quality Assurance Representative II
A Quality Assurance Representative II independently inspects a wide variety of standardized items or operations requiring a substantial knowledge of the method and techniques of construction inspection and of construction methods, equipment, materials, practices and the ability to interpret varied requirements in drawings and specifications. Quality Assurance Representative II's obtain information on schedules and work methods and explain requirements of plans and specifications. They make suggestions to the contractor concerning well-established acceptable methods and practices to assist the contractor in...
meeting standard requirements. Quality Assurance Representative II's are typically not authorized to approve deviations in construction plans, methods and practices even of a minor nature.

Quality Assurance Representative III
A Quality Assurance Representative III is expected to interpret plans and specifications relating to construction problems of normal difficulty, that is, those for which there are precedents and those without unusual complications. Quality Assurance Representative III's resolve differences between plans and specifications when such differences do not involve questions of cost or engineering design. Engineering and supervisory assistance is readily available and is provided as needed to assist in interpreting plans and specifications and in resolving differences involving complex problems. Technical assistance is also available on unusual specialized trade, crafts or materials problems. Inspection reports are reviewed for accuracy, completeness and adequacy. Unusually difficult and novel problems are discussed with the supervisor. Quality Assurance Representative III's are typically authorized to approve minor deviations in construction methods and practices which conform to established precedents, do not involve added costs, and are consistent with contract plans and specifications. Decisions by Quality Assurance Representative III's on the acceptability of construction methods and practices, workmanship, materials, and the finished product are considered to be final.

Scale Operator
Serves as a truck scale operator during periods of stone placement activates under the direct supervision of the on site Quality Assurance Representative. In accordance with established policies, procedures, manuals and stand operating practices, incumbent is responsible for weighing, and recording stone delivered and placed in the work by truck.

Supervisory Construction Representative
A Supervisory Construction Representative serves as coordinator for construction quality assurance personnel with the responsibility for providing technical and administrative leadership over assigned construction quality assurance activities within the scope of this contract. The Supervisory Construction Representative plans, organizes, coordinates and supervises the work activities of the Quality Assurance Representatives assigned to a variety of construction and related projects. He coordinates the activities of the Quality Assurance Representatives assigned the construction contract work to ensure adequate coverage of all related construction with deadlines, contractor conformance to Quality Control Plan and reporting procedures, and efficiency of operations relative to said construction contracts. The Supervisory Construction Representative explains work requirements and issues any special instructions as necessary and renders advice and assistance to Quality Assurance Representatives on unusual or non-routine matters, practices and standards. He performs a variety of personnel management functions such as overseeing attendance, participates in setting performance standards, resolves informal complaints, orients new employees and provides training.
null
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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Marin, San Francisco, San Mateo

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>15.24</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>18.28</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>10.59</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>11.85</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>10.59</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>10.59</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>11.85</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>11.85</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>11.85</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>11.85</td>
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</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td>14.01</td>
<td></td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td>11.85</td>
<td></td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td>15.26</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td>11.85</td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>15.24</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>18.28</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>10.59</td>
<td></td>
</tr>
</tbody>
</table>
07130 - Food Service Worker 11.85
11150 - Janitor 11.85
11210 - Laborer, Grounds Maintenance 11.85
11240 - Maid or Houseman 11.85
23370 - General Maintenance Worker 15.88
27101 - Guard I 11.94
27102 - Guard II 12.91
99050 - Desk Clerk (see 1) 11.85

Moving & Storage:
21020 - Forklift Operator 15.24
21050 - Material Handling Laborer 13.09
21110 - Shipping Packer 15.24
21410 - Warehouse Specialist 15.24
31361 - Truckdriver, Light 15.24
31362 - Truckdriver, Medium 15.88
31363 - Truckdriver, Heavy 17.08
31364 - Truckdriver, Tractor-Trailer 18.28

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Elevator Services

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1992-0661
Director             Determinations    | Revision No: 34
| Date Of Revision: 03/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Columbia, Delaware, Dutchess, Greene, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td></td>
<td>56.75</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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 93-0261 (Rev.-17) was first posted on www.wdol.gov on 01/01/2019
Barber and Beauty Services
************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1993-0261
Director Determinations | Revision No: 17
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 St Clair
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>24510 - Barber</td>
<td>11.35</td>
<td></td>
</tr>
<tr>
<td>24540 - Beautician (Cosmetologist)</td>
<td>11.35</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Kentucky, Ohio, West Virginia
Area: Kentucky Counties of Boyd, Carter, Greenup, Lawrence, Lewis, Martin, Pike
Ohio County of Washington
West Virginia - All Counties except : Berkeley, Brooke, Hancock, Jefferson, Marion, Marshall, Monongalia, Morgan, Ohio, Wetzel

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 94-0375 (Rev.-42) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 1994-0375
Director Determinations | Revision No: 42
| Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Massachusetts
Area: Massachusetts Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Forestry Industry

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08040 - Choker Setter</td>
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<td>08070 - Faller/Bucker</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>08280 - Nursery Specialist</td>
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<td>08310 - Slash Piler/Burner</td>
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<td>08340 - Tree Climber</td>
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<tr>
<td>08400 - Tree Planter, Mechanical</td>
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</tbody>
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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:

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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
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State: Tennessee
Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for Health Physics Technicians support services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>(not set) - Health Physics Technicians II</td>
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<tr>
<td>(not set) - Health Physics Technicians III</td>
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<td>(not set) - Senior Health Physics Technicians</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 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: $4.18 per hour, or $167.20 per week, or $724.53 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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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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Health Physics Technicians II
Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Record data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., porker dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing
Health Physics Technicians III
Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Records data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Converts data to correct radiological quantities and units. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pockets dosimeters, and other radiation instruments. prepares sample notices, records and maintains samples of demographic data. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. May prepare summary report listing findings for management review. Analysis of data is limited to comparison of routine readings with pre-determined standards, and reporting those which exceed operational levels. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

Health Physics Technologist
Under limited supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experience technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident Team. Participate considerably with supervision and/or research personnel in planning experiments related to measurements of radioactive
materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable level. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Complies and retains records concerning the calibration of personnel monitoring instruments, i.e., porker dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

Senior Health Physics Technicians
Under general supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assists in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident team. Participate with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance
with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pockets dosimeters, and other radiation instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: New Mexico, Oklahoma, Texas
Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union
Oklahoma Counties of Beaver, Cimarron, Texas

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td>10.18</td>
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<tr>
<td>07042 - Cook II</td>
<td>11.81</td>
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<tr>
<td>07070 - Dishwasher</td>
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</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>8.82</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.39</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.39</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>8.82</td>
</tr>
<tr>
<td>Occupation</td>
<td>Hour Rate</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
<td>11.61</td>
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<tr>
<td>01111 - General Clerk I</td>
<td>9.75</td>
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<tr>
<td>01311 - Secretary I</td>
<td>12.61</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>10.18</td>
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<tr>
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<td>8.82</td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td>8.82</td>
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<tr>
<td>23370 - General Maintenance Worker</td>
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<tr>
<td>27101 - Guard I</td>
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<td>27102 - Guard II</td>
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<td></td>
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</table>

Moving & Storage:

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<thead>
<tr>
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</tr>
</thead>
<tbody>
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<td>10.18</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>9.25</td>
</tr>
<tr>
<td>21110 - Shipping Packer</td>
<td>10.18</td>
</tr>
<tr>
<td>21410 - Warehouse Specialist</td>
<td>10.18</td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>10.18</td>
</tr>
<tr>
<td>31362 - Truckdriver, Medium</td>
<td>10.74</td>
</tr>
<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>11.25</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>11.81</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **
Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 94-0764 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1994-0764
Director             Determinations    | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE   RATE

Food & Lodging:
07041 - Cook I                                              12.25
07042 - Cook II                                             14.83
07070 - Dishwasher                                          9.11
07130 - Food Service Worker                                 9.88
07260 - Waiter/Waitress                                    9.11
11060 - Elevator Operator                                  9.11
11210 - Laborer, Grounds Maintenance                        9.88
11240 - Maid or Houseman                                    9.88
99030 - Cashier                                             9.88
99050 - Desk Clerk                                          (see 1) 9.88

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                                 12.12
01012 - Accounting Clerk II                                13.27
01111 - General Clerk I                                     11.11
01311 - Secretary I                                        14.16
01611 - Word Processor I                                    11.11
07041 - Cook I                                              12.25
07042 - Cook II                                             14.83
07070 - Dishwasher 9.11
07130 - Food Service Worker 9.88
11150 - Janitor 9.88
11210 - Laborer, Grounds Maintenance 9.88
11240 - Maid or Houseman 9.88
23370 - General Maintenance Worker 13.11
27101 - Guard I 11.09
27102 - Guard II 11.95
99050 - Desk Clerk (see 1) 11.11

Moving & Storage:
21020 - Forklift Operator 12.25
21050 - Material Handling Laborer 10.49
21110 - Shipping Packer 12.25
21410 - Warehouse Specialist 12.25
31361 - Truckdriver, Light 12.25
31362 - Truckdriver, Medium 13.11
31363 - Truckdriver, Heavy 13.97
31364 - Truckdriver, Tractor-Trailer 14.83

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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WD 95-0051 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1995-0051
Director Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

Applicable in Massachusetts as follows:
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH counties excluding the cities and towns listed below:
BRISTOL COUNTY: Attleboro City, Mansfield, North Attleborough Town, Norton Town, Raynham, Reheoboth Town, and Seekonk
NORFOLK COUNTY: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town
PLYMOUTH COUNTY: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town
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<tr>
<td>07070 - Dishwasher</td>
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<td>01311 - Secretary I</td>
<td>15.40</td>
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<tr>
<td>01611 - Word Processor I</td>
<td>12.47</td>
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<td>07041 - Cook I</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>23370 - General Maintenance Worker</td>
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<td>27102 - Guard II</td>
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<td>99050 - Desk Clerk (see 1)</td>
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**Moving & Storage:**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Rate</th>
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<tbody>
<tr>
<td>21020 - Forklift Operator</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>12.63</td>
</tr>
<tr>
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<td>15.08</td>
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<td>15.08</td>
</tr>
<tr>
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<tr>
<td>31362 - Truckdriver, Medium</td>
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<td>16.69</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
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</tr>
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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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
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THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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),
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.
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" (the Directory) 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.
WD 95-0077 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
| U.S. DEPARTMENT OF LABOR |
| EMPLOYMENT STANDARDS ADMINISTRATION |
| WAGE AND HOUR DIVISION |
| WASHINGTON, D.C. 20210 |

Daniel W. Simms  Division of Wage  Wage Determination No: 1995-0077
Director  Determinations  Revision No: 39
| Date Of Revision: 12/26/2018 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td></td>
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<td></td>
<td>12.99</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.33</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>10.34</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.86</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>10.34</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>10.34</td>
</tr>
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<td></td>
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</tr>
<tr>
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<td></td>
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</tr>
<tr>
<td>99030 - Cashier</td>
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<td>10.86</td>
</tr>
<tr>
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<tr>
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<td>11.38</td>
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</table>
07042 - Cook II 15.33
07070 - Dishwasher 10.34
07130 - Food Service Worker 10.86
11150 - Janitor 10.86
11210 - Laborer, Grounds Maintenance 10.86
11240 - Maid or Houseman 10.86
23370 - General Maintenance Worker 13.76
27101 - Guard I 11.24
27102 - Guard II 11.96
99050 - Desk Clerk (see 1) 11.38

Moving & Storage:
21020 - Forklift Operator 12.99
21050 - Material Handling Laborer 11.42
21110 - Shipping Packer 12.99
21410 - Warehouse Specialist 12.99
31361 - Truckdriver, Light 12.99
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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 95-0079 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019

FD/HH/MS
********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                      | WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0079
Director             Determinations    | Revision No: 36
| Date Of Revision: 12/26/2018
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all workers in any classification listed on this wage determination at least
$10.60 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
2019. The EO minimum wage rate will be adjusted annually. Additional information
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www.dol.gov/whd/govcontracts.
State: Washington
Area: Washington Counties of Lewis, Pierce, Thurston

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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Food &amp; Lodging:</strong></td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td>13.98</td>
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<tr>
<td>07042 - Cook II</td>
<td>16.63</td>
<td></td>
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<tr>
<td>07070 - Dishwasher</td>
<td>10.23</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>10.87</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>10.23</td>
<td></td>
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<tr>
<td>11060 - Elevator Operator</td>
<td>10.23</td>
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</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.87</td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td>10.87</td>
<td></td>
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<tr>
<td>99030 - Cashier</td>
<td>10.87</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.87</td>
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<tr>
<td><strong>Halfway House &amp; Residential Community Treatment:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>12.97</td>
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<td>01311 - Secretary I</td>
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<td>Janitor</td>
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</tr>
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<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
</tr>
<tr>
<td></td>
<td>Moving &amp; Storage</td>
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<td>Forklift Operator</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.63</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0082 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0082
Director             Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Arizona, Nevada
Area: Arizona County of Mohave
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>15.98</td>
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<td>07042 - Cook II</td>
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<td>19.58</td>
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<td>07070 - Dishwasher</td>
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<td>11.15</td>
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<td>12.36</td>
</tr>
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<td>07260 - Waiter/Waitress</td>
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<td>11.15</td>
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<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>11.15</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>12.36</td>
</tr>
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<td>11240 - Maid or Houseman</td>
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<td>12.36</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<th>OCCUPATION CODE - TITLE</th>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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</table>
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11150 - Janitor 12.36
11210 - Laborer, Grounds Maintenance 12.36
11240 - Maid or Houseman 12.36
23370 - General Maintenance Worker 17.17
27101 - Guard I 12.12
27102 - Guard II 12.98
99050 - Desk Clerk (see 1) 11.81

Moving & Storage:
21020 - Forklift Operator 15.98
21050 - Material Handling Laborer 13.55
21110 - Shipping Packer 15.98
21410 - Warehouse Specialist 15.98
31361 - Truckdriver, Light 15.98
31362 - Truckdriver, Medium 17.17
31363 - Truckdriver, Heavy 18.36
31364 - Truckdriver, Tractor-Trailer 19.58

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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)

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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.

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WD 95-0090 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0090
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of San Luis Obispo, Santa Barbara
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>07042 - Cook II</td>
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<td>15.19</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>14.32</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0091 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
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<td>07041 - Cook I</td>
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<td>07042 - Cook II</td>
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<td>19.63</td>
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<td>07070 - Dishwasher</td>
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<td>10.32</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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</table>

Halfway House & Residential Community Treatment:

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<tr>
<td>01011 - Accounting Clerk I</td>
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07130 - Food Service Worker 11.74
11150 - Janitor 11.74
11210 - Laborer, Grounds Maintenance 11.74
11240 - Maid or Houseman 11.74
23370 - General Maintenance Worker 16.86
27101 - Guard I 12.11
27102 - Guard II 13.20
99050 - Desk Clerk (see 1) 12.69

Moving & Storage:
21020 - Forklift Operator 15.50
21050 - Material Handling Laborer 12.75
21110 - Shipping Packer 15.50
21410 - Warehouse Specialist 15.50
31361 - Truckdriver, Light 15.50
31362 - Truckdriver, Medium 16.86
31363 - Truckdriver, Heavy 18.26
31364 - Truckdriver, Tractor-Trailer 19.63

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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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.

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State: Arkansas
Area: Arkansas - All Counties except: Columbia, Craighead, Crittenden, Cross, Hempstead, Lafayette, Lee, Little River, Miller, Mississippi, Nevada, Poinsett, Sevier, St Francis

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<td>14.02</td>
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07130 - Food Service Worker 9.51
11150 - Janitor 9.51
11210 - Laborer, Grounds Maintenance 9.51
11240 - Maid or Houseman 9.51
23370 - General Maintenance Worker 12.45
27101 - Guard I 9.93
27102 - Guard II 11.07
99050 - Desk Clerk (see 1) 9.85

Moving & Storage:
21020 - Forklift Operator 11.60
21050 - Material Handling Laborer 10.03
21110 - Shipping Packer 11.60
21410 - Warehouse Specialist 11.60
31361 - Truckdriver, Light 11.60
31362 - Truckdriver, Medium 12.45
31363 - Truckdriver, Heavy 13.31
31364 - Truckdriver, Tractor-Trailer 14.02

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.


**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Government contracts for aerial photographer, aerial seeding, aerial spraying, transportation of personnel and cargo, fire reconnaissance, administrative flying, fire detection, air taxi mail service, and other flying services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>31010 - Airplane Pilot</td>
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<td>29.94</td>
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<tr>
<td>(not set) - First Officer (Co-Pilot)</td>
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<td>27.26</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

VACATION (Hawaii): 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. (Reg. 29 CFR 4.173)

HEALTH & WELFARE (Hawaii): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii EO 13706): $1.63 per hour, 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 $4.18 per hour. *

*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.
**HAZARDOUS PAY DIFFERENTIAL**

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Aerial Photographer
The aerial photographer must be skilled in reading flight maps, capable of assisting the pilot to adhere to flight lines, be able to level and operate a cartographic camera and its auxiliary equipment mounted in the aircraft so that the photographs that are taken will have the required forward lap and side lap for use in photogrammetric mapping equipment, and possess a working knowledge of aerial films and camera filters to insure proper exposure of the films.

First Officer (Co-Pilot)
Is second in command of commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Assists or relieves an airline captain in operating the controls of an airplane; monitoring flight and engine instruments; and maintaining air-to-ground communications.
WD 95-0228 (Rev.-44) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage | Wage Determination No: 1995-0228
Director   Determinations | Revision No: 44
| Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Idaho
Area: Idaho Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, and cleaning of public use
areas services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<tr>
<td>08040 - Choker Setter</td>
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<tr>
<td>08070 - Faller/Bucker</td>
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<tr>
<td>08100 - Fire Lookout</td>
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<tr>
<td>08130 - Forestry Equipment Operator</td>
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<tr>
<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<tr>
<td>08190 - Forestry Technician</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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<tr>
<td>08280 - Nursery Specialist</td>
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<tr>
<td>08310 - Slash Piler/Burner</td>
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<tr>
<td>08340 - Tree Climber</td>
<td>18.98</td>
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<tr>
<td>08370 - Tree Planter</td>
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<td></td>
</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
<td>14.95</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 **

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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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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:

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1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0263 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
| Daniel W. Simms | Division of Wage | Wage Determination No: 1995-0263
| Director | Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Essex, Hudson, Morris, Sussex, Union
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
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<td>07041 - Cook I</td>
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<td>07042 - Cook II</td>
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<td>07260 - Waiter/Waitress</td>
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<td>10.69</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>10.69</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
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<td>99030 - Cashier</td>
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Halfway House & Residential Community Treatment:

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07130 - Food Service Worker 11.42
11150 - Janitor 11.42
11210 - Laborer, Grounds Maintenance 11.42
11240 - Maid or Houseman 11.42
23370 - General Maintenance Worker 15.89
27101 - Guard I 12.65
27102 - Guard II 13.67
99050 - Desk Clerk (see 1) 12.87

Moving & Storage:
21020 - Forklift Operator 14.84
21050 - Material Handling Laborer 12.78
21110 - Shipping Packer 14.84
21410 - Warehouse Specialist 14.84
31361 - Truckdriver, Light 14.84
31362 - Truckdriver, Medium 15.89
31363 - Truckdriver, Heavy 16.92
31364 - Truckdriver, Tractor-Trailer 17.95

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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,
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THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 County of Mercer

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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</thead>
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<td>Food &amp; Lodging:</td>
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<td>07041 - Cook I</td>
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<td>07070 - Dishwasher</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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Halfway House & Residential Community Treatment:

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23370 - General Maintenance Worker 15.28
27101 - Guard I 12.27
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21110 - Shipping Packer 14.25
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WD 95-0308 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0308
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Atlantic, Cape May, Cumberland

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<td>01311 - Secretary I</td>
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27102 - Guard II 12.48
99050 - Desk Clerk (see 1) 11.64

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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
Aerial Photographers/Seeding/Spraying

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Government contracts for aerial photographer, aerial seeding, aerial spraying, transportation of personnel and cargo, fire reconnaissance, administrative flying, fire detection, air taxi mail service, and other flying services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>31010 - Airplane Pilot</td>
<td>26.29</td>
<td></td>
</tr>
<tr>
<td>(not set) - First Officer (Co-Pilot)</td>
<td>23.82</td>
<td></td>
</tr>
<tr>
<td>(not set) - Aerial Photographer</td>
<td>13.06</td>
<td></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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.*

(Hawaii) Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of $1.91 per hour computed on the basis of all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

HEALTH & WELFARE (Hawaii) EO 13706: Minimum employer contributions costing an average of $1.63 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.*

*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)

VACATION (Hawaii): 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. (Reg. 29 CFR 4.173)

** 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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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:
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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Aerial Photographer
The aerial photographer must be skilled in reading flight maps, capable of assisting the pilot to adhere to flight lines, be able to level and operate a cartographic camera and its auxiliary equipment mounted in the aircraft so that the photographs that are taken will have the required forward lap and side lap for use in photogrammetric mapping equipment, and possess a working knowledge of aerial films and camera filters to insure proper exposure of the films.

First Officer (Co-Pilot)
Is second in command of commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Assists or relieves an airline captain in operating the controls of an airplane; monitoring flight and engine instruments; and maintaining air-to-ground
communications.
WD 95-0344 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms  Division of Wage  | Wage Determination No: 1995-0344
Director          Determinations  | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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, Kentucky, Mississippi, Tennessee
Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis
Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken
Mississippi Counties of Benton, De Soto, Marshall, Tippah
Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.59</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.20</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>9.80</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.06</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>9.06</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.80</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.80</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>9.80</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
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<td>9.80</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                      | 12.34   |
<table>
<thead>
<tr>
<th>Code</th>
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<tr>
<td>01012</td>
<td>Accounting Clerk II</td>
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<tr>
<td>01111</td>
<td>General Clerk I</td>
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</tr>
<tr>
<td>01311</td>
<td>Secretary I</td>
<td>14.26</td>
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<tr>
<td>01611</td>
<td>Word Processor I</td>
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</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td>12.59</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td>15.20</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>9.06</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>9.80</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>9.80</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>9.80</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>9.80</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
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<tr>
<td>27101</td>
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<td>27102</td>
<td>Guard II</td>
<td>12.05</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
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</tr>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
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</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>10.81</td>
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<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>12.59</td>
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<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.20</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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WD 95-0348 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage      Wage Determination No: 1995-0348
Director             Determinations       Revision No: 35
| Date Of Revision: 12/26/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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State: Illinois
Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard,
Montgomery, Morgan, Pike, Sangamon, Scott
------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td>07070 - Dishwasher</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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### Occupations and Wages

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<th>Code</th>
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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.

### Benefits

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0361 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms  Division of Wage | Wage Determination No: 1995-0361
Director Determinations | Revision No: 40
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Indiana, Kentucky
Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott
Kentucky Counties of Breckinridge, Bullit, Edmonson, Grayson, Hardin, Hart,
Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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Halfway House & Residential Community Treatment:
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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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State: Illinois

**Fringe Benefits Required Follow the Occupational Listing**

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<th>RATE</th>
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</thead>
<tbody>
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<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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</tr>
<tr>
<td>Truckdriver, Light</td>
<td>12.13</td>
<td></td>
</tr>
<tr>
<td>Truckdriver, Medium</td>
<td>13.00</td>
<td></td>
</tr>
<tr>
<td>Truckdriver, Heavy</td>
<td>13.84</td>
<td></td>
</tr>
<tr>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.71</td>
<td></td>
</tr>
<tr>
<td>Desk Clerk (see 1)</td>
<td>10.68</td>
<td></td>
</tr>
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</table>

**Moving & Storage:**

<table>
<thead>
<tr>
<th>Occupation Description</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forklift Operator</td>
<td>12.13</td>
</tr>
<tr>
<td>Material Handling Laborer</td>
<td>10.42</td>
</tr>
<tr>
<td>Shipping Packer</td>
<td>12.13</td>
</tr>
<tr>
<td>Warehouse Specialist</td>
<td>12.13</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 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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0378 (Rev.-43) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| | 
| | |
Daniel W. Simms Division of Wage  | Wage Determination No: 1995-0378
Director Determinations  | Revision No: 43
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Fresno, Madera, Mariposa, Merced
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>12.55</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>14.72</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.96</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>10.46</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.96</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>9.96</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.46</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>10.46</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>10.46</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>10.46</td>
<td></td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
<td>14.14</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>07041 - Cook I</td>
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<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>14.72</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.96</td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Rate</td>
</tr>
<tr>
<td>--------</td>
<td>-----------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>10.46</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>10.46</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>10.46</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>10.46</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
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<tr>
<td>27101</td>
<td>Guard I</td>
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<tr>
<td>27102</td>
<td>Guard II</td>
<td>12.22</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>11.20</td>
</tr>
</tbody>
</table>

Moving & Storage:
- 21020 - Forklift Operator: 12.55
- 21050 - Material Handling Laborer: 11.13
- 21110 - Shipping Packer: 12.55
- 21410 - Warehouse Specialist: 12.55
- 31361 - Truckdriver, Light: 12.55
- 31362 - Truckdriver, Medium: 13.26
- 31363 - Truckdriver, Heavy: 13.98
- 31364 - Truckdriver, Tractor-Trailer: 14.72

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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Standard Form 1444 (SF-1444)

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classifications and the classifications listed in the wage determination. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
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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.
WD 95-0410 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0410
Director             Determinations    | Revision No: 40
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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$10.60 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
2019. 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: Delaware, Maryland, New Jersey, Virginia
Area: Delaware Statewide
Maryland Counties of Caroline, Cecil, Dorchester, Kent, Queen Anne's, Somerset,
Talbot, Wicomico, Worcester
New Jersey County of Salem
Virginia Counties of Accomack, Northampton
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.65</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.60</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.28</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.04</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.28</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.28</td>
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<tr>
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</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.04</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.04</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.04</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>11.52</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>12.55</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.57</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>13.49</td>
</tr>
</tbody>
</table>
01611 - Word Processor I 10.57
07041 - Cook I 12.65
07042 - Cook II 15.60
07070 - Dishwasher 9.28
07130 - Food Service Worker 10.04
11150 - Janitor 10.04
11210 - Laborer, Grounds Maintenance 10.04
11240 - Maid or Houseman 10.04
23370 - General Maintenance Worker 13.64
27101 - Guard I 10.68
27102 - Guard II 11.46
99050 - Desk Clerk (see 1) 10.57

Moving & Storage:
21020 - Forklift Operator 12.65
21050 - Material Handling Laborer 10.80
21110 - Shipping Packer 12.65
21410 - Warehouse Specialist 12.65
31361 - Truckdriver, Light 12.65
31362 - Truckdriver, Medium 13.64
31363 - Truckdriver, Heavy 14.62
31364 - Truckdriver, Tractor-Trailer 15.60

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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.
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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)
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.17</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.74</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.87</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.87</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.87</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.87</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td></td>
<td>9.87</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.12</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<tr>
<td>Occupation Description</td>
<td>Hourly Rate</td>
<td></td>
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<tr>
<td>---------------------------------------------------------</td>
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<tr>
<td>07041 - Cook I</td>
<td>12.17</td>
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</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.11</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.87</td>
<td></td>
</tr>
<tr>
<td>11150 - Janitor</td>
<td>9.87</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td></td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td>9.87</td>
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<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
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<td>27102 - Guard II</td>
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<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>11.11</td>
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</tr>
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</table>

**Moving & Storage:**

<table>
<thead>
<tr>
<th>Occupation Description</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>12.17</td>
</tr>
<tr>
<td>21050 - Material Handling Laborer</td>
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<tr>
<td>21110 - Shipping Packer</td>
<td>12.17</td>
</tr>
<tr>
<td>21410 - Warehouse Specialist</td>
<td>12.17</td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>12.17</td>
</tr>
<tr>
<td>31362 - Truckdriver, Medium</td>
<td>13.02</td>
</tr>
<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>13.86</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>14.74</td>
</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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The contracting officer shall require that any class of service employee which
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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 Wage and Hour Division, U.S. Department of Labor, 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.

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State: New York
Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.03</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>17.40</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.85</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>11.00</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.85</td>
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<tr>
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11150 - Janitor 11.00
11210 - Laborer, Grounds Maintenance 11.00
11240 - Maid or Houseman 11.00
23370 - General Maintenance Worker 15.16
27101 - Guard I 11.39
27102 - Guard II 12.21
99050 - Desk Clerk (see 1) 11.76

Moving & Storage:
21020 - Forklift Operator 14.03
21050 - Material Handling Laborer 11.77
21110 - Shipping Packer 14.03
21410 - Warehouse Specialist 14.03
31361 - Truckdriver, Light 14.03
31362 - Truckdriver, Medium 15.16
31363 - Truckdriver, Heavy 16.26
31364 - Truckdriver, Tractor-Trailer 17.40

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HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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
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employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67
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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **
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WD 95-0561 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019

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State: New York
Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>15.52</td>
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<tr>
<td>07042 - Cook II</td>
<td>18.34</td>
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<tr>
<td>07070 - Dishwasher</td>
<td>11.46</td>
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<tr>
<td>07130 - Food Service Worker</td>
<td>12.60</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
<td>11.46</td>
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<tr>
<td>11060 - Elevator Operator</td>
<td>11.46</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>12.60</td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td>12.60</td>
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<tr>
<td>99030 - Cashier</td>
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<td></td>
</tr>
<tr>
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<td></td>
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Halfway House & Residential Community Treatment:

<table>
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<tr>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<td>Occupation</td>
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</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>18.34</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0573 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL HH MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
| U.S. DEPARTMENT OF LABOR
| EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage Determinations | Wage Determination No: 1995-0573
Director Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba
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<td>13.88</td>
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<tr>
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<td></td>
<td>17.40</td>
</tr>
<tr>
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<td>10.15</td>
</tr>
<tr>
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<td>10.66</td>
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<tr>
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<tr>
<td>01011 - Accounting Clerk I</td>
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</table>
07042 - Cook II 17.40
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07130 - Food Service Worker 10.66
11150 - Janitor 10.66
11210 - Laborer, Grounds Maintenance 10.66
11240 - Maid or Houseman 10.66
23370 - General Maintenance Worker 15.07
27101 - Guard I 11.74
27102 - Guard II 12.71
99050 - Desk Clerk (see 1) 11.98

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21110 - Shipping Packer 13.88
21410 - Warehouse Specialist 13.80
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State: Georgia
Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

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</tr>
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Moving & Storage:

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<tbody>
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<td>31362</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0579 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage | Wage Determination No: 1995-0579
Director Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Ventura
----------------------------------------------------------------------------------

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>14.79</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>9.88</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.57</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>Truckdriver, Heavy</td>
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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444)

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classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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.

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6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0584 (Rev.-41) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0584
Director             Determinations    | Revision No: 41
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
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$10.60 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
2019. The EO minimum wage rate will be adjusted annually. Additional information
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www.dol.gov/whd/govcontracts.
State: California
Area: California Counties of Imperial, San Diego
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**Fringe Benefits Required Follow the Occupational Listing**

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<td>07042 - Cook II</td>
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<td>07070 - Dishwasher</td>
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<td>Occupation</td>
<td>Rate</td>
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<td>27101</td>
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<tr>
<td>27102</td>
<td>Guard II</td>
<td>13.25</td>
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<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>11.56</td>
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</tbody>
</table>

**Moving & Storage:**
- 21020 - Forklift Operator: 13.22
- 21050 - Material Handling Laborer: 11.54
- 21110 - Shipping Packer: 13.22
- 21410 - Warehouse Specialist: 13.22
- 31361 - Truckdriver, Light: 13.22
- 31362 - Truckdriver, Medium: 14.09
- 31363 - Truckdriver, Heavy: 14.91
- 31364 - Truckdriver, Tractor-Trailer: 15.76

**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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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
THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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6) The contractor informs the affected employees.

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana, Kentucky, Ohio
Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland
Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.25</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.83</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.88</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.88</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.88</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.88</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.12</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>13.27</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
<td></td>
<td>14.16</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>11.11</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.25</td>
</tr>
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</table>
07042 - Cook II 14.83  
07070 - Dishwasher 9.11  
11150 - Janitor 9.88  
11210 - Laborer, Grounds Maintenance 9.88  
11240 - Maid or Houseman 9.88  
23370 - General Maintenance Worker 13.11  
27101 - Guard I 11.09  
27102 - Guard II 11.95  
99050 - Desk Clerk (see 1) 11.11  

Moving & Storage:  
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21050 - Material Handling Laborer 10.49  
21110 - Shipping Packer 12.25  
21410 - Warehouse Specialist 12.25  
31361 - Truckdriver, Light 12.25  
31362 - Truckdriver, Medium 13.11  
31363 - Truckdriver, Heavy 13.97  
31364 - Truckdriver, Tractor-Trailer 14.83  

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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 ten paid holidays per year: New Year's Day, Martin Luther
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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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WD 95-0596 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0596
Director Determinations | Revision No: 40
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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$10.60 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
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on contractor requirements and worker protections under the EO is available at
www.dol.gov/whd/govcontracts.
State: Michigan
Area: Michigan Counties of Genesee, Lapeer, Livingston, Macomb, Monroe, Oakland,
St Clair, Wayne
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<td></td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.94</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>17.48</td>
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<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.49</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>10.58</td>
</tr>
<tr>
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<td>17.48</td>
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<td>Occupation</td>
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<td>Dishwasher</td>
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<td>10.58</td>
<td></td>
</tr>
<tr>
<td>General Maintenance Worker</td>
<td>15.18</td>
<td></td>
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<td>Guard I</td>
<td>11.40</td>
<td></td>
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<td>Guard II</td>
<td>12.15</td>
<td></td>
</tr>
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<td>Desk Clerk (see 1)</td>
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**Moving & Storage:**

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<tbody>
<tr>
<td>Forklift Operator</td>
<td>13.94</td>
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<tr>
<td>Material Handling Laborer</td>
<td>11.73</td>
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<tr>
<td>Shipping Packer</td>
<td>13.94</td>
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<tr>
<td>Warehouse Specialist</td>
<td>13.94</td>
</tr>
<tr>
<td>Truckdriver, Light</td>
<td>13.94</td>
</tr>
<tr>
<td>Truckdriver, Medium</td>
<td>15.18</td>
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<td>Truckdriver, Heavy</td>
<td>16.37</td>
</tr>
<tr>
<td>Truckdriver, Tractor-Trailer</td>
<td>17.48</td>
</tr>
</tbody>
</table>

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0601 (Rev.-41) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0601
Director             Determinations    | Revision No: 41
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Alabama, Tennessee
Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Limestone, Madison, Marion, Marshall, Morgan, Winston
Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.28</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>13.27</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.23</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.23</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.23</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.98</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:
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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
<td>12.34</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.28</td>
<td></td>
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</tbody>
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<tbody>
<tr>
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<td>Cook II</td>
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</tr>
<tr>
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<td>8.23</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>8.98</td>
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<tr>
<td>11150</td>
<td>Janitor</td>
<td>8.98</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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<tr>
<td>23370</td>
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<td>27101</td>
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<td>27102</td>
<td>Guard II</td>
<td>11.66</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>10.06</td>
</tr>
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</table>

**Moving & Storage:**

| Code     | Occupation                             | Rate  
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>11.28</td>
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<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.27</td>
</tr>
</tbody>
</table>

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.78</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>13.94</td>
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<td>07070 - Dishwasher</td>
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<td>8.98</td>
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<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.58</td>
</tr>
<tr>
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<td>8.98</td>
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<tr>
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<td>8.98</td>
</tr>
<tr>
<td>11120 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.58</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>9.58</td>
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<tr>
<td>99030 - Cashier</td>
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</tr>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.58</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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11150 - Janitor 9.58
11210 - Laborer, Grounds Maintenance 9.58
11240 - Maid or Houseman 9.58
23370 - General Maintenance Worker 12.49
27101 - Guard I 10.44
27102 - Guard II 11.09
99050 - Desk Clerk (see 1) 10.42

Moving & Storage:
21020 - Forklift Operator 11.78
21050 - Material Handling Laborer 10.24
21110 - Shipping Packer 11.78
21410 - Warehouse Specialist 11.78
31361 - Truckdriver, Light 11.78
31362 - Truckdriver, Medium 12.49
31363 - Truckdriver, Heavy 13.19
31364 - Truckdriver, Tractor-Trailer 13.94

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: $4.18 per hour, or $167.20 per week, or $724.53 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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WD 95-0608 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT  | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0608
Director             Determinations    | Revision No: 36
| Date Of Revision: 12/26/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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 Genesee, Livingston, Monroe, Ontario, Orleans,
Schuyler, Seneca, Steuben, Wayne, Yates
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
</table>

Food & Lodging:
07041 - Cook I 11.58
07042 - Cook II 13.53
07070 - Dishwasher 9.22
07130 - Food Service Worker 9.68
07260 - Waiter/Waitress 9.22
11060 - Elevator Operator 9.22
11210 - Laborer, Grounds Maintenance 9.68
11240 - Maid or Houseman 9.68
99030 - Cashier 9.68
99050 - Desk Clerk (see 1) 9.68

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I 11.50
01012 - Accounting Clerk II 12.19
01111 - General Clerk I 10.79
01311 - Secretary I 12.86
01611 - Word Processor I 10.79
07041 - Cook I 11.58
07042 - Cook II 13.53
<table>
<thead>
<tr>
<th>Occupations</th>
<th>Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>07070 - Dishwasher</td>
<td>9.22</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.68</td>
</tr>
<tr>
<td>11150 - Janitor</td>
<td>9.68</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.68</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.68</td>
</tr>
<tr>
<td>23370 - General Maintenance Worker</td>
<td>12.24</td>
</tr>
<tr>
<td>27101 - Guard I</td>
<td>10.39</td>
</tr>
<tr>
<td>27102 - Guard II</td>
<td>11.01</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>10.79</td>
</tr>
</tbody>
</table>

Moving & Storage:
- 21020 - Forklift Operator          | 11.58 |
- 21050 - Material Handling Laborer  | 10.33 |
- 21110 - Shipping Packer            | 11.58 |
- 21410 - Warehouse Specialist       | 11.58 |
- 31361 - Truckdriver, Light         | 11.58 |
- 31362 - Truckdriver, Medium        | 12.24 |
- 31363 - Truckdriver, Heavy         | 12.89 |
- 31364 - Truckdriver, Tractor-Trailer| 13.97 |

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0611 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT   | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0611
Director             Determinations | Revision No: 40
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Georgia
Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun,
Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin,
Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner,
Ware, Worth
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>9.94</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>11.39</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.14</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>8.57</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.14</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.14</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>8.57</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>8.57</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>8.57</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>8.57</td>
<td></td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>10.61</td>
<td></td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td>11.65</td>
<td></td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td>9.61</td>
<td></td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td>12.75</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td>9.61</td>
<td></td>
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<td>Occupation</td>
<td>Rate</td>
</tr>
<tr>
<td>--------</td>
<td>------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td>9.94</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td>11.39</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>8.14</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>8.57</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>8.57</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>8.57</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>8.57</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>10.43</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>9.85</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>10.58</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk                                     (see 1)</td>
<td>9.61</td>
</tr>
</tbody>
</table>

Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>9.94</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>8.97</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>9.94</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>9.94</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>9.94</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>10.43</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>10.90</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>11.39</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FootNOTES in Parentheses Receive the following:

1) Rates are applicable only under the appropriate occupational category.

** 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
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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0615 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 1995-0615
Director | Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland
Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.36</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>16.67</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.41</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.41</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.41</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.41</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.41</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.96</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>13.00</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>11.02</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
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<td>14.19</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>11.02</td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<td>13.36</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<tr>
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</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
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</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>10.41</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>10.41</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>10.41</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>10.41</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>14.49</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>11.19</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>12.03</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>11.02</td>
</tr>
</tbody>
</table>

**Moving & Storage:**
- 21020 - Forklift Operator: 13.36
- 21050 - Material Handling Laborer: 11.34
- 21110 - Shipping Packer: 13.36
- 21410 - Warehouse Specialist: 13.36
- 31361 - Truckdriver, Light: 13.36
- 31362 - Truckdriver, Medium: 14.49
- 31363 - Truckdriver, Heavy: 15.57
- 31364 - Truckdriver, Tractor-Trailer: 16.67

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0621 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms | Division of Wage | Wage Determination No: 1995-0621
Director | Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
-----------------------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Georgia, South Carolina
Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart,
Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes
South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield,
McCormick
-----------------------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.10</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>12.96</td>
<td></td>
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<tr>
<td>07070 - Dishwasher</td>
<td>8.60</td>
<td></td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.60</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.60</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.21</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.21</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.21</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.21</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>11.34</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
<td>12.57</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<td>Occupation</td>
<td>Hourly Rate</td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td>11.10</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td></td>
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<tr>
<td>07070 - Dishwasher</td>
<td>8.60</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td></td>
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<tr>
<td>11150 - Janitor</td>
<td>9.21</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.21</td>
<td></td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td>9.21</td>
<td></td>
</tr>
<tr>
<td>23370 - General Maintenance Worker</td>
<td>11.73</td>
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<tr>
<td>27101 - Guard I</td>
<td>10.39</td>
<td></td>
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<tr>
<td>27102 - Guard II</td>
<td>11.19</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td></td>
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<tr>
<td></td>
<td>10.32</td>
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<tr>
<td>Moving &amp; Storage:</td>
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<tr>
<td>21020 - Forklift Operator</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>9.83</td>
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<tr>
<td>21110 - Shipping Packer</td>
<td>11.10</td>
<td></td>
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<tr>
<td>21410 - Warehouse Specialist</td>
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<tr>
<td>31361 - Truckdriver, Light</td>
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<td>31362 - Truckdriver, Medium</td>
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<tr>
<td>31363 - Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>12.96</td>
<td></td>
</tr>
</tbody>
</table>

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**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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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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)

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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
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WD 95-0623 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
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Daniel W. Simms Division of Wage | Wage Determination No: 1995-0623
Director Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
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www.dol.gov/whd/govcontracts.
States: New Jersey, Pennsylvania
Area: New Jersey Counties of Burlington, Camden, Gloucester
Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,
Northampton, Philadelphia
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td>10.53</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.53</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>13.17</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>13.85</td>
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<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>12.08</td>
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<td>01311 - Secretary I</td>
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<td>14.55</td>
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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0631 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms    |Division of Wage |Wage Determination No: 1995-0631
Director           |Determinations   |Revision No: 38
                     |Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Iowa
Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott
Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, Rock Island, Warren, Whiteside
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.66</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.62</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
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</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>10.48</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.46</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.88</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01611 - Word Processor I</td>
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<td>11.78</td>
</tr>
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07042 - Cook II 15.62
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07130 - Food Service Worker 10.48
11150 - Janitor 10.48
11210 - Laborer, Grounds Maintenance 10.48
11240 - Maid or Houseman 10.48
23370 - General Maintenance Worker 14.31
27101 - Guard I 11.65
27102 - Guard II 12.61
99050 - Desk Clerk (see 1) 11.78

Moving & Storage:
21020 - Forklift Operator 13.66
21050 - Material Handling Laborer 11.59
21110 - Shipping Packer 13.66
21410 - Warehouse Specialist 13.66
31361 - Truckdriver, Light 13.66
31362 - Truckdriver, Medium 14.31
31363 - Truckdriver, Heavy 14.88
31364 - Truckdriver, Tractor-Trailer 15.62

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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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occupation(s) and computes a proposed rate(s).

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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
Wage and Hour Division, U.S. Department of Labor, 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
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5) The contracting officer transmits the Wage and Hour decision to the
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6) The contractor informs the affected employees.

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
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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.
WD 95-0644 (Rev.-41) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0644
Director             Determinations    |           Revision No: 41
|      Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Bernalillo, Catron, Cibola, Colfax, De Baca,
Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San
Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE</th>
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<th>RATE</th>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.32</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td></td>
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<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.14</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>9.68</td>
<td></td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>9.68</td>
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</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.68</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.68</td>
<td></td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<td>01011 - Accounting Clerk I</td>
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<td>Desk Clerk</td>
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Moving & Storage:

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<tr>
<th>Code</th>
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<td>21020</td>
<td>Forklift Operator</td>
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</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>12.99</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444)

Conformance Process:

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WD 95-0646 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0646
Director             Determinations    | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Alabama, Georgia
Area: Alabama Counties of Chambers, Lee, Randolph, Russell
Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee,
Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.41</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>12.24</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.14</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.14</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.14</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.58</td>
</tr>
</tbody>
</table>

| Halfway House & Residential Community Treatment: | |
| 01011 - Accounting Clerk I                |          | 11.12|
| 01012 - Accounting Clerk II               |          | 11.99|
| 01111 - General Clerk I                   |          | 10.07|
| 01311 - Secretary I                       |          | 12.89|
| 01611 - Word Processor I                   |          | 10.07|
| 07041 - Cook I                            |          | 10.41|
07042 - Cook II 12.24
07070 - Dishwasher 8.14
07130 - Food Service Worker 8.58
11150 - Janitor 8.58
11210 - Laborer, Grounds Maintenance 8.58
11240 - Maid or Houseman 8.58
23370 - General Maintenance Worker 11.03
27101 - Guard I 9.98
27102 - Guard II 10.69
99050 - Desk Clerk (see 1) 10.07

Moving & Storage:
21020 - Forklift Operator 10.41
21050 - Material Handling Laborer 9.15
21110 - Shipping Packer 10.41
21410 - Warehouse Specialist 10.41
31361 - Truckdriver, Light 10.41
31362 - Truckdriver, Medium 11.03
31363 - Truckdriver, Heavy 11.62
31364 - Truckdriver, Tractor-Trailer 12.24

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 nine paid holidays per year: New Year's Day, 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Indiana
Area: Illinois Counties of Cook, Du Page, Kane, Kendall, Lake, Will Indiana Counties of Lake, Porter

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**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for elevator maintenance services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td></td>
<td>56.61</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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 95-0674 (Rev.-41) was first posted on www.wdol.gov on 01/01/2019

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0674
Director             Determinations    | Revision No: 41
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Minnesota
Area: Minnesota Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>17.26</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>10.70</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>11.70</td>
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<tr>
<td>99030 - Cashier</td>
<td></td>
<td>11.70</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>11.70</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>13.40</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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<td>15.53</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>12.59</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>17.26</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>10.70</td>
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<td>Code</td>
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<td>--------</td>
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<tr>
<td>07130</td>
<td>Food Service Worker</td>
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</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>11.70</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>11.70</td>
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<td>23370</td>
<td>General Maintenance Worker</td>
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<td>27101</td>
<td>Guard I</td>
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<td>27102</td>
<td>Guard II</td>
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<td>Desk Clerk (see 1)</td>
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**Moving & Storage:**

<table>
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<tr>
<th>Code</th>
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</tr>
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<tr>
<td>21020</td>
<td>Forklift Operator</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>14.66</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>14.66</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>14.66</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>17.26</td>
</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 conform classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0688 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0688
Director             Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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: Illinois, Indiana
Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland,
Wabash, White
Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson,
Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>07042 - Cook II</td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
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**Halfway House & Residential Community Treatment:**
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>07041 - Cook I</td>
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<tr>
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<td>11150 - Janitor</td>
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<td>11240 - Maid or Houseman</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Occupation Description</th>
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</tr>
</thead>
<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>12.80</td>
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<td>21050 - Material Handling Laborer</td>
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<td>21110 - Shipping Packer</td>
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<tr>
<td>21410 - Warehouse Specialist</td>
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</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
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<td>31362 - Truckdriver, Medium</td>
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<td>31363 - Truckdriver, Heavy</td>
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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>15.09</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0690 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms | Division of Wage | Wage Determination No: 1995-0690
Director | Determinations | Revision No: 40
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Los Angeles, Orange
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>13.99</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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### Moving & Storage:

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<td>13.99</td>
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<td>31362</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.48</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.

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**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 per month*

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

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classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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).

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0714 (Rev.-42) was first posted on www.wdol.gov on 01/01/2019

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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<th>Revision No: 42</th>
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<tbody>
<tr>
<td>Date Of Revision: 12/26/2018</td>
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

**Fringe Benefits Required Follow the Occupational Listing**

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<td>11240 - Maid or Houseman</td>
<td></td>
<td>8.58</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tr>
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07042 - Cook II 12.79
07070 - Dishwasher 12.79
07130 - Food Service Worker 8.58
11150 - Janitor 8.58
11240 - Maid or Houseman 8.58
23370 - General Maintenance Worker 11.37
27101 - Guard I 9.43
27102 - Guard II 10.19
99050 - Desk Clerk (see 1) 9.60

Moving & Storage:
21020 - Forklift Operator 10.67
21050 - Material Handling Laborer 9.23
21110 - Shipping Packer 10.67
21410 - Warehouse Specialist 10.67
31361 - Truckdriver, Light 10.67
31362 - Truckdriver, Medium 11.37
31363 - Truckdriver, Heavy 12.09
31364 - Truckdriver, Tractor-Trailer 12.79

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0717 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0717
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Vermont
Area: Vermont Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<tr>
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<td>15.80</td>
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<td>99030 - Cashier</td>
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<tr>
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<td>(see 1)</td>
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<td>11.06</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker 11.69
11150 - Janitor 11.69
11210 - Laborer, Grounds Maintenance 11.69
11240 - Maid or Houseman 11.69
23370 - General Maintenance Worker 14.36
27101 - Guard I 11.79
27102 - Guard II 12.46
99050 - Desk Clerk (see 1) 11.60

Moving & Storage:
21020 - Forklift Operator 13.65
21050 - Material Handling Laborer 12.25
21110 - Shipping Packer 13.65
21410 - Warehouse Specialist 13.65
31361 - Truckdriver, Light 13.65
31362 - Truckdriver, Medium 14.36
31363 - Truckdriver, Heavy 15.11
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2019. 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: Mississippi
Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River,
Stone
**Fringe Benefits Required Follow the Occupational Listing**

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>11060 - Elevator Operator</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>99050 - Desk Clerk</td>
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Halfway House & Residential Community Treatment:

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**Moving & Storage:**

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<td>21410 - Warehouse Specialist</td>
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<td>31361 - Truckdriver, Light</td>
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<td>31362 - Truckdriver, Medium</td>
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<td>31363 - Truckdriver, Heavy</td>
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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>12.90</td>
</tr>
</tbody>
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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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**HEALTH & WELFARE:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 4 years; 3 weeks after 12 years; and 4 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 conforming classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0721 (Rev.-42) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0721
Director         Determinations    | Revision No: 42
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Mississippi
Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw,
Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes,
Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman,
Sunflower, Tallahatchie, Tate, Tishomingo, Tunica, Union, Washington, Webster,
Winston, Yalobusha
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
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<tr>
<td>07042 - Cook II</td>
<td>11.24</td>
<td></td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.14</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.14</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>8.57</td>
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</tr>
<tr>
<td>99030 - Cashier</td>
<td>8.57</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.57</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:
<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<tr>
<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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</tr>
<tr>
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<td>07130</td>
<td>Food Service Worker</td>
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<td>Janitor</td>
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</tr>
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<td>Laborer, Grounds Maintenance</td>
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</tr>
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<td>23370</td>
<td>General Maintenance Worker</td>
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<td>Guard I</td>
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<tr>
<td>27102</td>
<td>Guard II</td>
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</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
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</table>

**Moving & Storage:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
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</thead>
<tbody>
<tr>
<td>21020</td>
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<td>Warehouse Specialist</td>
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<td>Truckdriver, Light</td>
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<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>11.24</td>
</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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; 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)
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming
procedures shall be initiated by the contractor prior to the performance of
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conformed classification, wage rate, and/or fringe benefits which shall be
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contract, a separate SF-1444 should be prepared for each wage determination to
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The process for preparing a conformance request is as follows:

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occupation(s) and computes a proposed rate(s).

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order the proposed classification title(s), a Federal grade equivalency (FGE)
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disagreement of the authorized representative of the employees involved, or
where there is no authorized representative, the employees themselves. This
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after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a
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Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR
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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or
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When preparing a conformance request, the "Service Contract Act Directory of
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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.
WD 95-0723 (Rev.-27) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0723
Director             Determinations    | Revision No: 27
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Oregon, Washington
Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>13.64</td>
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<tr>
<td>07042 - Cook II</td>
<td>16.27</td>
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<td>07070 - Dishwasher</td>
<td>10.08</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
<td>10.08</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>10.08</td>
<td></td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<th>OCCUPATION CODE - TITLE</th>
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**Moving & Storage:**

<table>
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<tr>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>Truckdriver, Light</td>
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<td>31362</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.27</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 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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 nine paid holidays per year: New Year's Day, 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0738 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**************************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms Division of Wage | Wage Determination No: 1995-0738
Director Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey
----------------------------------------------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.65</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>13.81</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.70</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.45</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.70</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.70</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.45</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.45</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.45</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.45</td>
</tr>
</tbody>
</table>

<p>| Halfway House &amp; Residential Community Treatment: | |
| 01011 - Accounting Clerk I | 11.75 |
| 01012 - Accounting Clerk II | 13.21 |
| 01111 - General Clerk I  | 10.90 |
| 01311 - Secretary I     | 13.53 |
| 01611 - Word Processor I | 10.90 |
| 07041 - Cook I          | 11.65 |</p>
<table>
<thead>
<tr>
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<td>07042</td>
<td>Cook II</td>
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<td>9.45</td>
</tr>
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</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>9.45</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>12.29</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>10.66</td>
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<tr>
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<td>Guard II</td>
<td>11.37</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>10.90</td>
</tr>
</tbody>
</table>

Moving & Storage:
- 21020 - Forklift Operator: 11.65
- 21050 - Material Handling Laborer: 10.20
- 21110 - Shipping Packer: 11.65
- 21410 - Warehouse Specialist: 11.65
- 31361 - Truckdriver, Light: 11.65
- 31362 - Truckdriver, Medium: 12.29
- 31363 - Truckdriver, Heavy: 13.09
- 31364 - Truckdriver, Tractor-Trailer: 13.81

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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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WD 95-0751 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage  Wage Determination No: 1995-0751
Director      Determinations    Revision No: 40
               Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: North Carolina, South Carolina
Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson
South Carolina Counties of Dillon, Horry, Marion, Marlboro

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.02</td>
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<td>07042 - Cook II</td>
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<td>13.14</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>8.31</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<td>01111 - General Clerk I</td>
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<td>Code</td>
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<td>Rate</td>
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<td>99050</td>
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Moving & Storage:

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<tr>
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<th>Rate</th>
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<tbody>
<tr>
<td>21020</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<td>31361</td>
<td>Truckdriver, Light</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.14</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under
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paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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:

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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)
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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
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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
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4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or
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5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Utah
Area: Utah Statewide

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<tr>
<td>07042 - Cook II</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
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<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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</tr>
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<tr>
<td>07042 - Cook II</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker 9.58
11150 - Janitor 9.58
11210 - Laborer, Grounds Maintenance 9.58
11240 - Maid or Houseman 9.58
23370 - General Maintenance Worker 13.67
27101 - Guard I 11.08
27102 - Guard II 11.84
99050 - Desk Clerk (see 1) 10.98

Moving & Storage:
21020 - Forklift Operator 12.74
21050 - Material Handling Laborer 10.70
21110 - Shipping Packer 12.74
21410 - Warehouse Specialist 12.74
31361 - Truckdriver, Light 12.74
31362 - Truckdriver, Medium 13.67
31363 - Truckdriver, Heavy 14.48
31364 - Truckdriver, Tractor-Trailer 15.49

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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dated September 2015, unless otherwise indicated.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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relationship (i.e., appropriate level of skill comparison) between such unlisted
classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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.

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WD 95-0761 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0761
Director Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
-----------------------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.47</td>
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<tr>
<td>07042 - Cook II</td>
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<td>16.19</td>
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<td>07070 - Dishwasher</td>
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<td>9.60</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>10.42</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.60</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>9.60</td>
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</tr>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.42</td>
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Halfway House & Residential Community Treatment:

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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>14.65</td>
</tr>
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<td>01611 - Word Processor I</td>
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<td>12.45</td>
</tr>
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07042 - Cook II 16.19
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11240 - Maid or Houseman 10.42
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27102 - Guard II 12.74
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State: Colorado
Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

**Fringe Benefits Required Follow the Occupational Listing**

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<td>23370</td>
<td>General Maintenance Worker</td>
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<tr>
<td>27101</td>
<td>Guard I</td>
<td>11.05</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>11.76</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
</tr>
</tbody>
</table>

Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
<td>11.89</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.36</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0766 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1995-0766
Director             Determinations    | Revision No: 37
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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, Whatcom

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
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<td>14.64</td>
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<td>07042 - Cook II</td>
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<td>17.68</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>10.60</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11.62</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>11.62</td>
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<tr>
<td>99030 - Cashier</td>
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<td>11.62</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>11.62</td>
</tr>
</tbody>
</table>

| Halfway House & Residential Community Treatment: | |
| 01011 - Accounting Clerk I | 13.74 |
| 01012 - Accounting Clerk II | 14.84 |
| 01111 - General Clerk I   | 12.64 |
| 01311 - Secretary I       | 15.95 |
| 01611 - Word Processor I   | 12.64 |
| 07041 - Cook I             | 14.64 |
| 07042 - Cook II            | 17.68 |
| 07070 - Dishwasher         | 10.60 |
07130 - Food Service Worker 11.62  
11150 - Janitor 11.62  
11210 - Laborer, Grounds Maintenance 11.62  
11240 - Maid or Houseman 11.62  
23370 - General Maintenance Worker 15.66  
27101 - Guard I 12.91  
27102 - Guard II 13.97  
99050 - Desk Clerk (see 1) 12.64  

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21020 - Forklift Operator 14.64  
21050 - Material Handling Laborer 12.61  
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21410 - Warehouse Specialist 14.64  
31361 - Truckdriver, Light 14.64  
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31364 - Truckdriver, Tractor-Trailer 17.68  

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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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WD 95-0780 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1995-0780
Director Determinations | Revision No: 37
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination covers most of Essex County, Massachusetts and parts of Rockingham County, New Hampshire.

In Essex County the following cities and towns are excluded: Lynn, Lynnfield, Nahant and Saugus

In Rockingham County only the following cities and towns are covered: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook and Windham

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<td>13.62</td>
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<tr>
<td>07042 - Cook II</td>
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<td>15.77</td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>99030 - Cashier</td>
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<td>11.42</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>11.42</td>
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**Halfway House & Residential Community Treatment:**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>General Maintenance Worker</td>
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<td>Guard I</td>
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<td>27102</td>
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<tr>
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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
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.25</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.83</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.88</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.88</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>12.12</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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<td>14.16</td>
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<td>01611 - Word Processor I</td>
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<td>07041 - Cook I</td>
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<tr>
<td>Code</td>
<td>Title</td>
<td>Hour Rate</td>
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<tr>
<td>07042</td>
<td>Cook II</td>
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<td>07130</td>
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<td>9.88</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>9.88</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<td>11240</td>
<td>Maid or Houseman</td>
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<td>23370</td>
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<tr>
<td>27101</td>
<td>Guard I</td>
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<td>99050</td>
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**Moving & Storage:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hour Rate</th>
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<tr>
<td>21020</td>
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<td>12.25</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>10.49</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>12.25</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>12.25</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>12.25</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.91</td>
</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0812 (Rev.-41) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms  Division of Wage | Wage Determination No: 1995-0812
Director  Determinations  | Revision No: 41
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: New Mexico, Texas
Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln,
Luna, Otero, Sierra
Texas Counties of Culberson, El Paso, Hudspeth

**Fringe Benefits Required Follow the Occupational Listing**

**OCCUPATION CODE - TITLE**  **FOOTNOTE**  **RATE**

Food & Lodging:
07041 - Cook I  10.04
07042 - Cook II  11.85
07070 - Dishwasher  8.08
07130 - Food Service Worker  8.57
07260 - Waiter/Waitress  8.08
11060 - Elevator Operator  8.08
11210 - Laborer, Grounds Maintenance  8.57
11240 - Maid or Houseman  8.57
99030 - Cashier  8.57
99050 - Desk Clerk  (see 1)  8.57

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I  10.75
01012 - Accounting Clerk II  11.72
01111 - General Clerk I  9.74
01311 - Secretary I  12.85
01611 - Word Processor I  9.74
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07042 - Cook II 11.85
07070 - Dishwasher 8.08
07130 - Food Service Worker 8.57
11150 - Janitor 8.57
11210 - Laborer, Grounds Maintenance 8.57
11240 - Maid or Houseman 8.57
23370 - General Maintenance Worker 10.63
27101 - Guard I 10.26
27102 - Guard II 11.09
99050 - Desk Clerk (see 1) 9.74

Moving & Storage:
21020 - Forklift Operator 10.04
21050 - Material Handling Laborer 8.96
21110 - Shipping Packer 10.04
21410 - Warehouse Specialist 10.04
31361 - Truckdriver, Light 10.04
31362 - Truckdriver, Medium 10.63
31363 - Truckdriver, Heavy 11.22
31364 - Truckdriver, Tractor-Trailer 11.85

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WD 95-0814 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms  Division of Wage  | Wage Determination No: 1995-0814
Director      Determinations     | Revision No: 39
| Date Of Revision: 12/26/2018
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www.dol.gov/whd/govcontracts.
State: Arizona
Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal,
Yavapai
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<tr>
<td>07070</td>
<td>Dishwasher</td>
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<td>9.12</td>
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<td>07130</td>
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<td>9.97</td>
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<td>11240</td>
<td>Maid or Houseman</td>
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Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
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07070 - Dishwasher 9.12
07130 - Food Service Worker 9.97
11150 - Janitor 9.97
11210 - Laborer, Grounds Maintenance 9.97
11240 - Maid or Houseman 9.97
23370 - General Maintenance Worker 13.26
27101 - Guard I 11.15
27102 - Guard II 12.10
99050 - Desk Clerk 11.23

Moving & Storage:
21020 - Forklift Operator 12.45
21050 - Material Handling Laborer 10.85
21110 - Shipping Packer 12.45
21410 - Warehouse Specialist 12.45
31361 - Truckdriver, Light 12.45
31362 - Truckdriver, Medium 13.26
31363 - Truckdriver, Heavy 14.09
31364 - Truckdriver, Tractor-Trailer 14.79

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
 WD 95-0815 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms | Division of Wage | Wage Determination No: 1995-0815
Director | Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
|
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Hunterdon, Middlesex, Somerset, Warren

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
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<td>17.95</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:
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<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>07070 - Dishwasher</td>
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<td>10.69</td>
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</table>
07130 - Food Service Worker 11.42
11150 - Janitor 11.42
11210 - Laborer, Grounds Maintenance 11.42
11240 - Maid or Houseman 11.42
23370 - General Maintenance Worker 15.89
27101 - Guard I 12.27
27102 - Guard II 13.26
99050 - Desk Clerk (see 1) 12.87

Moving & Storage:
21020 - Forklift Operator 14.84
21050 - Material Handling Laborer 12.78
21110 - Shipping Packer 14.84
21410 - Warehouse Specialist 14.84
31361 - Truckdriver, Light 14.84
31362 - Truckdriver, Medium 15.89
31363 - Truckdriver, Heavy 16.92
31364 - Truckdriver, Tractor-Trailer 17.95

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
laundry 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0819 (Rev.-42) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0819
Director             Determinations | Revision No: 42
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: District of Columbia, Maryland, Virginia
Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td></td>
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<tr>
<td>07041 - Cook I</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>01011 - Accounting Clerk I</td>
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### Moving & Storage:

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<td>Shipping Packer</td>
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<td>Warehouse Specialist</td>
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<td>31361</td>
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</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>14.85</td>
</tr>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.68</td>
</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0823 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                             | WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1995-0823
Director             Determinations    | Revision No: 37
                     | Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Nassau, Suffolk
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE

Food & Lodging:
07041 - Cook I                                                15.52
07042 - Cook II                                               18.34
07070 - Dishwasher                                            11.46
07130 - Food Service Worker                                   12.60
07260 - Waiter/Waitress                                      11.46
11060 - Elevator Operator                                     11.46
11210 - Laborer, Grounds Maintenance                          12.60
11240 - Maid or Houseman                                      12.60
99030 - Cashier                                               12.60
99050 - Desk Clerk (see 1)                                    12.60

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                                    15.65
01012 - Accounting Clerk II                                   16.84
01111 - General Clerk I                                       14.36
01311 - Secretary I                                           18.25
01611 - Word Processor I                                      14.36
07041 - Cook I                                                15.52
07042 - Cook II                                               18.34
07070 - Dishwasher                                            11.46
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<th>Hour Rate</th>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>12.60</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>12.60</td>
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<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
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<td>27101</td>
<td>Guard I</td>
<td>13.61</td>
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<td>27102</td>
<td>Guard II</td>
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<td>Moving &amp; Storage</td>
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<td>21020</td>
<td>Forklift Operator</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
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<td>31361</td>
<td>Truckdriver, Light</td>
<td>15.52</td>
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<td>31362</td>
<td>Truckdriver, Medium</td>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>18.34</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: $4.48 per hour or $179.20 per week or $776.53 per month
- HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

HOLIDAYS: A minimum of thirteen 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, Day after Thanksgiving, Christmas Eve, 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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5) The contracting officer transmits the Wage and Hour decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0825 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms Division of Wage | Wage Determination No: 1995-0825
Director Determinations | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana, Kentucky, Tennessee
Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster Tennessee Counties of Montgomery, Stewart

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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</tr>
<tr>
<td>07041 - Cook I</td>
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<td>10.74</td>
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<tr>
<td>07042 - Cook II</td>
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<td>12.57</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>8.14</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>8.87</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.14</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>8.14</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.87</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>8.87</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>8.87</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>8.87</td>
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</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tr>
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<td>01111 - General Clerk I</td>
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<td>Laborer, Grounds Maintenance</td>
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<td>99050</td>
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<td>21020</td>
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<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
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</table>

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0827 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms Division of Wage Determinations | Wage Determination No: 1995-0827
Director Determinations | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Missouri
Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson
Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.98</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.10</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.74</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.11</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.74</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.74</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.74</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.74</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I 11.47
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Clerk II</td>
<td>12.32</td>
</tr>
<tr>
<td>General Clerk I</td>
<td>10.71</td>
</tr>
<tr>
<td>Secretary I</td>
<td>13.27</td>
</tr>
<tr>
<td>Word Processor I</td>
<td>10.71</td>
</tr>
<tr>
<td>Cook I</td>
<td>11.98</td>
</tr>
<tr>
<td>Cook II</td>
<td>14.10</td>
</tr>
<tr>
<td>Dishwasher</td>
<td>9.11</td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>9.74</td>
</tr>
<tr>
<td>Janitor</td>
<td>9.74</td>
</tr>
<tr>
<td>Laborer, Grounds Maintenance</td>
<td>9.74</td>
</tr>
<tr>
<td>Maid or Houseman</td>
<td>9.74</td>
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<td>General Maintenance Worker</td>
<td>12.66</td>
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<tr>
<td>Guard I</td>
<td>11.06</td>
</tr>
<tr>
<td>Guard II</td>
<td>11.90</td>
</tr>
<tr>
<td>Desk Clerk (see 1)</td>
<td>10.71</td>
</tr>
<tr>
<td>Forklift Operator</td>
<td>11.98</td>
</tr>
<tr>
<td>Material Handling Laborer</td>
<td>10.55</td>
</tr>
<tr>
<td>Shipping Packer</td>
<td>11.98</td>
</tr>
<tr>
<td>Warehouse Specialist</td>
<td>11.98</td>
</tr>
<tr>
<td>Truckdriver, Light</td>
<td>11.98</td>
</tr>
<tr>
<td>Truckdriver, Medium</td>
<td>12.66</td>
</tr>
<tr>
<td>Truckdriver, Heavy</td>
<td>13.37</td>
</tr>
<tr>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.10</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0831 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms Division of Wage | Wage Determination No: 1995-0831
Director Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.25</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.79</td>
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<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.85</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>9.69</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.85</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.85</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.69</td>
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<td>11240 - Maid or Houseman</td>
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<td>9.69</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>9.69</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.69</td>
</tr>
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</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.76</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>12.72</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.80</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>13.84</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>10.80</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.25</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.79</td>
</tr>
</tbody>
</table>
07070 - Dishwasher  8.85
07130 - Food Service Worker  9.69
11150 - Janitor  9.69
11210 - Laborer, Grounds Maintenance  9.69
11240 - Maid or Houseman  9.69
23370 - General Maintenance Worker  13.11
27101 - Guard I  10.67
27102 - Guard II  11.48
99050 - Desk Clerk (see 1)  10.80

Moving & Storage:
21020 - Forklift Operator  12.25
21050 - Material Handling Laborer  10.57
21110 - Shipping Packer  12.25
21410 - Warehouse Specialist  12.25
31361 - Truckdriver, Light  12.25
31362 - Truckdriver, Medium  13.11
31363 - Truckdriver, Heavy  13.93
31364 - Truckdriver, Tractor-Trailer  14.79

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: $4.18 per hour, or $167.20 per week, or $724.53 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; and 3 weeks after 5 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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bay, Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, Washington

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
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<td>07042</td>
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**Moving & Storage:**

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<td>21050</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<td>Warehouse Specialist</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>12.80</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 7 years, and 4 weeks after 11 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 95-0839 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms  Division of Wage | Wage Determination No: 1995-0839
Director     Determinations | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>(see 1)</td>
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State: Illinois
Area: Illinois Counties of Boone, Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry, Ogle, Stephenson, Winnebago

**Fringe Benefits Required Follow the Occupational Listing**

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</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>11.41</td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.39</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>16.17</td>
</tr>
</tbody>
</table>
07070 - Dishwasher 9.27
07130 - Food Service Worker 10.27
11150 - Janitor 10.27
11210 - Laborer, Grounds Maintenance 10.27
11240 - Maid or Houseman 10.27
23370 - General Maintenance Worker 14.31
27101 - Guard I 11.30
27102 - Guard II 12.23
99050 - Desk Clerk (see 1) 11.41

Moving & Storage:
21020 - Forklift Operator 13.39
21050 - Material Handling Laborer 11.36
21110 - Shipping Packer 13.39
21410 - Warehouse Specialist 13.39
31361 - Truckdriver, Light 13.39
31362 - Truckdriver, Medium 14.31
31363 - Truckdriver, Heavy 15.16
31364 - Truckdriver, Tractor-Trailer 16.17

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0034 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms | Division of Wage | Wage Determination No: 1996-0034
Director | Determinations | Revision No: 38
---
| Date Of Revision: 12/26/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>16.17</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
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<td>10.48</td>
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</table>

Halfway House & Residential Community Treatment:

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<tr>
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<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<td>07041 - Cook I</td>
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<td>13.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>16.17</td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Hour Rate</td>
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<tr>
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</tr>
<tr>
<td>07070</td>
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<td>9.46</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>10.48</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>10.48</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>10.48</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>14.31</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>11.65</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>12.61</td>
</tr>
<tr>
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<td>Desk Clerk (see 1)</td>
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**Moving & Storage:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>13.66</td>
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<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>13.66</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>13.66</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>14.31</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>15.16</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.17</td>
</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 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 thirteen 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, Day after Thanksgiving, Christmas Eve, 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

NATIONWIDE: Applicable in the continental U.S. only.

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contract for income tax preparation services:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(not set) - Tax Preparer</td>
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<tr>
<td>(not set) - Tax Preparer, Sr.</td>
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<td>24.65</td>
</tr>
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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 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: $4.18 per hour, or $167.20 per week, or $724.53 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)

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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Standard Form 1444 (SF-1444)

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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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Tax Preparer
Conducts tax interviews for the purpose of preparing complete, accurate tax returns. Provide tax information. Correctly determine the fee for each return prepared in accordance with the schedule of charges. Properly utilize telephone to maximize number of new and returning clients. Correct all errors on returns that have been sent back. Complete required administrative forms. Deposit all monies received on the day of collection in the bank according to company's instructions. Check returns. Assemble returns for delivery to client.

Tax Preparer, Sr.
Responsible for client relations. Be sure company policy is being executed. The plan assures among other things, that: The office is opened and closed correctly; all tax office personnel are working their scheduled hours as required; there is a proper inventory of supplies available, all tax office personnel are following the office procedures and client service programs correctly; completed returns are checked according to policy; tax returns errors are being promptly and properly handled; cleanliness and proper office appearance is being maintained; there is proper implementation of the training programs; all personnel are properly attired; tax preparers receive tax information; tax reference materials are available and used by tax preparers if necessary; completed returns are being assembled and given to clients; provide on-the-job training when needed; and prepare tax returns.
WD 96-0043 (Rev.-41) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT | U.S. DEPARTMENT OF LABOR
                              | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                              | WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0043
Director             Determinations | Revision No: 41
                              | Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland
Area: Maryland Statewide
----------------------------------------------------------------------------------

**Fringe Benefits Required Follow the Occupational Listing**

Forestry Industry

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<tr>
<td>08040 - Choker Setter</td>
<td>13.65</td>
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<tr>
<td>08070 - Faller/Bucker</td>
<td>17.17</td>
<td></td>
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<tr>
<td>08100 - Fire Lookout</td>
<td>15.17</td>
<td></td>
</tr>
<tr>
<td>08130 - Forestry Equipment Operator</td>
<td>19.87</td>
<td></td>
</tr>
<tr>
<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
<td>19.87</td>
<td></td>
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<tr>
<td>08190 - Forestry Technician</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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<td></td>
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<tr>
<td>08280 - Nursery Specialist</td>
<td>18.98</td>
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<tr>
<td>08310 - Slash Piler/Burner</td>
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<td></td>
</tr>
<tr>
<td>08340 - Tree Climber</td>
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<td></td>
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<tr>
<td>08370 - Tree Planter</td>
<td>10.23</td>
<td></td>
</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
<td>10.23</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0045 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.40</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.32</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.05</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.46</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>9.05</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.61</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>9.61</td>
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<tr>
<td>99030 - Cashier</td>
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<td>9.61</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
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<td>9.61</td>
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</table>

Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>11.95</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<td>10.52</td>
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<tr>
<td>07041 - Cook I</td>
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<td>11.40</td>
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<td>07042 - Cook II</td>
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<td>13.32</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.05</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker 9.61
11150 - Janitor 9.61
11210 - Laborer, Grounds Maintenance 9.61
11240 - Maid or Houseman 9.61
23370 - General Maintenance Worker 12.03
27101 - Guard I 10.32
27102 - Guard II 10.97
99050 - Desk Clerk (see 1) 10.52

Moving & Storage:
21020 - Forklift Operator 11.40
21050 - Material Handling Laborer 10.25
21110 - Shipping Packer 11.40
21410 - Warehouse Specialist 11.40
31361 - Truckdriver, Light 11.40
31362 - Truckdriver, Medium 12.03
31363 - Truckdriver, Heavy 12.70
31364 - Truckdriver, Tractor-Trailer 13.32

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0049 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0049
Director             Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
THIS WAGE DETERMINATION APPLIES TO THE AREAS WITHIN THE STATE OF MASSACHUSETTS
AS DEFINED BELOW:
BRISTOL COUNTY - Mansfield, Norton, Rayham
ESSEX COUNTY - Lynn, Lynnfield, Nahant, Saugus
MIDDLESEX COUNTY - Entire County
NORFOLK COUNTY - Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham,
Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton,
Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole,
Wellsley, Westwood, Weymouth, Wrentham
PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston,
Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton,
Rockland, Scituate
SUFFOLK COUNTY - Entire County
WORCESTER COUNTY - Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon,
Milford, Southborough, Upton
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>15.08</td>
</tr>
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<td>07042 - Cook II</td>
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<td>17.39</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>11.78</td>
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<td>07260 - Waiter/Waitress</td>
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<td>10.75</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>10.75</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11.78</td>
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</tbody>
</table>
11240 - Maid or Houseman 11.78
99030 - Cashier 11.78
99050 - Desk Clerk 11.78

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I 13.60
01012 - Accounting Clerk II 14.23
01111 - General Clerk I 12.47
01311 - Secretary I 15.40
01611 - Word Processor I 12.47
07041 - Cook I 15.08
07042 - Cook II 17.39
07070 - Dishwasher 10.75
07130 - Food Service Worker 11.78
11150 - Janitor 11.78
11210 - Laborer, Grounds Maintenance 11.78
11240 - Maid or Houseman 11.78
23370 - General Maintenance Worker 15.99
27101 - Guard I 12.31
27102 - Guard II 13.10
99050 - Desk Clerk 11.78

Moving & Storage:
21020 - Forklift Operator 15.08
21050 - Material Handling Laborer 12.63
21110 - Shipping Packer 15.08
21410 - Warehouse Specialist 15.08
31361 - Truckdriver, Light 15.08
31362 - Truckdriver, Medium 15.99
31363 - Truckdriver, Heavy 16.69
31364 - Truckdriver, Tractor-Trailer 17.39

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.
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" (the Directory) 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.
WD 96-0061 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0061
Director             Determinations    | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>15.35</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>18.65</td>
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<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>10.94</td>
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<td>07130 - Food Service Worker</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>10.94</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>12.05</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>12.05</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>14.01</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>17.10</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>12.70</td>
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<td>07041 - Cook I</td>
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<td>15.35</td>
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<tr>
<td>07042 - Cook II</td>
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<tr>
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<tr>
<td>Code</td>
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<td>Rate</td>
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<td>07130</td>
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</tr>
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<td>Laborer, Grounds Maintenance</td>
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<td>General Maintenance Worker</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>15.35</td>
</tr>
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<td>21050</td>
<td>Material Handling Laborer</td>
<td>13.16</td>
</tr>
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<td>21110</td>
<td>Shipping Packer</td>
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</tr>
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<td>21410</td>
<td>Warehouse Specialist</td>
<td>15.35</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>15.35</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>18.65</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: $4.48 per hour or $179.20 per week or $776.53 per month

 HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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personal garments, and do not require any special treatment such as dry
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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0062 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                      | WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0062
Director             Determinations    | Revision No: 39
                       | Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of La Paz, Yuma
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.62</td>
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<tr>
<td>07042 - Cook II</td>
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<td>13.07</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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<td>10.15</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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### Moving & Storage:

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<td>Material Handling Laborer</td>
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<td>Shipping Packer</td>
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<td>Warehouse Specialist</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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
THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0063 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms     Division of Wage | Wage Determination No: 1996-0063
Director             Determinations    | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:
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<td>07042 - Cook II</td>
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<tr>
<td>07070 - Dishwasher</td>
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</tbody>
</table>
07130 - Food Service Worker 9.59  
11150 - Janitor 9.59  
11210 - Laborer, Grounds Maintenance 9.59  
11240 - Maid or Houseman 9.59  
23370 - General Maintenance Worker 12.11  
27101 - Guard I 10.73  
27102 - Guard II 11.44  
99050 - Desk Clerk (see 1) 10.79

Moving & Storage:
21020 - Forklift Operator 11.48  
21050 - Material Handling Laborer 10.19  
21110 - Shipping Packer 11.48  
21410 - Warehouse Specialist 11.48  
31361 - Truckdriver, Light 11.12  
31362 - Truckdriver, Medium 12.11  
31363 - Truckdriver, Heavy 12.72  
31364 - Truckdriver, Tractor-Trailer 13.34

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0067 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage Determinations

Wage Determination No: 1996-0067

Director Determinations Revision No: 38

Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Riverside, San Bernardino

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>13.21</td>
<td></td>
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<tr>
<td>07042 - Cook II</td>
<td>16.11</td>
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</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.82</td>
<td></td>
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<tr>
<td>07130 - Food Service Worker</td>
<td>10.64</td>
<td></td>
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<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.82</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>9.82</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.64</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>10.64</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>10.64</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>10.64</td>
<td></td>
</tr>
</tbody>
</table>

| Halfway House & Residential Community Treatment:           |          |       |
| 01011 - Accounting Clerk I                                 | 12.71    |       |
| 01012 - Accounting Clerk II                                | 13.61    |       |
| 01111 - General Clerk I                                    | 11.75    |       |
| 01311 - Secretary I                                        | 14.43    |       |
| 01611 - Word Processor I                                   | 11.75    |       |
| 07041 - Cook I                                             | 13.21    |       |
| 07042 - Cook II                                            | 16.11    |       |
| 07070 - Dishwasher                                          | 9.82     |       |
07130 - Food Service Worker  10.64
11150 - Janitor  10.64
11210 - Laborer, Grounds Maintenance  10.64
11240 - Maid or Houseman  10.64
23370 - General Maintenance Worker  14.17
27101 - Guard I  11.76
27102 - Guard II  12.59
99050 - Desk Clerk  (see 1)  11.75

Moving & Storage:
21020 - Forklift Operator  13.21
21050 - Material Handling Laborer  11.54
21110 - Shipping Packer  13.21
21410 - Warehouse Specialist  13.21
31361 - Truckdriver, Light  13.21
31362 - Truckdriver, Medium  14.17
31363 - Truckdriver, Heavy  15.14
31364 - Truckdriver, Tractor-Trailer  16.11

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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WD 96-0076 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

**Note:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

**Fringe Benefits Required Follow the Occupational Listing**

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<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>11060 - Elevator Operator</td>
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Halfway House & Residential Community Treatment:

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<td>01311 - Secretary I</td>
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31363 - Truckdriver, Heavy 14.54
31364 - Truckdriver, Tractor-Trailer 15.33

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(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)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Kern

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>07042 - Cook II</td>
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<td>07070 - Dishwasher</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.96</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>9.96</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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<td>10.46</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.33</td>
</tr>
<tr>
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Moving & Storage:

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<tr>
<th>Code</th>
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<tbody>
<tr>
<td>21020</td>
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<td>Warehouse Specialist</td>
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<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.72</td>
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</table>

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WD 96-0078 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms       Division of Wage | Wage Determination No: 1996-0078
Director              Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.
This wage determination applies to the entire state of New Hampshire excluding the following cities and towns in Rockingham County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham.

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.37</td>
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<td>07042 - Cook II</td>
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Halfway House & Residential Community Treatment:

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<td>11150 - Janitor</td>
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**Moving & Storage:**

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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
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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 $.335 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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0080 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 1996-0080
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Virginia
Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath,
Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles,
Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski,
Roanoke, Rockbridge, Wythe

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>12.37</td>
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<tr>
<td>07042 - Cook II</td>
<td>14.86</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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</tr>
<tr>
<td>11060 - Elevator Operator</td>
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</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.79</td>
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<td>11240 - Maid or Houseman</td>
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</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.79</td>
<td></td>
</tr>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td></td>
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</tbody>
</table>

Halfway House & Residential Community Treatment:

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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>12.36</td>
<td></td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td></td>
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<td>01111 - General Clerk I</td>
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<td>Rate</td>
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<td>Janitor</td>
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<td>Laborer, Grounds Maintenance</td>
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<td>27102</td>
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<td>Desk Clerk (see 1)</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Occupation</th>
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</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>12.37</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>10.39</td>
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<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>31361</td>
<td>Truckdriver, Light</td>
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<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.86</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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subdivide classifications listed in the wage determination.
WD 96-0081 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL HH MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0081
Director             Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix,
Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee,
Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford
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**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>11060 - Elevator Operator</td>
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Halfway House & Residential Community Treatment:

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Moving & Storage:

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<td>Truckdriver, Tractor-Trailer</td>
<td>18.00</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:

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Maryland, Pennsylvania, Virginia
Area: Maryland Counties of Allegany, Garrett, Washington
Pennsylvania County of Franklin
Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham, Shenandoah, Warren

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.88</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.64</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.33</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.13</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.33</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.33</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.13</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.13</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.13</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.13</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.92</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>14.01</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<tr>
<td>Occupation</td>
<td>Rate</td>
<td></td>
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<tr>
<td>------------------------------------------</td>
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<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>10.13</td>
<td></td>
</tr>
<tr>
<td>11150 - Janitor</td>
<td>10.13</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.13</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>10.13</td>
<td></td>
</tr>
<tr>
<td>23370 - General Maintenance Worker</td>
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<tr>
<td>27101 - Guard I</td>
<td>11.15</td>
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<tr>
<td>27102 - Guard II</td>
<td>11.97</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1) 11.74</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Occupation</th>
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</thead>
<tbody>
<tr>
<td>21020 - Forklift Operator</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
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<tr>
<td>21110 - Shipping Packer</td>
<td>12.88</td>
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<tr>
<td>21410 - Warehouse Specialist</td>
<td>12.88</td>
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<tr>
<td>31361 - Truckdriver, Light</td>
<td>12.88</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
<td>13.82</td>
</tr>
<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>14.74</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>15.64</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

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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:

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State: Florida
Area: Florida Counties of Flagler, Volusia

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
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<tbody>
<tr>
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</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.14</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.32</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.31</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.10</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.31</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.31</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>10.10</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>10.10</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.10</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>(see 1)</td>
<td>10.10</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.76</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>12.71</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.86</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
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<td>13.27</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>10.86</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.14</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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</tr>
</tbody>
</table>
07130 - Food Service Worker 10.10
11150 - Janitor 10.10
11210 - Laborer, Grounds Maintenance 10.10
11240 - Maid or Houseman 10.10
23370 - General Maintenance Worker 12.93
27101 - Guard I 10.76
27102 - Guard II 11.44
99050 - Desk Clerk (see 1) 10.86

Moving & Storage:
21020 - Forklift Operator 12.14
21050 - Material Handling Laborer 10.75
21110 - Shipping Packer 12.14
21410 - Warehouse Specialist 12.14
31361 - Truckdriver, Light 12.14
31362 - Truckdriver, Medium 12.93
31363 - Truckdriver, Heavy 13.59
31364 - Truckdriver, Tractor-Trailer 14.32

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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 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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WD 96-0084 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0084
Director Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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all workers in any classification listed on this wage determination at least
$10.60 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
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on contractor requirements and worker protections under the EO is available at
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State: North Dakota
Area: North Dakota Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE            RATE

Food & Lodging:
07041 - Cook I                                              11.01
07042 - Cook II                                             12.65
07070 - Dishwasher                                          8.89
07130 - Food Service Worker                                 9.45
07260 - Waiter/Waitress                                    8.89
11060 - Elevator Operator                                  8.89
11210 - Laborer, Grounds Maintenance                       9.45
11240 - Maid or Houseman                                   9.45
99030 - Cashier                                             9.26
99050 - Desk Clerk                                         (see 1) 9.26

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                                 10.95
01012 - Accounting Clerk II                                11.67
01111 - General Clerk I                                    10.23
01311 - Secretary I                                        12.31
01611 - Word Processor I                                   10.23
07041 - Cook I                                             11.01
07042 - Cook II                                            12.65
07070 - Dishwasher                                         8.89
07130 - Food Service Worker 9.45
11150 - Janitor 9.45
11210 - Laborer, Grounds Maintenance 9.45
11240 - Maid or Houseman 9.45
23370 - General Maintenance Worker 11.55
27101 - Guard I 10.16
27102 - Guard II 10.78
99050 - Desk Clerk (see 1) 10.23

Moving & Storage:
21020 - Forklift Operator 11.01
21050 - Material Handling Laborer 9.92
21110 - Shipping Packer 11.01
21410 - Warehouse Specialist 11.01
31361 - Truckdriver, Light 11.01
31362 - Truckdriver, Medium 11.55
31363 - Truckdriver, Heavy 12.08
31364 - Truckdriver, Tractor-Trailer 12.65

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0086 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0086
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Lenawee, Washtenaw
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07041</td>
<td>Cook I</td>
<td></td>
<td>13.94</td>
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<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>17.48</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td></td>
<td>10.58</td>
</tr>
<tr>
<td>07260</td>
<td>Waiter/Waitress</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
<td>11060</td>
<td>Elevator Operator</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td></td>
<td>10.58</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td></td>
<td>10.58</td>
</tr>
<tr>
<td>99030</td>
<td>Cashier</td>
<td></td>
<td>10.58</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
<td>10.58</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:
<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011</td>
<td>Accounting Clerk I</td>
<td></td>
<td>12.34</td>
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<tr>
<td>01012</td>
<td>Accounting Clerk II</td>
<td></td>
<td>13.44</td>
</tr>
<tr>
<td>01111</td>
<td>General Clerk I</td>
<td></td>
<td>11.34</td>
</tr>
<tr>
<td>01311</td>
<td>Secretary I</td>
<td></td>
<td>14.59</td>
</tr>
<tr>
<td>01611</td>
<td>Word Processor I</td>
<td></td>
<td>11.34</td>
</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td></td>
<td>13.94</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>17.48</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td></td>
<td>9.49</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker  
11150 - Janitor  
11210 - Laborer, Grounds Maintenance  
11240 - Maid or Houseman  
23370 - General Maintenance Worker  
27101 - Guard I  
27102 - Guard II  
99050 - Desk Clerk (see 1)

Moving & Storage:
21020 - Forklift Operator  
21050 - Material Handling Laborer  
21110 - Shipping Packer  
21410 - Warehouse Specialist  
31361 - Truckdriver, Light  
31362 - Truckdriver, Medium  
31363 - Truckdriver, Heavy  
31364 - Truckdriver, Tractor-Trailer  

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: $4.48 per hour or $179.20 per week or $776.53 per month  
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

after Thanksgiving, Christmas Eve, 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0087 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0087
Director             Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinae, Marquette, Menominee, Ontonagon, Schoolcraft
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
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<tr>
<td>07041 - Cook I</td>
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<td>14.35</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>18.00</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>9.49</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>99030 - Cashier</td>
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<td>10.64</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.64</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.37</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>13.47</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>11.38</td>
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<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>14.63</td>
</tr>
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<td>01611 - Word Processor I</td>
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<td>11.38</td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<td>14.35</td>
</tr>
</tbody>
</table>
07042 - Cook II 18.00
07070 - Dishwasher 9.49
07130 - Food Service Worker 10.64
11150 - Janitor 10.64
11210 - Laborer, Grounds Maintenance 10.64
11240 - Maid or Houseman 10.64
23370 - General Maintenance Worker 15.62
27101 - Guard I 11.67
27102 - Guard II 12.42
99050 - Desk Clerk (see 1) 11.38

Moving & Storage:
21020 - Forklift Operator 14.35
21050 - Material Handling Laborer 11.86
21110 - Shipping Packer 14.35
21410 - Warehouse Specialist 14.35
31361 - Truckdriver, Light 14.35
31362 - Truckdriver, Medium 15.62
31363 - Truckdriver, Heavy 16.84
31364 - Truckdriver, Tractor-Trailer 18.00

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 conforming classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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.

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Information required by the Regulations must be submitted on SF-1444 or bond paper.

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WD 96-0088 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FD/HH/MS

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0088
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.90</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>12.85</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.87</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.39</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.87</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.87</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.39</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.39</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.39</td>
</tr>
</tbody>
</table>

<p>| Halfway House &amp; Residential Community Treatment: |       |       |
| 01011 - Accounting Clerk I                  |          | 10.55 |
| 01012 - Accounting Clerk II                 |          | 11.42 |
| 01111 - General Clerk I                     |          | 9.66  |
| 01311 - Secretary I                         |          | 12.32 |
| 01611 - Word Processor I                     |          | 9.66  |
| 07041 - Cook I                              |          | 10.90 |
| 07042 - Cook II                             |          | 12.85 |</p>
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<thead>
<tr>
<th>Code</th>
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<tbody>
<tr>
<td>07070</td>
<td>Dishwasher</td>
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<tr>
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<td>Food Service Worker</td>
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</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>9.39</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>9.39</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>9.39</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>11.55</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
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<tr>
<td>27102</td>
<td>Guard II</td>
<td>10.23</td>
</tr>
<tr>
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<td>Desk Clerk (see 1)</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
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<th>Rate</th>
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<tbody>
<tr>
<td>21020</td>
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<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>9.86</td>
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<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>10.90</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>10.90</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>10.90</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>11.55</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>12.20</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>12.85</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Collier, Dade, Monroe

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.56</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.67</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.31</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.20</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.31</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.31</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.20</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.20</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.20</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.20</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.20</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01611 - Word Processor I</td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.56</td>
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<tr>
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</table>
07130 - Food Service Worker 10.20
11150 - Janitor 10.20
11210 - Laborer, Grounds Maintenance 10.20
11240 - Maid or Houseman 10.20
23370 - General Maintenance Worker 13.26
27101 - Guard I 11.39
27102 - Guard II 12.12
99050 - Desk Clerk (see 1) 11.27

Moving & Storage:
21020 - Forklift Operator 12.56
21050 - Material Handling Laborer 11.03
21110 - Shipping Packer 12.56
21410 - Warehouse Specialist 12.56
31361 - Truckdriver, Light 12.56
31362 - Truckdriver, Medium 13.26
31363 - Truckdriver, Heavy 13.96
31364 - Truckdriver, Tractor-Trailer 14.67

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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, 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,
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WD 96-0092 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1996-0092
Director             Determinations    | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

**Fringe Benefits Required Follow the Occupational Listing**

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<td></td>
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<tr>
<td>07042 - Cook II</td>
<td>14.83</td>
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<td>07070 - Dishwasher</td>
<td>9.11</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.11</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>9.11</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.88</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.88</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.88</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>9.88</td>
<td></td>
</tr>
</tbody>
</table>

<p>| Halfway House &amp; Residential Community Treatment: |          |      |
| 01011 - Accounting Clerk I                     | 12.12    |      |
| 01012 - Accounting Clerk II                    | 13.27    |      |
| 01111 - General Clerk I                        | 11.11    |      |
| 01311 - Secretary I                            | 14.16    |      |
| 01611 - Word Processor I                        | 11.11    |      |
| 07041 - Cook I                                 | 12.25    |      |
| 07042 - Cook II                                | 14.83    |      |</p>
<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Title</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>9.11</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>9.88</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>9.88</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>9.88</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>9.88</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>13.11</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>11.52</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>12.42</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>11.11</td>
</tr>
<tr>
<td></td>
<td>Moving &amp; Storage:</td>
<td></td>
</tr>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>12.25</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>10.49</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>12.25</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>12.25</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>12.25</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>13.11</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>13.97</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.83</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Kentucky, Ohio, West Virginia
Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike
Ohio Counties of Monroe, Morgan, Noble, Washington
West Virginia Statewide

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Food &amp; Lodging:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.62</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.25</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>10.01</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.39</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.39</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.01</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.01</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.01</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.01</td>
</tr>
<tr>
<td><strong>Halfway House &amp; Residential Community Treatment:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.45</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>11.31</td>
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<tr>
<td>01311 - Secretary I</td>
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</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>11.31</td>
</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td>Rate</td>
</tr>
<tr>
<td>----------</td>
<td>------------------------------------</td>
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</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td>12.62</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td>15.25</td>
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<td>11150</td>
<td>Janitor</td>
<td>10.01</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>10.01</td>
</tr>
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<td>11240</td>
<td>Maid or Houseman</td>
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<td>23370</td>
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<td>27101</td>
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<td>Guard II</td>
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<td>99050</td>
<td>Desk Clerk (see 1)</td>
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</table>

### Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
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<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>12.62</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>10.76</td>
</tr>
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<td>21110</td>
<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
<td>12.62</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>12.62</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>14.38</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.25</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.

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**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESIS RECEIVE THE FOLLOWING:

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relationship (i.e., appropriate level of skill comparison) between such unlisted
classifications and the classifications listed in the wage determination. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming
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contract work by such unlisted class(es) of employees (See 29 CFR
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conformed classification, wage rate, and/or fringe benefits which shall be
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The process for preparing a conformance request is as follows:

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2) After contract award, the contractor prepares a written report listing in
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   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
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   Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR
   4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or
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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.
WD 96-0105 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|Daniel W. Simms Division of Wage | Wage Determination No: 1996-0105
Director Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Fredericksburg, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, New Kent, Northumberland, Nottoway, Orange, Powhatan, Prince Edward, Prince George, Richmond, Spotsylvania, Sussex, Westmoreland
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.37</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.86</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.30</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.79</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.30</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.30</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.79</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.79</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.79</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.79</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>12.36</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>13.25</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>11.41</td>
</tr>
</tbody>
</table>
01311 - Secretary I                                                        14.08
01611 - Word Processor I                                                   11.41
07041 - Cook I                                                             12.37
07042 - Cook II                                                            14.86
07070 - Dishwasher                                                          9.30
07130 - Food Service Worker                                                 9.79
11150 - Janitor                                                            9.79
11210 - Laborer, Grounds Maintenance                                        9.79
11240 - Maid or Houseman                                                    9.79
23370 - General Maintenance Worker                                         13.25
27101 - Guard I                                                            11.00
27102 - Guard II                                                           11.76
99050 - Desk Clerk                                     (see 1)             11.41

Moving & Storage:
21020 - Forklift Operator                                                  12.37
21050 - Material Handling Laborer                                          10.39
21110 - Shipping Packer                                                    12.37
21410 - Warehouse Specialist                                               12.37
31361 - Truckdriver, Light                                                 12.37
31362 - Truckdriver, Medium                                                13.25
31363 - Truckdriver, Heavy                                                 14.06
31364 - Truckdriver, Tractor-Trailer                                       14.86

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0106 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
************************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
            THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                      | WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0106
Director             Determinations    | Revision No: 39
                                      | Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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, Berrien, Branch, Calhoun, Cass, Eaton,
Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
Food & Lodging:
  07041 - Cook I                                             14.35
  07042 - Cook II                                            18.00
  07070 - Dishwasher                                        9.49
  07130 - Food Service Worker                                10.64
  07260 - Waiter/Waitress                                   9.49
  11060 - Elevator Operator                                 9.49
  11210 - Laborer, Grounds Maintenance                      10.64
  11240 - Maid or Houseman                                  10.64
  99030 - Cashier                                            10.64
  99050 - Desk Clerk                                        (see 1)  10.64

Halfway House & Residential Community Treatment:
  01011 - Accounting Clerk I                                12.37
  01012 - Accounting Clerk II                              13.47
  01111 - General Clerk I                                  11.38
  01311 - Secretary I                                      14.63
  01611 - Word Processor I                                 11.38
  07041 - Cook I                                            14.35
  07042 - Cook II                                           18.00
07070 - Dishwasher 9.49
07130 - Food Service Worker 10.64
11150 - Janitor 10.64
11210 - Laborer, Grounds Maintenance 10.64
11240 - Maid or Houseman 10.64
23370 - General Maintenance Worker 15.62
27101 - Guard I 11.67
27102 - Guard II 12.42
99050 - Desk Clerk (see 1) 11.38

Moving & Storage:
21020 - Forklift Operator 14.35
21050 - Material Handling Laborer 11.86
21110 - Shipping Packer 14.35
21410 - Warehouse Specialist 14.35
31361 - Truckdriver, Light 14.35
31362 - Truckdriver, Medium 15.62
31363 - Truckdriver, Heavy 16.84
31364 - Truckdriver, Tractor-Trailer 18.00

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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, 4 after 15 years, and 5 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0107 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| 
| 
Daniel W. Simms  Division of Wage | Wage Determination No: 1996-0107
Director Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle,
Livingston, Will
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>16.17</td>
</tr>
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<td>07070 - Dishwasher</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>10.48</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.46</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>10.48</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>10.48</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
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<td>10.48</td>
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<td>Halfway House &amp; Residential Community Treatment:</td>
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<td>01011 - Accounting Clerk I</td>
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**Moving & Storage:**

<table>
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<th>Code</th>
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<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>13.66</td>
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<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>11.59</td>
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<tr>
<td>21110</td>
<td>Shipping Packer</td>
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</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>13.66</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<td>31362</td>
<td>Truckdriver, Medium</td>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.17</td>
</tr>
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</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0108 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1996-0108
Director             Determinations    | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<tr>
<td>07042 - Cook II</td>
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<td></td>
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<tr>
<td>07070 - Dishwasher</td>
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</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td></td>
</tr>
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<td></td>
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<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.57</td>
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</table>

Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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</tr>
<tr>
<td>01311 - Secretary I</td>
<td>12.71</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td>9.97</td>
<td></td>
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27102 - Guard II 10.55
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Moving & Storage:
21020 - Forklift Operator 11.10
21050 - Material Handling Laborer 10.03
21110 - Shipping Packer 11.10
21410 - Warehouse Specialist 11.10
31361 - Truckdriver, Light 11.10
31362 - Truckdriver, Medium 11.76
31363 - Truckdriver, Heavy 12.42
31364 - Truckdriver, Tractor-Trailer 13.08

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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), a 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Alabama, Georgia, Tennessee
Area: Alabama Counties of De Kalb, Jackson
Georgia Counties of Catoosa, Chattooga, Dade, Fannin, Gilmer, Gordon, Murray, Walker, Whitfield
Tennessee Counties of Bedford, Bledsoe, Bradley, Cannon, Cheatham, Clay, Coffee, Cumberland, Davidson, De Kalb, Dickson, Franklin, Giles, Grundy, Hamilton, Hickman, Jackson, Lawrence, Lewis, Lincoln, Macon, Marion, Marshall, Maury, McMinn, Meigs, Montgomery, Moore, Overton, Polk, Putnam, Rhea, Robertson, Rutherford, Sequatchie, Smith, Sumner, Trousdale, Van Buren, Warren, White, Williamson, Wilson

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td>41.96</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 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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 96-0124 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0124
Director             Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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, Jefferson, Lewis, St
Lawrence
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
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<tr>
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<tr>
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<td>23370</td>
<td>General Maintenance Worker</td>
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<tr>
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<tr>
<td>99050</td>
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<td>9.97</td>
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Moving & Storage:
- 21020 - Forklift Operator                      | 11.10 |
- 21050 - Material Handling Laborer               | 10.03 |
- 21110 - Shipping Packer                        | 11.10 |
- 21410 - Warehouse Specialist                    | 11.10 |
- 31361 - Truckdriver, Light                      | 11.10 |
- 31362 - Truckdriver, Medium                     | 11.76 |
- 31363 - Truckdriver, Heavy                      | 12.42 |
- 31364 - Truckdriver, Tractor-Trailer            | 13.08 |

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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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.

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Information required by the Regulations must be submitted on SF-1444 or bond paper.

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WD 96-0130 (Rev.-40) was first posted on www wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0130
Director             Determinations    |           Revision No: 40
|      Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Iowa
Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler,
Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy,
Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama,
Van Buren, Washington, Winneshiek
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>16.17</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.46</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>9.46</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>10.48</td>
</tr>
<tr>
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<td>10.48</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.48</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.48</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>12.88</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>15.04</td>
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<tr>
<td>01611 - Word Processor I</td>
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<td>Occupation</td>
<td>Hourly Rate</td>
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<tr>
<td>Cook I</td>
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<tr>
<td>General Maintenance Worker</td>
<td>14.31</td>
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<tr>
<td>Guard I</td>
<td>11.65</td>
<td></td>
</tr>
<tr>
<td>Guard II</td>
<td>12.61</td>
<td></td>
</tr>
<tr>
<td>Desk Clerk</td>
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<th>Hourly Rate</th>
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<tr>
<td>Forklift Operator</td>
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<td>Material Handling Laborer</td>
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<td>Shipping Packer</td>
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<td>Warehouse Specialist</td>
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<td>Truckdriver, Light</td>
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<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
<td>15.16</td>
</tr>
<tr>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.17</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
laundrying 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) 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
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Muskegon, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

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</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>18.00</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
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<td>10.64</td>
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<td>99050 - Desk Clerk</td>
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<td>10.64</td>
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</table>

Halfway House & Residential Community Treatment:

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<tr>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>12.37</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<tr>
<td>01111 - General Clerk I</td>
<td></td>
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<tr>
<td>01311 - Secretary I</td>
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<td>14.63</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>11.38</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
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</tr>
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</table>
07042 - Cook II 18.00
07070 - Dishwasher 9.49
07130 - Food Service Worker 10.64
11150 - Janitor 10.64
11210 - Laborer, Grounds Maintenance 10.64
11240 - Maid or Houseman 10.64
23370 - General Maintenance Worker 15.62
27101 - Guard I 11.67
27102 - Guard II 12.42
99050 - Desk Clerk (see 1) 11.38

Moving & Storage:
21020 - Forklift Operator 14.35
21050 - Material Handling Laborer 11.86
21110 - Shipping Packer 14.35
21410 - Warehouse Specialist 14.35
31361 - Truckdriver, Light 14.35
31362 - Truckdriver, Medium 15.62
31363 - Truckdriver, Heavy 16.84
31364 - Truckdriver, Tractor-Trailer 18.00

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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*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)
HOLIDAYS: A minimum of thirteen 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, Day after Thanksgiving, Christmas Eve, 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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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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This wage determination applies to the following locations: for GSA CONTRACTS ONLY:

ALABAMA: As defined in the 4 locations below:
(1) Autauga, Barbour, Bibb, Blount, Bullock, Butler, Calhoun, Chambers, Cherokee, Chilton, Clay, Cleburne, Coffee, Colbert, Coosa, Cullman, Dallas, Elmore, Etowah, Fayette, Franklin, Greene, Hale, Jefferson, Lamar, Lauderdale, Lawrence, Limestone, Lowndes, Macon, Madison, Marengo, Marion, Marshall, Montgomery, Morgan, Perry, Pickens, Randolph, St. Clair, Shelby, Sumter, Talladega, Tallapoosa, Tuscaloosa, Walker and Winton.
(3) Lee and Russell.
(4) DeKalb and Jackson.

ARKANSAS: As defined in the 2 locations below:
(1) Statewide, except: Crittenden
(2) Crittenden

COLORADO: Statewide

FLORIDA: As defined in the 5 locations below:
(2) Broward, Collier, Dade, Henry, Martin, Monroe, and Palm Beach.
(4) Brevard, Highlands, Indian River, Lake, Marion, Okeechobee, Orange, Osceola, Polk, St. Lucie, Seminole and Volusia.
(5) Bay, Calhoun, Escambia, Gulf, Holmes, Jackson, Okaloosa, Santa Rosa, Walton and Washington.

GEORGIA: As defined in the 4 location below:
(1) Atkinson, Bacon, Baker, Berrien, Brantley, Brooks, Camden, Chatham, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Early, Echols, Grady, Glynn, Lanier, Lowndes, Miller, Mitchell, Pierce, Seminole, Thomas, Tift, Ware and Worth.
(2) Catoosa, Chattooga, Dade, Fannin, Gilmer, Gordon, Murray, Walker and Whitfield.
(3) Rabun
(4) Statewide except those listed in locations 1, 2 and 3.

IOWA: As defined in the 3 locations below:
(1) Statewide except Allamakee, Clayton, Dubuque, Fremont, Harrison, Jackson, Mills, Montgomery, Page, Pottawattamie, and Shelby.
(2) Fremont, Harrison, Mills, Montgomery, Page, Pottawattamie and Shelby.
(3) Allamakee, Clayton, Dubuque, and Jackson.

KANSAS: Statewide

KENTUCKY: As defined in the 4 locations below:
(1) Boone, Bracken, Campbell, Gallatin, Grant, Kenton, Mason and Pendleton.
(2) Ballard, Caldwell, Calloway, Carlisle, Christian, Crittenden, Daviess, Fulton, Graves, Henderson, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, Mclean, Trigg, Union and Webster.
(4) Boyd, Carter, Greenup, Lawrence, Lewis, Martin, and Pike

LOUISIANA: As defined in the 3 locations below:
(2) Bienville, Bossier, Caddo, Caldwell, Catahoula, Claiborne, De Soto, E. Carroll, Franklin, Grant, Jackson, La Salle, Lincoln, Madison, Morehouse, Natchitoches, Ouachita, Rapides,
Red River, Richland, Sabine, Tensas, Union, Vernon, Webster, W. Carroll and Winn.

(3) Allen, Beauregard, Calcasieu, Cameron, and Jefferson Davis.

MISSISSIPPI: As defined in the 3 locations below:
(1) Attala, Kemper, Leake, Lowndes, Neshoba, Noxubee, Oktibbeha and Winston.
(2) Clarke, George, Greene and Jackson.


MISSOURI: As defined in the 2 locations below:

MONTANA: Statewide

NEBRASKA: As defined in the 2 locations below:
(1) Statewide, except: Burt, Cedar, Cuming, Dakota, Dixon, Stanton, Thurston and Wayne.
(2) Burt, Cedar, Cuming, Dakota, Dixon, Stanton, Thurston and Wayne.

NEW MEXICO: Statewide

NORTH CAROLINA: As defined in the 3 locations below:
(2) Alamance, Beaufort, Bertie, Bladen, Brunswick, Carteret, Caswell, Chatham, Columbus, Craven, Cumberland, Davidson,

(3) Camden, Chowan, Currituck, Dare, Gates, Hertford, Northampton, Pasquotank and Perquimans.

NORTH DAKOTA: Statewide

OKLAHOMA: As defined in the 2 locations below:
(1) Adair, Atoka, Bryan, Cherokee, Choctaw, Coal, Craig, Creek, Delaware, Haskell, Hughes, Latimer, LeFlore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, and Washington.

SOUTH CAROLINA: As defined in the 2 locations below:
(1) Statewide except: Aiken, Allendale, Bamberg, Barnwell, Beaufort, Edgefield, Hampton and Jasper.
(2) Aiken, Allendale, Bamberg, Barnwell, Beaufort, Edgefield, Hampton and Jasper.

SOUTH DAKOTA: Statewide

TENNESSEE: As defined in the 2 locations below:
(1) Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Houston, Humphreys, Lake, Lauderdale, Madison, McNairy, Obion, Perry, Shelby, Stewart, Tipton, Wayne and Weakley.

TEXAS: As defined in the 5 locations below:


(5) El Paso and Hudspeth

UTAH: Statewide

WYOMING: As defined in the 3 locations below:

(1) Fremont, Lincoln, Sublette, Teton and Uinta counties.

(2) Big Horn, Crook, Hot Springs, Johnson, Park, Sheridan, Washakie and Weston counties.

(3) Albany, Carbon, Converse, Campbell, Goshen, Laramie, Natrona, Niobrara, Platte and Sweetwater Counties

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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Alabama 1</td>
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<td>Alabama 2</td>
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</tr>
<tr>
<td>Arkansas 1</td>
<td></td>
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<td>41.57</td>
</tr>
</tbody>
</table>
Arkansas 2 41.87
Colorado Statewide 45.05
Florida 1 40.57
Florida 2 44.45
Florida 3 41.17
Florida 4 42.72
Florida 5 41.53
Georgia 1 40.57
Georgia 2 41.96
Georgia 3 40.57
Georgia 4 41.36
Iowa 1 44.83
Iowa 2 44.48
Iowa 3 52.09
Kansas Statewide 48.41
Kentucky 1 45.73
Kentucky 2 50.09
Kentucky 3 45.05
Kentucky 4 47.06
Louisiana 1 40.57
Louisiana 2 41.57
Louisiana 3 42.60
Mississippi 1 40.57
Mississippi 2 41.53
Mississippi 3 40.57
Mississippi 4 41.87
Missouri 1 48.41
Missouri 2 50.09
Montana Statewide 54.09
Nebraska 1 44.83
Nebraska 2 44.48
New Mexico Statewide 42.41
North Carolina 1 40.57
North Carolina 2 40.57
North Carolina 3 41.34
North Dakota Statewide 49.91
Oklahoma 1 40.69
Oklahoma 2 40.57
South Carolina 1 40.57
South Carolina 2 41.36
South Dakota Statewide 44.83
Tennessee 1 41.87
Tennessee 2 41.96
Texas 1 41.24
Texas 2 40.57
Texas 3 40.96
Texas 4 42.60
Texas 5 42.41
Utah Statewide 44.10
Wyoming 1 44.10
Wyoming 2 54.09
Wyoming 3 45.05

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: $15.575 per hour for all hours worked

VACATION: 6 percent/ under 5 years based on regular hourly rate for all hours worked. 8 Percent/ over 5 years based on regular hourly rate for all hours worked

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $.60 per hour

Work Preservation Fund (Elevator): $ 0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0135 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1996-0135
Director             Determinations    |     Revision No: 39
|     Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette,
Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.31</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>13.16</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.75</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.75</td>
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</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.75</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.32</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.32</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.32</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>11.99</td>
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</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td>12.84</td>
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<tr>
<td>01111 - General Clerk I</td>
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</tr>
<tr>
<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<tr>
<td>07041 - Cook I</td>
<td>11.31</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>13.16</td>
<td></td>
</tr>
</tbody>
</table>
07070 - Dishwasher 8.75
07130 - Food Service Worker 9.32
11150 - Janitor 9.32
11210 - Laborer, Grounds Maintenance 9.32
11240 - Maid or Houseman 9.32
23370 - General Maintenance Worker 11.95
27101 - Guard I 10.75
27102 - Guard II 11.50
99050 - Desk Clerk (see 1) 11.12

Moving & Storage:
21020 - Forklift Operator 11.31
21050 - Material Handling Laborer 10.10
21110 - Shipping Packer 11.31
21410 - Warehouse Specialist 11.31
31361 - Truckdriver, Light 11.31
31362 - Truckdriver, Medium 11.95
31363 - Truckdriver, Heavy 12.53
31364 - Truckdriver, Tractor-Trailer 13.16

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Puerto Rico, Virgin Islands
Area: Puerto Rico Statewide
Virgin Islands Statewide

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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.37</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>11.40</td>
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<td>07070 - Dishwasher</td>
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<td>(see 1)</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>10.90</td>
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<td>01012 - Accounting Clerk II</td>
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23370 - General Maintenance Worker 10.72
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27102 - Guard II 9.86
99050 - Desk Clerk (see 1) 9.88

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21050 - Material Handling Laborer 9.76
21110 - Shipping Packer 10.37
21410 - Warehouse Specialist 10.37
31361 - Truckdriver, Light 10.37
31362 - Truckdriver, Medium 10.72
31363 - Truckdriver, Heavy 11.01
31364 - Truckdriver, Tractor-Trailer 11.40

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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. 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.43</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.88</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.18</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>8.18</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
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<td>Cook I</td>
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<td>Cook II</td>
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<td>Janitor</td>
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<td>Maid or Houseman</td>
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<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
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**Moving & Storage:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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<tbody>
<tr>
<td>21020</td>
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<td>Material Handling Laborer</td>
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<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>11.43</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>13.08</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.88</td>
</tr>
</tbody>
</table>

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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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subdivide classifications listed in the wage determination.
WD 96-0141 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0141
Director             Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Kansas, Missouri
Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.51</td>
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<tr>
<td>07042 - Cook II</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>99050 - Desk Clerk</td>
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Halfway House & Residential Community Treatment:
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### Moving & Storage:

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<tr>
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<tbody>
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<td>21050 - Material Handling Laborer</td>
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<td>21110 - Shipping Packer</td>
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<td>21410 - Warehouse Specialist</td>
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<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>15.31</td>
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- **HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Colorado
Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.89</td>
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<tr>
<td>07042 - Cook II</td>
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</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.34</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>9.89</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.34</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.34</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.89</td>
</tr>
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<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.62</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>Rate</td>
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<td>07042</td>
<td>Cook II</td>
<td>13.36</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>9.34</td>
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<td>07130</td>
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<td>11150</td>
<td>Janitor</td>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<td>Maid or Houseman</td>
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<td>27102</td>
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<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>31363</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.36</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 **

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.

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
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State: Texas
Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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</tr>
<tr>
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<td></td>
<td>11.46</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.16</td>
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<td>07070 - Dishwasher</td>
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<td>8.28</td>
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<td>07130 - Food Service Worker</td>
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<td>8.90</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.28</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>8.28</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.90</td>
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<td>99030 - Cashier</td>
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<td>99050 - Desk Clerk</td>
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Halfway House & Residential Community Treatment:

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<td>11.67</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>10.53</td>
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<td>11.46</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.16</td>
</tr>
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</table>
07070 - Dishwasher  8.28
07130 - Food Service Worker  8.90
11150 - Janitor  8.90
11210 - Laborer, Grounds Maintenance  8.90
11240 - Maid or Houseman  8.90
23370 - General Maintenance Worker  12.34
27101 - Guard I  10.37
27102 - Guard II  11.22
99050 - Desk Clerk  (see 1)  10.53

Moving & Storage:
21020 - Forklift Operator  11.46
21050 - Material Handling Laborer  9.69
21110 - Shipping Packer  11.46
21410 - Warehouse Specialist  11.46
31361 - Truckdriver, Light  11.46
31362 - Truckdriver, Medium  12.34
31363 - Truckdriver, Heavy  13.24
31364 - Truckdriver, Tractor-Trailer  14.16

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>10.40</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>12.08</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.44</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>8.86</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.44</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.44</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>8.86</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>8.86</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.86</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>10.68</td>
<td></td>
</tr>
<tr>
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</tr>
<tr>
<td>01111 - General Clerk I</td>
<td>9.71</td>
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<tr>
<td>01311 - Secretary I</td>
<td>12.86</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td>9.71</td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>10.40</td>
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<tr>
<td>07042 - Cook II</td>
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<tr>
<td>11150 - Janitor</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Moving & Storage:

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<tr>
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<td>21110 - Shipping Packer</td>
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<td>21410 - Warehouse Specialist</td>
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<td>31361 - Truckdriver, Light</td>
<td>10.40</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
<td>10.93</td>
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<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>11.51</td>
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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>12.08</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

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WD 96-0163 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0163
Director             Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Monterey, San Benito

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.71</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>17.01</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>11.61</td>
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<tr>
<td>07130 - Food Service Worker</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11.61</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>11.61</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>12.38</td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>12.38</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>12.38</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
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<table>
<thead>
<tr>
<th>Halfway House &amp; Residential Community Treatment:</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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</tbody>
</table>
07130 - Food Service Worker 12.38
11150 - Janitor 12.38
11210 - Laborer, Grounds Maintenance 12.38
11240 - Maid or Houseman 12.38
23370 - General Maintenance Worker 15.44
27101 - Guard I 13.17
27102 - Guard II 13.94
99050 - Desk Clerk (see 1) 12.59

Moving & Storage:
21020 - Forklift Operator 14.71
21050 - Material Handling Laborer 13.15
21110 - Shipping Packer 14.71
21410 - Warehouse Specialist 14.71
31361 - Truckdriver, Light 14.71
31362 - Truckdriver, Medium 15.44
31363 - Truckdriver, Heavy 16.24
31364 - Truckdriver, Tractor-Trailer 17.01

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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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** UNIFORM ALLOWANCE **

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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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WD 96-0185 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL HH MS
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1996-0185
Director Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.
This wage determination applies to the following counties in Massachusetts: Berkshire, Franklin, Hampden, Hampshire, and Worcester counties in Massachusetts, excluding the following cities and towns in the Boston, Worcester, and Pawtucket-Woonsocket-Attleboro metropolitan areas:
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<td>07070 - Dishwasher</td>
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01012 - Accounting Clerk II 13.95
01111 - General Clerk I 11.86
01311 - Secretary I 15.21
01611 - Word Processor I 11.86
07041 - Cook I 13.89
07042 - Cook II 17.58
07070 - Dishwasher 10.43
07130 - Food Service Worker 11.33
11150 - Janitor 11.33
11210 - Laborer, Grounds Maintenance 11.33
11240 - Maid or Houseman 11.33
23370 - General Maintenance Worker 15.16
27101 - Guard I 11.86
27102 - Guard II 12.59
99050 - Desk Clerk (see 1) 11.86

Moving & Storage:
21020 - Forklift Operator 13.89
21050 - Material Handling Laborer 12.33
21110 - Shipping Packer 13.89
21410 - Warehouse Specialist 13.89
31361 - Truckdriver, Light 13.89
31362 - Truckdriver, Medium 15.16
31363 - Truckdriver, Heavy 16.35
31364 - Truckdriver, Tractor-Trailer 17.58

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

NATIONWIDE: Applicable in the continental U.S. and Hawaii

Regions are defined as follows:
MIDWEST REGION: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin;
NORTHEAST REGION: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont and Virgin Islands;
SOUTH REGION: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia;

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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.

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**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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WD 96-0224 (Rev.-43) was first posted on www.wdol.gov on 04/09/2019

Hazardous Waste Pickup/Disposal Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0224
Director             Determinations    | Revision No: 43
| Date Of Revision: 04/02/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

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RATES APPLICABLE IN THE STATE OF CONNECTICUT HARTFORD STANDARD METROPOLITAN STATISTICAL AREA AS DEFINED BELOW:
HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town
LITCHFIELD COUNTY - New Hartford Town
MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town
NEW LONDON COUNTY - Colchester Town
TOLLAND COUNTY - Andover City, Bolton City, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07041</td>
<td>Cook I</td>
<td></td>
<td>13.89</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>17.58</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td></td>
<td>10.43</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td></td>
<td>11.33</td>
</tr>
<tr>
<td>07260</td>
<td>Waiter/Waitress</td>
<td></td>
<td>10.43</td>
</tr>
<tr>
<td>11060</td>
<td>Elevator Operator</td>
<td></td>
<td>10.43</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td></td>
<td>11.33</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td></td>
<td>11.33</td>
</tr>
<tr>
<td>99030</td>
<td>Cashier</td>
<td></td>
<td>11.33</td>
</tr>
</tbody>
</table>
Halfway House & Residential Community Treatment:

- 01011 - Accounting Clerk I: 12.32
- 01012 - Accounting Clerk II: 13.52
- 01111 - General Clerk I: 11.49
- 01311 - Secretary I: 14.74
- 01611 - Word Processor I: 11.49
- 07041 - Cook I: 13.89
- 07042 - Cook II: 17.58
- 07070 - Dishwasher: 10.43
- 07130 - Food Service Worker: 11.33
- 11150 - Janitor: 11.33
- 11210 - Laborer, Grounds Maintenance: 11.33
- 11240 - Maid or Houseman: 11.33
- 23370 - General Maintenance Worker: 15.16
- 27101 - Guard I: 11.86
- 27102 - Guard II: 12.59
- 99050 - Desk Clerk: (see 1) 11.49

Moving & Storage:

- 21020 - Forklift Operator: 13.89
- 21050 - Material Handling Laborer: 12.33
- 21110 - Shipping Packer: 13.89
- 21410 - Warehouse Specialist: 13.89
- 31361 - Truckdriver, Light: 13.89
- 31362 - Truckdriver, Medium: 15.16
- 31363 - Truckdriver, Heavy: 16.35
- 31364 - Truckdriver, Tractor-Trailer: 17.58

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes
South Carolina Counties of Chesterfield, Lancaster, York

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<td>11.61</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.68</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.72</td>
</tr>
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<td>07130 - Food Service Worker</td>
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<td>9.37</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.72</td>
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<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.72</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.37</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.37</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.37</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.37</td>
</tr>
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Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>10.89</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>Cook II</td>
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<td>Dishwasher</td>
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<td>11150</td>
<td>Janitor</td>
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<td>Laborer, Grounds Maintenance</td>
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<td>11240</td>
<td>Maid or Houseman</td>
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<td>23370</td>
<td>General Maintenance Worker</td>
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<td>27102</td>
<td>Guard II</td>
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<tr>
<td>99050</td>
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<td>(see 1)</td>
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<tr>
<td></td>
<td>Moving &amp; Storage:</td>
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<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>11.61</td>
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<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
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<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
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<td>31361</td>
<td>Truckdriver, Light</td>
<td>11.61</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
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**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 per month*

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Standard Form 1444 (SF-1444)

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State: Pennsylvania
Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

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<tr>
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<th>RATE</th>
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<tr>
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<tr>
<td>11060 - Elevator Operator</td>
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</tr>
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<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.82</td>
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</table>

Halfway House & Residential Community Treatment:

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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>11240</td>
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<td>23370</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.78</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 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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0259 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1996-0259
Director Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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
Area: American Samoa Statewide
Hawaii Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>15.37</td>
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<tr>
<td>07042 - Cook II</td>
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<td>18.10</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>11.23</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>11.23</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<td>15.37</td>
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<td>07042 - Cook II</td>
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<td>18.10</td>
</tr>
</tbody>
</table>
07070 - Dishwasher 11.23
07130 - Food Service Worker 12.41
11150 - Janitor 12.41
11210 - Laborer, Grounds Maintenance 12.41
11240 - Maid or Houseman 12.41
23370 - General Maintenance Worker 16.36
27101 - Guard I 13.06
27102 - Guard II 14.06
99050 - Desk Clerk (see 1) 12.97

Moving & Storage:
21020 - Forklift Operator 15.37
21050 - Material Handling Laborer 13.41
21110 - Shipping Packer 15.37
21410 - Warehouse Specialist 15.37
31361 - Truckdriver, Light 15.37
31362 - Truckdriver, Medium 16.36
31363 - Truckdriver, Heavy 17.23
31364 - Truckdriver, Tractor-Trailer 18.10

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): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: $1.63 per hour, 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 $4.18 per hour. *

*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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

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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" (the Directory) 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.
WD 96-0260 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms | Division of Wage | Wage Determination No: 1996-0260
Director | Determinations | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

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<td>12.84</td>
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<td>01111 - General Clerk I</td>
<td></td>
<td>11.12</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>13.63</td>
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<tr>
<td>01611 - Word Processor I</td>
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07070 - Dishwasher 8.75
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11240 - Maid or Houseman 9.32
23370 - General Maintenance Worker 11.95
27101 - Guard I 10.75
27102 - Guard II 11.50
99050 - Desk Clerk (see 1) 11.12

Moving & Storage:
21020 - Forklift Operator 11.31
21050 - Material Handling Laborer 10.10
21110 - Shipping Packer 11.31
21410 - Warehouse Specialist 11.31
31361 - Truckdriver, Light 11.31
31362 - Truckdriver, Medium 11.95
31363 - Truckdriver, Heavy 12.53
31364 - Truckdriver, Tractor-Trailer 13.16

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 **

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Napa, Solano, Sonoma

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07041</td>
<td>Cook I</td>
<td></td>
<td>14.08</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>17.33</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td></td>
<td>9.82</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td></td>
<td>10.78</td>
</tr>
<tr>
<td>07260</td>
<td>Waiter/Waitress</td>
<td></td>
<td>9.82</td>
</tr>
<tr>
<td>11060</td>
<td>Elevator Operator</td>
<td></td>
<td>9.82</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td></td>
<td>10.78</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td></td>
<td>10.78</td>
</tr>
<tr>
<td>99030</td>
<td>Cashier</td>
<td></td>
<td>10.78</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
<td>10.78</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011</td>
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<tr>
<td>01111</td>
<td>General Clerk I</td>
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</tr>
<tr>
<td>01311</td>
<td>Secretary I</td>
<td></td>
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</tr>
<tr>
<td>01611</td>
<td>Word Processor I</td>
<td></td>
<td>11.85</td>
</tr>
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<td>07041</td>
<td>Cook I</td>
<td></td>
<td>14.08</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>17.33</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td></td>
<td>9.82</td>
</tr>
<tr>
<td>Occupation</td>
<td>Hourly Rate</td>
<td></td>
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</tr>
<tr>
<td>------------------------------------------------------</td>
<td>-------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>10.78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11150 - Janitor</td>
<td>10.78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.78</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
<td>11.94</td>
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<td>27102 - Guard II</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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<tr>
<td><strong>Moving &amp; Storage:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21020 - Forklift Operator</td>
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<td></td>
<td></td>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>11.91</td>
<td></td>
<td></td>
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<tr>
<td>21110 - Shipping Packer</td>
<td>14.08</td>
<td></td>
<td></td>
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<tr>
<td>21410 - Warehouse Specialist</td>
<td>14.08</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>14.08</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31362 - Truckdriver, Medium</td>
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<td>31363 - Truckdriver, Heavy</td>
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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
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</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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:** 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 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)

**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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444)

Conformance Process:

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relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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WD 96-0271 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0271
Director             Determinations    | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Inyo, Kings, Tulare
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.55</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>14.72</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.96</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.46</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.96</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.96</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.46</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.46</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.46</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.46</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.33</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>11.20</td>
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<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>14.14</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>11.20</td>
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<td></td>
<td>9.96</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker                                                10.46
11150 - Janitor                                                            10.46
11210 - Laborer, Grounds Maintenance                                       10.46
11240 - Maid or Houseman                                                   10.46
23370 - General Maintenance Worker                                         13.26
27101 - Guard I                                                            11.32
27102 - Guard II                                                           12.22
99050 - Desk Clerk                                     (see 1)             11.20

Moving & Storage:
21020 - Forklift Operator                                                  12.55
21050 - Material Handling Laborer                                          11.13
21110 - Shipping Packer                                                    12.55
21410 - Warehouse Specialist                                               12.55
31361 - Truckdriver, Light                                                 12.55
31362 - Truckdriver, Medium                                                13.26
31363 - Truckdriver, Heavy                                                 13.98
31364 - Truckdriver, Tractor-Trailer                                       14.72

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** UNIFORM ALLOWANCE **

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

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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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Alameda, Contra Costa

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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</tr>
<tr>
<td>07041 - Cook I</td>
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<td>14.51</td>
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<tr>
<td>07042 - Cook II</td>
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<td>17.35</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>9.77</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>11.10</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>11.10</td>
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<tr>
<td>99030 - Cashier</td>
<td></td>
<td>11.10</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>11.10</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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</tr>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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</tr>
<tr>
<td>01111 - General Clerk I</td>
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<td>11.85</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
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<td>15.05</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>11.85</td>
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<td><strong>Moving &amp; Storage:</strong></td>
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<tr>
<td>21020</td>
<td>Forklift Operator</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<td>Warehouse Specialist</td>
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<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>16.17</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>17.70</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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:** 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 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)

**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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0273 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0273
Director Determinations | Revision No: 36
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Santa Clara, Santa Cruz
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>14.71</td>
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<tr>
<td>07042 - Cook II</td>
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<td>17.35</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>11.61</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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<tr>
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<tr>
<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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11150 - Janitor 12.38
11210 - Laborer, Grounds Maintenance 12.38
11240 - Maid or Houseman 12.38
23370 - General Maintenance Worker 15.44
27101 - Guard I 13.17
27102 - Guard II 13.94
99050 - Desk Clerk (see 1) 12.59

Moving & Storage:
21020 - Forklift Operator 14.71
21050 - Material Handling Laborer 13.15
21110 - Shipping Packer 14.71
21410 - Warehouse Specialist 14.71
31361 - Truckdriver, Light 14.71
31362 - Truckdriver, Medium 15.44
31363 - Truckdriver, Heavy 16.24
31364 - Truckdriver, Tractor-Trailer 17.70

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

**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 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
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WD 96-0277 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0277
| Director             Determinations    | Revision No: 37
|                  Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 applies to all contracts subject to the Service Contract Act
for which the contract is awarded (and any solicitation was issued) on or after
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www.dol.gov/whd/govcontracts.
States: Iowa, Nebraska
Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford,
Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien,
Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury
Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon,
Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce,
Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne
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<tr>
<td>01111 - General Clerk I</td>
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<tr>
<td>Occupation Description</td>
<td>Rate</td>
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<tr>
<td>Secretary I</td>
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<tr>
<td>Cook II</td>
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<td>Janitor</td>
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<tr>
<td>Laborer, Grounds Maintenance</td>
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<td>Maid or Houseman</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Occupation Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forklift Operator</td>
<td>11.68</td>
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<tr>
<td>Material Handling Laborer</td>
<td>10.71</td>
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<tr>
<td>Shipping Packer</td>
<td>11.68</td>
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<tr>
<td>Warehouse Specialist</td>
<td>11.68</td>
</tr>
<tr>
<td>Truckdriver, Light</td>
<td>11.68</td>
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<td>Truckdriver, Medium</td>
<td>12.34</td>
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<td>Truckdriver, Heavy</td>
<td>13.07</td>
</tr>
<tr>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.74</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor.
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0280 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1996-0280
Director Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Louisiana
Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East
Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena,
St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.09</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.65</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.68</td>
<td></td>
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<tr>
<td>07130 - Food Service Worker</td>
<td>10.55</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.68</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>9.68</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.55</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>10.55</td>
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<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.55</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<td></td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
<td>13.25</td>
<td></td>
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<tr>
<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
<td>14.16</td>
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<tr>
<td>01611 - Word Processor I</td>
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<td></td>
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<td>07041 - Cook I</td>
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<td>13.09</td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Hourly Rate</td>
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<td>07042</td>
<td>Cook II</td>
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<td>07070</td>
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<tr>
<td>11150</td>
<td>Janitor</td>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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</tr>
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<td>11240</td>
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### Moving & Storage:

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<td>21050</td>
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<td>11.40</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>13.09</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>13.09</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>13.09</td>
</tr>
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<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>14.80</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.65</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](http://www.dol.gov/whd/govcontracts).

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**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

**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 **

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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
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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 decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

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WD 96-0281 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0281
Director             Determinations    | Revision No: 35
 | Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Indiana
Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter,
Pulaski, Starke

----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                      FOOTNOTE  RATE

Food & Lodging:
07041 - Cook I                                             13.39
07042 - Cook II                                            16.17
07070 - Dishwasher                                       9.27
07130 - Food Service Worker                                 10.27
07260 - Waiter/Waitress                                    9.27
11060 - Elevator Operator                                 9.27
11210 - Laborer, Grounds Maintenance                       10.27
11240 - Maid or Houseman                                   10.27
99030 - Cashier                                           10.27
99050 - Desk Clerk                                          (see 1) 10.27

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                                  12.48
01012 - Accounting Clerk II                                 13.47
01111 - General Clerk I                                     11.41
01311 - Secretary I                                        14.57
01611 - Word Processor I                                    11.41
07041 - Cook I                                             13.39
07042 - Cook II                                            16.17
<table>
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<th>Rate</th>
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<tbody>
<tr>
<td>07070</td>
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<td>07130</td>
<td>Food Service Worker</td>
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<tr>
<td>11150</td>
<td>Janitor</td>
<td>10.27</td>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>10.27</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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<tr>
<td>23370</td>
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<td>27101</td>
<td>Guard I</td>
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<td>27102</td>
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<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
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Moving & Storage:

<table>
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<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
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<td>21020</td>
<td>Forklift Operator</td>
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<td>21050</td>
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<td>21110</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<td>31362</td>
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<td>31363</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.17</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Baldwin, Choctaw, Clarke, Conecuh, Covington, Escambia, Mobile, Monroe, Washington

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tr>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
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</tr>
<tr>
<td>07042 - Cook II</td>
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<td>13.29</td>
</tr>
</tbody>
</table>
07070 - Dishwasher 8.46
07130 - Food Service Worker 9.01
11150 - Janitor 9.01
11210 - Laborer, Grounds Maintenance 9.01
11240 - Maid or Houseman 9.01
23370 - General Maintenance Worker 11.75
27101 - Guard I 10.20
27102 - Guard II 11.03
99050 - Desk Clerk (see 1) 10.04

Moving & Storage:
21020 - Forklift Operator 10.96
21050 - Material Handling Laborer 9.67
21110 - Shipping Packer 10.96
21410 - Warehouse Specialist 10.96
31361 - Truckdriver, Light 10.96
31362 - Truckdriver, Medium 11.75
31363 - Truckdriver, Heavy 12.53
31364 - Truckdriver, Tractor-Trailer 13.29

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 11 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
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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
$10.60 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
2019. 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: Florida, Georgia
Area: Florida Counties of Baker, Clay, Columbia, Duval, Flagler, Hamilton,
Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor
Georgia Counties of Camden, Charlton

**Fringe Benefits Required Follow the Occupational Listing**

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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WD 96-0305 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019
FL/NH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
| U.S. DEPARTMENT OF LABOR |
| EMPLOYMENT STANDARDS ADMINISTRATION |
By direction of the Secretary of Labor |
| WAGE AND HOUR DIVISION |
| WASHINGTON, D.C. 20210 |

Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0305
Director Determinations | Revision No: 38
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Montana
Area: Montana Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.94</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.15</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.76</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.23</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.76</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.76</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.23</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.23</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.23</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>9.23</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>11.38</td>
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<td>01012 - Accounting Clerk II</td>
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</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.52</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>13.17</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>10.94</td>
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<td>07042 - Cook II</td>
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<td>13.15</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>8.76</td>
</tr>
<tr>
<td>Occupation</td>
<td>Rate</td>
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</tr>
<tr>
<td>------------------------------------------------</td>
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</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.23</td>
<td></td>
</tr>
<tr>
<td>11150 - Janitor</td>
<td>9.23</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.23</td>
<td></td>
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<tr>
<td>11240 - Maid or Houseman</td>
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</tr>
<tr>
<td>23370 - General Maintenance Worker</td>
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</tr>
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<td>27101 - Guard I</td>
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<td>27102 - Guard II</td>
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<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>10.52</td>
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</tbody>
</table>

Moving & Storage:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>10.94</td>
</tr>
<tr>
<td>21050 - Material Handling Laborer</td>
<td>9.67</td>
</tr>
<tr>
<td>21110 - Shipping Packer</td>
<td>10.94</td>
</tr>
<tr>
<td>21410 - Warehouse Specialist</td>
<td>10.94</td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>10.94</td>
</tr>
<tr>
<td>31362 - Truckdriver, Medium</td>
<td>11.68</td>
</tr>
<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>12.42</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>13.15</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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
THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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), 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0310 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0310
Director             Determinations    | Revision No: 35
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Rhode Island
Area: Rhode Island Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>13.33</td>
<td></td>
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<tr>
<td>07042 - Cook II</td>
<td>15.68</td>
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<tr>
<td>07070 - Dishwasher</td>
<td>10.46</td>
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<tr>
<td>07130 - Food Service Worker</td>
<td>11.00</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
<td>11.00</td>
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<tr>
<td>99030 - Cashier</td>
<td>11.00</td>
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</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>11.00</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<td></td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>07042 - Cook II</td>
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<td>07070 - Dishwasher</td>
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<td>Code</td>
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<td>Rate</td>
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<td>11150</td>
<td>Janitor</td>
<td>11.00</td>
</tr>
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<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>11.00</td>
</tr>
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<td>11240</td>
<td>Maid or Houseman</td>
<td>11.00</td>
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<td>23370</td>
<td>General Maintenance Worker</td>
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<td>Guard I</td>
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<tr>
<td>27102</td>
<td>Guard II</td>
<td>11.85</td>
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<td>Moving &amp; Storage</td>
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<td>21020</td>
<td>Forklift Operator</td>
<td>13.33</td>
</tr>
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<td>21050</td>
<td>Material Handling Laborer</td>
<td>11.53</td>
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<td>21110</td>
<td>Shipping Packer</td>
<td>13.33</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<td>31362</td>
<td>Truckdriver, Medium</td>
<td>14.06</td>
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<td>31363</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.48</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 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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0320 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0320
Director             Determinations    | Revision No: 40
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Missouri
Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
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</tr>
<tr>
<td>07041 - Cook I</td>
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<td>12.36</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td></td>
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<tr>
<td>01111 - General Clerk I</td>
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<td>11.10</td>
</tr>
<tr>
<td>Job Code</td>
<td>Occupation</td>
<td>Rate</td>
</tr>
<tr>
<td>------------</td>
<td>-----------------------------------</td>
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</tr>
<tr>
<td>01311</td>
<td>Secretary I</td>
<td>13.99</td>
</tr>
<tr>
<td>01611</td>
<td>Word Processor I</td>
<td>11.10</td>
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<tr>
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<td>Cook II</td>
<td>14.87</td>
</tr>
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<td>Janitor</td>
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</tr>
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<td>Laborer, Grounds Maintenance</td>
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<td>Maid or Houseman</td>
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<td>27101</td>
<td>Guard I</td>
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<td>Desk Clerk (see 1)</td>
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**Moving & Storage:**

<table>
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<tr>
<th>Job Code</th>
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<tr>
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<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>12.36</td>
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<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>12.36</td>
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<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>14.03</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.87</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0321 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms | Division of Wage | Wage Determination No: 1996-0321
Director | Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
-----------------------------------------------------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Kentucky, Tennessee
Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson
Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson
-----------------------------------------------------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.28</td>
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<tr>
<td>07042 - Cook II</td>
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<td>13.27</td>
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<td>07070 - Dishwasher</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.23</td>
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<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.23</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.98</td>
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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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<td>8.98</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.98</td>
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</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</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 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**: $4.48 per hour or $179.20 per week or $776.53 per month

**Health & Welfare EO 13706**: $4.18 per hour, or $167.20 per week, or $724.53 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
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
   Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR
   4.6(b)(2)(i)).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0347 (Rev.-38) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms | Division of Wage | Wage Determination No: 1996-0347
Director | Determinations | Revision No: 38
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Orange, Osceola, Seminole

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<tr>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
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<td></td>
</tr>
<tr>
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Halfway House & Residential Community Treatment:

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</table>
07130 - Food Service Worker 10.10
11150 - Janitor 10.10
11210 - Laborer, Grounds Maintenance 10.10
11240 - Maid or Houseman 10.10
23370 - General Maintenance Worker 12.93
27101 - Guard I 10.76
27102 - Guard II 11.44
99050 - Desk Clerk (see 1) 10.86

Moving & Storage:
21020 - Forklift Operator 12.14
21050 - Material Handling Laborer 10.75
21110 - Shipping Packer 12.14
21410 - Warehouse Specialist 12.14
31361 - Truckdriver, Light 12.14
31362 - Truckdriver, Medium 12.93
31363 - Truckdriver, Heavy 13.59
31364 - Truckdriver, Tractor-Trailer 14.32

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; and 3 weeks after 5 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07041 - Cook I</td>
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<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
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<td>99030 - Cashier</td>
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</tr>
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Halfway House & Residential Community Treatment:

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<td>21410 - Warehouse Specialist</td>
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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)

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State: Florida
Area: Florida Counties of Brevard, Indian River

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31363 - Truckdriver, Heavy 12.79
31364 - Truckdriver, Tractor-Trailer 13.51

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0411 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms Division of Wage Determinations | Wage Determination No: 1996-0411 |
Director | Revision No: 39 |
Date Of Revision: 12/26/2018 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: South Carolina
Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
<td>11.44</td>
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<tr>
<td>07042 - Cook II</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.49</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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Moving & Storage:

<table>
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<tr>
<th>Code</th>
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<td>21020</td>
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<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>31361</td>
<td>Truckdriver, Light</td>
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<td>Truckdriver, Medium</td>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.25</td>
</tr>
</tbody>
</table>

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444)

Conformance Process:

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relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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6) The contractor informs the affected employees.

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WD 96-0412 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0412
Director             Determinations    | Revision No: 36
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Ohio, Pennsylvania
Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas
Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler,
Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie,
Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence,
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.40</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
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<td>07070 - Dishwasher</td>
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<td>07260 - Waiter/Waitress</td>
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</tr>
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<td>11060 - Elevator Operator</td>
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<td>9.36</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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**Halfway House & Residential Community Treatment:**

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Moving & Storage:

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<th>Code</th>
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<td>31364</td>
<td>Truckdriver, Tractor-Trailer</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESIS RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(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)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Mississippi

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.14</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>11.64</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.17</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>8.69</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.17</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.17</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.69</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>8.69</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>8.69</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.69</td>
</tr>
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</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.05</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>11.80</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.28</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>12.44</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>10.28</td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Pay Rate</td>
</tr>
<tr>
<td>--------</td>
<td>-------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td>10.14</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td>11.64</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>8.17</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>8.69</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>8.69</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>8.69</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>8.69</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>10.65</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>9.60</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>10.12</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>10.28</td>
</tr>
</tbody>
</table>

Moving & Storage:
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>10.14</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>9.16</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>10.14</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>10.14</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>10.14</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>10.65</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>11.14</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>11.64</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 96-0458 (Rev.-37) was first posted on www.wdol.gov on 04/09/2019

Aircraft Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1996-0458
Director Determinations | Revision No: 37
 | Date Of Revision: 04/02/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

NATIONWIDE

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**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Postal Service contracts for aircraft services operating large multi-engine aircraft such as B-727, DC-8, and DC-9. Excluded are CNET postal contracts:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(not set) - First Officer (First Pilot)</td>
<td>(see 1)</td>
<td>10994.99 Monthly</td>
</tr>
<tr>
<td>(not set) - First Officer (Co-Pilot)</td>
<td>(see 1)</td>
<td>6175.75 Monthly</td>
</tr>
<tr>
<td>(not set) - Flight Dispatcher</td>
<td></td>
<td>20.15</td>
</tr>
<tr>
<td>(not set) - Second Officer/Flight Engineer</td>
<td>(see 1)</td>
<td>5080.35 Monthly</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 12 years, 5 weeks after 20 years, and 6 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 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)

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

HEALTH & WELFARE (Hawaii): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii EO 13706): $1.63 per hour, 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 $4.18 per hour. *

*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.

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Relates to total monthly earnings, including base pay and all other pay
directly related to duty, but excludes special allowances, such as those for room and board while away from the employee's home station. Annual equivalents: Captain (First Pilot) $106,116.00; First Officer (Co-Pilot) $59,604.00 and Second Officer/Flight Engineer $49,032.00.

** 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

First Officer (Co-Pilot)
Is second in command of a commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Assists or relieves an airplane captain in operating the controls of an airplane; monitoring flight and engine instruments; and maintaining air-to-ground communications.
First Officer (First Pilot)
Is in command of a commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Has responsibility for flying an airplane safely, including takeoffs and landings.

Flight Dispatcher
Authorizes, regulates, and controls commercial airline flights (in concert with the pilot in command) according to Government and company regulations to expedite and insure safety of flight and controls economic factors of flight. Work involves most of the following: Analyzes and evaluates weather information to determine potential safety of flight, economic feasibility, and desirable routing; computes fuel requirements according to Federal regulations and economic considerations; prepares flight plan containing such information as maximum gross takeoff and landing weights, en-route wind and weather information, terminal weather and airport conditions; signs release which (with concurrence of pilot in command) authorizes operation of flight; delays, cancels, or reroutes flight if necessary to insure safety or protect economic factors; maintains a constant watch over weather and other operating conditions, and flight progress; maintains records relating to any irregularities in flight operations. Holds a license issued by the Federal Aviation Administration.

Second Officer/Flight Engineer
Is as third in command of a commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Assists the airline captain and first officer in the analysis, operating, and monitoring of the mechanical and electrical systems of the airplane; is responsible for the safe and efficient functioning of these systems while in flight or en-route. May relieve airline captain and first officer at the controls, as required. Includes "reserve" second officers (those not assigned to a regular schedule of flights), as well as "bid" second officer (runholders). Also includes third crew members who are not qualified pilots and who are not authorized to operate the primary controls of the airplane. Excludes qualified pilot primarily employed for purposes other than serving aboard fixed-wing commercial airliners, such as helicopter pilots, instructors, and supervisory personnel.
WD 96-0460 (Rev.-32) was first posted on www.wdol.gov on 04/09/2019
Aerial Photographers/Seeding/Spraying

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER |      U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
| Daniel W. Simms      Division of Wage | Wage Determination No: 1996-0460
| Director             Determinations | Revision No: 32
| Date Of Revision: 04/02/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

NATIONWIDE
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for aircraft services operating large multi-engine aircraft such as B-727, DC-8, and DC-9. (Does not apply to mod. and/or repair of aircraft contracts with incidental flying services.) Also included are CNET postal contracts.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(not set) - First Officer (First Pilot)</td>
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<td>8473.44 Monthly</td>
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<td>(not set) - First Officer (Co-Pilot)</td>
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<td>4670.32 Monthly</td>
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<td>(not set) - Flight Dispatcher</td>
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<td>20.15</td>
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<tr>
<td>(not set) - Second Officer/Flight Engineer</td>
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<td>4660.65 Monthly</td>
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<td>(not set) - Flight Attendant</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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.*

(Hawaii) Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of $1.91 per hour computed on the basis of all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

HEALTH & WELFARE (Hawaii) EO 13706: Minimum employer contributions costing an average of $1.63 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.*

*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 12 years, 5 weeks after 20 years, and 6 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Relates to total monthly earnings, including base pay and all other pay directly related to duty, but excludes special allowances, such as those for room and board while away from the employee's home station.
** 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. 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)(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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

First Officer (Co-Pilot)
Is second in command of a commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Assists or relieves an airplane captain in operating the controls of an airplane; monitoring flight and engine instruments; and maintaining air-to-ground communications.

First Officer (First Pilot)
Is in command of a commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Has responsibility for flying an airplane safely, including takeoffs and landings.
Flight Attendant
Provide personal services to ensure the safety and comfort of airline passengers during flight. Greet passengers, verify tickets, explain use of safety equipment, and serve food or beverages.

Flight Dispatcher
Authorizes, regulates, and controls commercial airline flights (in concert with the pilot in command) according to Government and company regulations to expedite and insure safety of flight and controls economic factors of flight. Work involves most of the following: Analyzes and evaluates weather information to determine potential safety of flight, economic feasibility, and desirable routing; computes fuel requirements according to Federal regulations and economic considerations; prepares flight plan containing such information as maximum gross takeoff and landing weights, en-route wind and weather information, terminal weather and airport conditions; signs release which (with concurrence of pilot in command) authorizes operation of flight; delays, conceals, or reroutes flight if necessary to insure safety or protect economic factors; maintains a constant watch over weather and other operating conditions, and flight progress; maintains records relating to any irregularities in flight operations. Holds a license issued by the Federal Aviation Administration.

Second Officer/Flight Engineer
Is as third in command of a commercial airplane and its crew while transporting passengers, mail, or other cargo on scheduled or nonscheduled flights. Assists the airline captain and first Officer in the analysis, operating, and monitoring of the mechanical and electrical systems of the airplane; is responsible for the safe and efficient functioning of these systems while in flight or en-route. May relieve airline captain and first officer at the controls, as required. Includes "reserve" second officers (those not assigned to a regular schedule of flights), as well as "bid" second officer (runholders). Also includes third crew members who are not qualified pilots and who are not authorized to operate the primary controls of the airplane. Excludes qualified pilot primarily employed for purposes other than serving aboard fixed-wing commercial airliners, such as helicopter pilots, instructors, and supervisory personnel.
WD 96-0473 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

**********************************************************************************

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1996-0473
Director             Determinations    | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Indiana, Ohio
Area: Indiana Counties of Randolph, Union, Wayne
Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami,
Montgomery, Preble, Shelby
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td>07041 - Cook I</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>9.11</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.88</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>9.88</td>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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</tr>
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<td>01011 - Accounting Clerk I</td>
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<td>12.12</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>07041 - Cook I</td>
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<td>12.25</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0002 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0002
Director Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake,
Levy, Marion, Sumter, Union
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td>99050 - Desk Clerk</td>
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Halfway House & Residential Community Treatment:
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<tr>
<td>11150 - Janitor</td>
<td>9.35</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.35</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>22370 - General Maintenance Worker</td>
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<td>21010 - Guard I</td>
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<td>21020 - Guard II</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1) 11.05</td>
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</table>

**Moving & Storage:**
- 21020 - Forklift Operator | 11.92 |
- 21050 - Material Handling Laborer | 10.18 |
- 21110 - Shipping Packer | 11.92 |
- 21410 - Warehouse Specialist | 11.92 |
- 31361 - Truckdriver, Light | 11.92 |
- 31362 - Truckdriver, Medium | 12.71 |
- 31363 - Truckdriver, Heavy | 13.49 |
- 31364 - Truckdriver, Tractor-Trailer | 14.30 |

---

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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

**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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0006 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1997-0006
Director Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Allen, Barber, Barton, Butler, Chase, Chautauqua,
Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk,
Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood,
Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa,
Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery,
Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno,
Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith,
Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson,
Woodson
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.84</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>14.11</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.75</td>
<td></td>
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<tr>
<td>07130 - Food Service Worker</td>
<td>9.37</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.75</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.75</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.37</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.37</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.37</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.37</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I 12.23
01012 - Accounting Clerk II 12.98
01111 - General Clerk I 11.34
01311 - Secretary I 13.67
01611 - Word Processor I 11.34
07041 - Cook I 11.84
07042 - Cook II 14.11
07070 - Dishwasher 8.75
07130 - Food Service Worker 9.37
11150 - Janitor 9.37
11210 - Laborer, Grounds Maintenance 9.37
11240 - Maid or Houseman 9.37
23370 - General Maintenance Worker 12.59
27101 - Guard I 10.63
27102 - Guard II 11.48
99050 - Desk Clerk (see 1) 11.34

Moving & Storage:
21020 - Forklift Operator 11.84
21050 - Material Handling Laborer 10.18
21110 - Shipping Packer 11.84
21410 - Warehouse Specialist 11.84
31361 - Truckdriver, Light 11.84
31362 - Truckdriver, Medium 12.59
31363 - Truckdriver, Heavy 13.35
31364 - Truckdriver, Tractor-Trailer 14.11

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

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State: New York
Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
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<tbody>
<tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.58</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>13.53</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.22</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.68</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.22</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td></td>
</tr>
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<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.68</td>
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</table>

Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<tr>
<td>--------------</td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td>9.68</td>
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<tr>
<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>11.58</td>
</tr>
<tr>
<td>21050 - Material Handling Laborer</td>
<td>10.33</td>
</tr>
<tr>
<td>21110 - Shipping Packer</td>
<td>11.58</td>
</tr>
<tr>
<td>21410 - Warehouse Specialist</td>
<td>11.58</td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>11.58</td>
</tr>
<tr>
<td>31362 - Truckdriver, Medium</td>
<td>12.24</td>
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<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>12.89</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>13.53</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:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

**HEALTH & WELFARE EO 13706:** Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0025 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| | |
Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0025
Director             Determinations    | Revision No: 35
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne,
Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>13.19</td>
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<td>07070 - Dishwasher</td>
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<td>9.50</td>
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<tr>
<td>07130 - Food Service Worker</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.50</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>9.50</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.26</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.26</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>10.26</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
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Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

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relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: North Carolina, Virginia
Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.37</td>
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<td>07042 - Cook II</td>
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<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.25</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.58</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.25</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.25</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.25</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.25</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01311 - Secretary I</td>
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</table>
01611 - Word Processor I  10.43
07041 - Cook I  11.37
07042 - Cook II  13.59
07070 - Dishwasher  8.58
07130 - Food Service Worker  9.25
11150 - Janitor  9.25
11210 - Laborer, Grounds Maintenance  9.25
11240 - Maid or Houseman  9.25
23370 - General Maintenance Worker  12.09
27101 - Guard I  10.36
27102 - Guard II  11.11
99050 - Desk Clerk (see 1)  10.43

Moving & Storage:
21020 - Forklift Operator  11.37
21050 - Material Handling Laborer  9.98
21110 - Shipping Packer  11.37
21410 - Warehouse Specialist  11.37
31361 - Truckdriver, Light  11.37
31362 - Truckdriver, Medium  12.09
31363 - Truckdriver, Heavy  12.90
31364 - Truckdriver, Tractor-Trailer  13.59

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 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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WD 97-0027 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0027
Director             Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
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States: Alabama, Mississippi
Area: Alabama County of Sumter
Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Perry, Wayne
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td>07042 - Cook II</td>
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<td>07070 - Dishwasher</td>
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<td>07260 - Waiter/Waitress</td>
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</tr>
<tr>
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<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.69</td>
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Halfway House & Residential Community Treatment:
<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>Code</td>
<td>Job Description</td>
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<td>Forklift Operator</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
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<td>31361</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>11.64</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther
THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0029 (Rev.-40) was first posted on www.wdol.gov on 01/01/2019

================================================================================

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.07</td>
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<tr>
<td>07042 - Cook II</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.25</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>10.86</td>
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Moving & Storage:

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<tr>
<th>Occupation</th>
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<tr>
<td>31364 - Truckdriver, Tractor-Trailer</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 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:** $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** UNIFORM ALLOWANCE **

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF-1444)

Conformance Process:

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>10.08</td>
</tr>
<tr>
<td></td>
<td>Moving &amp; Storage:</td>
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<tr>
<td>21020</td>
<td>Forklift Operator</td>
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<td>21050</td>
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<td>21410</td>
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<td>31362</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>12.88</td>
</tr>
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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 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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska, Wyoming
Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux
Wyoming Statewide

**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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</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<tr>
<td>07042 - Cook II</td>
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<tr>
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<tr>
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<tr>
<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<td>11.15</td>
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<tr>
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<td>Occupation</td>
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**Moving & Storage:**

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<tr>
<td>21020</td>
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<td>21110</td>
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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>Truckdriver, Heavy</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.07</td>
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</tbody>
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**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 per month*

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THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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:

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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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State: Oklahoma

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<td>07041 - Cook I</td>
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<td>11.43</td>
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Halfway House & Residential Community Treatment:

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<td>01011 - Accounting Clerk I</td>
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Moving & Storage:

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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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personal garments, and do not require any special treatment such as dry
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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the
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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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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.

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6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0073 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

State: Johnston Island
Area: Johnston Island Statewide

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>15.37</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>18.10</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>11.23</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>12.41</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11.23</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>11.23</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>12.41</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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<td>12.41</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Halfway House &amp; Residential Community Treatment:</th>
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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>07070 - Dishwasher</td>
</tr>
<tr>
<td>Occupation</td>
</tr>
<tr>
<td>------------------------------------------</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>11150 - Janitor</td>
</tr>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
</tr>
<tr>
<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
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<td>27102 - Guard II</td>
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<td>99050 - Desk Clerk</td>
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Moving & Storage:

<table>
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<tr>
<th>Occupation</th>
<th>Hour Rate</th>
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<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>15.37</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>13.41</td>
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<tr>
<td>21110 - Shipping Packer</td>
<td>14.51</td>
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<td>21410 - Warehouse Specialist</td>
<td>15.37</td>
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<tr>
<td>31361 - Truckdriver, Light</td>
<td>15.37</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
<td>16.36</td>
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<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>17.23</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>18.10</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: (Hawaii): $1.91 per hour, or $76.40 per week, or $331.07 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 $4.48 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: $1.63 per hour, 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 $4.18 per hour. *

*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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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When preparing a conformance request, the "Service Contract Act Directory of
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WD 97-0079 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms | Division of Wage | Wage Determination No: 1997-0079
Director | Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Alamance, Caswell, Chatham, Davidson, Davie,
Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin
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**Fringe Benefits Required Follow the Occupational Listing**

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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" (the Directory) 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.
WD 97-0083 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0083
Director             Determinations    | Revision No: 35
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Ashland, Ashtabula, Carroll, Columbiana, Cuyahoga, Erie,
Geauga, Huron, Lake, Lorain, Mahoning, Medina, Portage, Richland, Stark, Summit,
Trumbull, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>12.40</td>
<td></td>
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<tr>
<td>07042 - Cook II</td>
<td>14.83</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.36</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.94</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.36</td>
<td></td>
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<tr>
<td>11060 - Elevator Operator</td>
<td>9.36</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.94</td>
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</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.94</td>
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<tr>
<td>99030 - Cashier</td>
<td>9.94</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td>9.94</td>
<td></td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>12.05</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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<tr>
<td>01611 - Word Processor I</td>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>12.40</td>
<td></td>
</tr>
</tbody>
</table>
07042 - Cook II 14.83
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.94
11150 - Janitor 9.94
11210 - Laborer, Grounds Maintenance 9.94
11240 - Maid or Houseman 9.94
23370 - General Maintenance Worker 13.20
27101 - Guard I 10.57
27102 - Guard II 11.31
99050 - Desk Clerk (see 1) 10.74

Moving & Storage:
21020 - Forklift Operator 12.40
21050 - Material Handling Laborer 10.76
21110 - Shipping Packer 12.40
21410 - Warehouse Specialist 12.40
31361 - Truckdriver, Light 12.40
31362 - Truckdriver, Medium 13.20
31363 - Truckdriver, Heavy 14.02
31364 - Truckdriver, Tractor-Trailer 14.83

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0118 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS
*******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms  Division of Wage | Wage Determination No: 1997-0118
Director  Determinations | Revision No: 39
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Wisconsin
Area: Wisconsin Statewide
----------------------------------------------------------------------------------

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<td>14.48</td>
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<td>07042 - Cook II</td>
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<td>17.04</td>
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<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<td>11.42</td>
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<tr>
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<tr>
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<td>10.31</td>
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<tr>
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<tr>
<td>99030 - Cashier</td>
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<td>11.42</td>
</tr>
<tr>
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<td>11.42</td>
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</table>

Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>12.76</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>Occupation</td>
<td>Hour Rate</td>
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<tr>
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<tr>
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<tr>
<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
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Moving & Storage:

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<thead>
<tr>
<th>Occupation</th>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>12.61</td>
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<tr>
<td>21110 - Shipping Packer</td>
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</tr>
<tr>
<td>21410 - Warehouse Specialist</td>
<td>14.48</td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>14.48</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
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<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>16.09</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>17.04</td>
</tr>
</tbody>
</table>

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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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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** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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WD 97-0149 (Rev.-41) was first posted on www.wdol.gov on 03/12/2019
Forestry and Land Management Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0149
Director             Determinations | Revision No: 41
| Date Of Revision: 03/07/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Missouri
Area: Missouri Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**
Employed on contracts for forestry and land management services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08280 - Nursery Specialist</td>
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</tr>
<tr>
<td>08310 - Slash Piler/Burner</td>
<td></td>
<td>12.52</td>
</tr>
<tr>
<td>08340 - Tree Climber</td>
<td></td>
<td>14.00</td>
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<tr>
<td>08370 - Tree Planter</td>
<td></td>
<td>10.20</td>
</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
<td></td>
<td>10.20</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Idaho
Area: Idaho Statewide

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.53</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.41</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.12</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.67</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.12</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.12</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.67</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.67</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.67</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.67</td>
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</table>

Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>13.33</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>10.84</td>
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<tr>
<td>07042 - Cook II</td>
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<td>13.41</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>9.12</td>
</tr>
<tr>
<td>Occupation</td>
<td>Rate</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------</td>
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</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.67</td>
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</tr>
<tr>
<td>11150 - Janitor</td>
<td>9.67</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.67</td>
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<td>23370 - General Maintenance Worker</td>
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<td>27101 - Guard I</td>
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<td>27102 - Guard II</td>
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<tr>
<td>99050 - Desk Clerk</td>
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<td></td>
</tr>
</tbody>
</table>

Moving & Storage:

<table>
<thead>
<tr>
<th>Occupation</th>
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</thead>
<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>11.53</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
<td>10.13</td>
</tr>
<tr>
<td>21110 - Shipping Packer</td>
<td>11.53</td>
</tr>
<tr>
<td>21410 - Warehouse Specialist</td>
<td>11.53</td>
</tr>
<tr>
<td>31361 - Truckdriver, Light</td>
<td>11.53</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
<td>12.16</td>
</tr>
<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>12.84</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>13.41</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.35</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>18.00</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.64</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.49</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.64</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.64</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.64</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.64</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.37</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>13.47</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<tr>
<td>07042 - Cook II</td>
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<td>18.00</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.49</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker 10.64
11150 - Janitor 10.64
11210 - Laborer, Grounds Maintenance 10.64
11240 - Maid or Houseman 10.64
23370 - General Maintenance Worker 15.62
27101 - Guard I 11.67
27102 - Guard II 12.42
99050 - Desk Clerk (see 1) 11.38

Moving & Storage:

21020 - Forklift Operator 14.35
21050 - Material Handling Laborer 11.86
21110 - Shipping Packer 14.35
21410 - Warehouse Specialist 14.35
31361 - Truckdriver, Light 14.35
31362 - Truckdriver, Medium 15.62
31363 - Truckdriver, Heavy 16.84
31364 - Truckdriver, Tractor-Trailer 18.00

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: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0243 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
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<tr>
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<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>15.20</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
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<td>9.06</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
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<td>9.80</td>
</tr>
<tr>
<td>07260</td>
<td>Waiter/Waitress</td>
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<td>9.06</td>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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<tr>
<td>99030</td>
<td>Cashier</td>
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<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:
<table>
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<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Accounting Clerk II</td>
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<td>Occupation</td>
<td>Rate</td>
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<td></td>
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<tr>
<td>07042 - Cook II</td>
<td>15.20</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>11210 - Laborer, Grounds Maintenance</td>
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<td>99050 - Desk Clerk</td>
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<tr>
<td>Moving &amp; Storage:</td>
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</tr>
<tr>
<td>21020 - Forklift Operator</td>
<td>12.59</td>
<td></td>
<td></td>
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<tr>
<td>21050 - Material Handling Laborer</td>
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<td>21110 - Shipping Packer</td>
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<tr>
<td>21410 - Warehouse Specialist</td>
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</tr>
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<td>31361 - Truckdriver, Light</td>
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</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>15.20</td>
<td></td>
<td></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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming
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contract work by such unlisted class(es) of employees (See 29 CFR
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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
Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR
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tasks that determine whether a class is included in an established wage
determination. Conformances may not be used to artificially split, combine, or
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**Note:** Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Kansas

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<tr>
<td>07041 - Cook I</td>
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<td>11.84</td>
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<tr>
<td>07042 - Cook II</td>
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<td>14.11</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>99030 - Cashier</td>
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<td>9.37</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

<table>
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<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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Moving & Storage:

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<td>21410</td>
<td>Warehouse Specialist</td>
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<td>31361</td>
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<td>31362</td>
<td>Truckdriver, Medium</td>
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<td>31363</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>14.11</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 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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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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THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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)

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1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0245 (Rev.-34) was first posted on www.wdol.gov on 01/01/2019

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms | Division of Wage | Wage Determination No: 1997-0245
Director | Determinations | Revision No: 34
| Date Of Revision: 12/26/2018
**********************************************************************************

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Counties of Adams, York

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.66</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.08</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.12</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.86</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.12</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.12</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.86</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.86</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.86</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.26</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>11.55</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.72</td>
</tr>
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<td>01311 - Secretary I</td>
<td></td>
<td>13.20</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>10.72</td>
</tr>
<tr>
<td>07041 - Cook I</td>
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07130 - Food Service Worker 9.86
11150 - Janitor 9.86
11210 - Laborer, Grounds Maintenance 9.86
11240 - Maid or Houseman 9.86
23370 - General Maintenance Worker 13.48
27101 - Guard I 10.94
27102 - Guard II 11.65
99050 - Desk Clerk (see 1) 10.72

Moving & Storage:
21020 - Forklift Operator 12.66
21050 - Material Handling Laborer 10.78
21110 - Shipping Packer 12.66
21410 - Warehouse Specialist 12.66
31361 - Truckdriver, Light 12.66
31362 - Truckdriver, Medium 13.48
31363 - Truckdriver, Heavy 14.23
31364 - Truckdriver, Tractor-Trailer 15.08

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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; 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). 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
Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0246 (Rev.-34) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
           THE SERVICE CONTRACT ACT      | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
                                       | WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0246
Director             Determinations    | Revision No: 34
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Monmouth, Ocean
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE

Food & Lodging:
07041 - Cook I                                                             13.02
07042 - Cook II                                                            15.54
07070 - Dishwasher                                                         9.68
07130 - Food Service Worker                                                10.51
07260 - Waiter/Waitress                                                   9.68
11060 - Elevator Operator                                                  9.68
11210 - Laborer, Grounds Maintenance                                       10.51
11240 - Maid or Houseman                                                   10.51
99030 - Cashier                                                            10.51
99050 - Desk Clerk (see 1)                                                 10.51

Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                                               12.57
01012 - Accounting Clerk II                                              13.48
01111 - General Clerk I                                                   11.77
01311 - Secretary I                                                       14.35
01611 - Word Processor I                                                  11.77
07041 - Cook I                                                            13.02
07042 - Cook II                                                           15.54
07070 - Dishwasher                                                         9.68
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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<tr>
<td>07130</td>
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<td>Janitor</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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<td>23370</td>
<td>General Maintenance Worker</td>
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<td>27101</td>
<td>Guard I</td>
<td>11.78</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>12.49</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
</tr>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>13.02</td>
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<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>11.36</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>13.02</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
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<td>31361</td>
<td>Truckdriver, Light</td>
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<td>31362</td>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>14.71</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-­Trailer</td>
<td>15.54</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: $4.48 per hour or $179.20 per week or $776.53 per month
- HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*
- 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
laundry 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 garbems, 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0247 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage | Wage Determination No: 1997-0247
Director             Determinations | Revision No: 37
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Georgia
Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga,
Cherokee, Clayton, Cobb, Coweta, Dawson, DeKalb, Douglas, Fannin,
Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett,
Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray,
Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding,
Stephens, Towns, Union, Walton, White, Whitfield
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

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<td>07130 - Food Service Worker</td>
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<td>9.00</td>
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<td>01012 - Accounting Clerk II</td>
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<td>14.56</td>
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<td>01111 - General Clerk I</td>
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<td>11150</td>
<td>Janitor</td>
<td>10.33</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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</tr>
<tr>
<td>23370</td>
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<tr>
<td>27101</td>
<td>Guard I</td>
<td>11.81</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>12.85</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>12.22</td>
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</table>

**Moving & Storage:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>13.61</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>11.55</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>13.61</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>13.61</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>13.61</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>15.80</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>16.92</td>
</tr>
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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 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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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; and 3 weeks after 8 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Nebraska

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
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<tr>
<td>07041 - Cook I</td>
<td>11.68</td>
<td></td>
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<tr>
<td>07042 - Cook II</td>
<td>13.74</td>
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</tr>
<tr>
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<td>9.55</td>
<td></td>
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<tr>
<td>07130 - Food Service Worker</td>
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</tr>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>10.11</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>10.11</td>
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<tr>
<td>99030 - Cashier</td>
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<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:
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<th>OCCUPATION CODE - TITLE</th>
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Moving & Storage:

<table>
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<th>Code</th>
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<tr>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.74</td>
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</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.

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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)

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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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.

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the wage determination. Remember, it is not the job title, but the required
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determination. Conformances may not be used to artificially split, combine, or
subdivide classifications listed in the wage determination.
WD 97-0250 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
|
Daniel W. Simms  Division of Wage | Wage Determination No: 1997-0250
Director      Determinations | Revision No: 35
| Date Of Revision: 12/26/2018
-------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Bergen, Passaic
-------------------------------------------------------------------------------

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>15.52</td>
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<tr>
<td>07042 - Cook II</td>
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<td>18.34</td>
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<td>07070 - Dishwasher</td>
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<td>11.46</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>12.60</td>
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<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>12.60</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>12.60</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
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<td>12.60</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Halfway House &amp; Residential Community Treatment:</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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</tr>
<tr>
<td>01111 - General Clerk I</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
</tr>
<tr>
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</tr>
<tr>
<td>07042 - Cook II</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker                                                12.60
11150 - Janitor                                                            12.60
11210 - Laborer, Grounds Maintenance                                       12.60
11240 - Maid or Houseman                                                   12.60
23370 - General Maintenance Worker                                         16.47
27101 - Guard I                                                            13.61
27102 - Guard II                                                           14.73
99050 - Desk Clerk                                     (see 1)             14.36

Moving & Storage:
21020 - Forklift Operator                                                  15.52
21050 - Material Handling Laborer                                          13.67
21110 - Shipping Packer                                                    15.52
21410 - Warehouse Specialist                                               15.52
31361 - Truckdriver, Light                                                 15.52
31362 - Truckdriver, Medium                                                16.47
31363 - Truckdriver, Heavy                                                 17.40
31364 - Truckdriver, Tractor-Trailer                                       18.34

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 97-0299 (Rev.-27) was first posted on www.wdol.gov on 02/26/2019

Elevator Services

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

Daniel W. Simms   Division of Wage  | Wage Determination No: 1997-0299
Director           Determinations     | Revision No: 27
| Date Of Revision: 02/20/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Florida, Georgia
Area: Florida Counties of Alachua, Baker, Bradford, Clay, Columbia, Dixie,
Duval, Flagler, Franklin, Gadsden, Gilchrist, Hamilton, Jefferson, Lafayette,
Leon, Liberty, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor, Union,
Wakulla
Georgia Counties of Atkinson, Bacon, Baker, Berrien, Brantley, Brooks, Camden,
Charlton, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Early, Echols,
Glynn, Grady, Lanier, Lowndes, Miller, Mitchell, Pierce, Seminole, Thomas, Tift,
Ware, Worth

**Fringe Benefits Required Follow the Occupational Listing**

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td></td>
<td>40.57</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: $15.575 per hour for all hours worked

VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 97-0300 (Rev.-39) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

******************************************************************************

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

Daniel W. Simms Division of Wage | Wage Determination No: 1997-0300
Director Determinations Revision No: 39
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia, Tennessee
Area: Georgia Counties of Catoosa, Dade, Walker
Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Greene, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
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<tr>
<td>07041 - Cook I</td>
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<tr>
<td>07070 - Dishwasher</td>
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</tr>
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<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.23</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>8.23</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>8.98</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
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</tr>
<tr>
<td>99030 - Cashier</td>
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</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
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<td>01311 - Secretary I</td>
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<tr>
<td>01611 - Word Processor I</td>
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<td>10.06</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.28</td>
</tr>
</tbody>
</table>
07042 - Cook II 13.27
07070 - Dishwasher 8.23
07130 - Food Service Worker 8.98
11150 - Janitor 8.98
11210 - Laborer, Grounds Maintenance 8.98
11240 - Maid or Houseman 8.98
23370 - General Maintenance Worker 11.92
27101 - Guard I 10.43
27102 - Guard II 11.16
99050 - Desk Clerk (see 1) 10.06

Moving & Storage:
21020 - Forklift Operator 11.28
21050 - Material Handling Laborer 9.74
21110 - Shipping Packer 11.28
21410 - Warehouse Specialist 11.28
31361 - Truckdriver, Light 11.28
31362 - Truckdriver, Medium 11.92
31363 - Truckdriver, Heavy 12.57
31364 - Truckdriver, Tractor-Trailer 13.27

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tr>
<td>Food &amp; Lodging:</td>
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</tr>
<tr>
<td>07041 - Cook I</td>
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<td>12.25</td>
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<td>07042 - Cook II</td>
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<td>07070 - Dishwasher</td>
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<td>07260 - Waiter/Waitress</td>
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Halfway House & Residential Community Treatment:

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Moving & Storage:

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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, 4 after 15 years, and 5 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Alcona, Alpena, Arenac, Bay, Cheboygan, Clare, Crawford, Gladwin, Huron, Iosco, Lapeer, Macomb, Montmorency, Oakland, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Sanilac, St Clair, Tuscola, Wayne

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
<tr>
<td>23210 - Elevator Repairer</td>
<td></td>
<td>51.96</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: $15.575 per hour for all hours worked
VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after 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)

PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 97-0340 (Rev.-26) was first posted on www.wdol.gov on 02/26/2019

Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|    |
Daniel W. Simms | Division of Wage | Wage Determination No: 1997-0340
Director | Determinations | Revision No: 26
| Date Of Revision: 02/20/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: New Jersey, Pennsylvania
Area: New Jersey Counties of Hunterdon, Warren
----------------------------------------------------------------------------------
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<th>OCCUPATION CODE - TITLE</th>
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Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
Elevator Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WASHINGTON, D.C. 20210

Daniel W. Simms  Division of Wage Determinations  Wage Determination No: 1997-0382
Director  Determinations  Revision No: 30

Date Of Revision: 02/20/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Alabama, Georgia, South Carolina
Area: Alabama Counties of Lee, Russell
South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Beaufort, Edgefield, Hampton, Jasper

**Fringe Benefits Required Follow the Occupational Listing**

<table>
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PENSION: Elevator - $9.96 per hour

EDUCATIONAL FUND: $0.62 per hour for all hours worked.

Work Preservation Fund (Elevator): $0.42 per hour for all hours worked

401(K) Annuity $7.55 per hour for all hours worked
WD 98-0156 (Rev.-37) was first posted on www.wdol.gov on 01/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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

**Fringe Benefits Required Follow the Occupational Listing**

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<td>07041 - Cook I</td>
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<td>07070 - Dishwasher</td>
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<td>07130 - Food Service Worker</td>
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<td>10.16</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.09</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.09</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.16</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<td>10.16</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
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Halfway House & Residential Community Treatment:

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<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<tr>
<td>01111 - General Clerk I</td>
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01311 - Secretary I  15.48
01611 - Word Processor I  12.36
07041 - Cook I  13.05
07042 - Cook II  15.75
07070 - Dishwasher  9.09
07130 - Food Service Worker  10.16
11150 - Janitor  10.16
11210 - Laborer, Grounds Maintenance  10.16
11240 - Maid or Houseman  10.16
23370 - General Maintenance Worker  13.84
27101 - Guard I  11.83
27102 - Guard II  12.79
99050 - Desk Clerk (see 1)  12.36

Moving & Storage:
21020 - Forklift Operator  13.05
21050 - Material Handling Laborer  11.17
21110 - Shipping Packer  13.05
21410 - Warehouse Specialist  13.05
31361 - Truckdriver, Light  13.05
31362 - Truckdriver, Medium  13.84
31363 - Truckdriver, Heavy  14.88
31364 - Truckdriver, Tractor-Trailer  15.75

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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*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
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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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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State: Washington
Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

**Fringe Benefits Required Follow the Occupational Listing**

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<td>11240 - Maid or Houseman</td>
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<td>99030 - Cashier</td>
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Moving & Storage:

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<td>Shipping Packer</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

Rates applicable to Statewide Connecticut excluding the Hartford Metropolitan Statistical Area which is defined below:
Hartford County - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Town, Windsor Town, Windsor Locks Town
Litchfield County - New Hartford Town
Middlesex County - Cromwell Town, East Hampton Town, Portland Town
Tolland Town - Andover City, Bolton City, Columbia Town, Coventry Town, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<td>13.07</td>
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<td>07130 - Food Service Worker</td>
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<td>11.08</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11240 - Maid or Houseman</td>
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<td>11.08</td>
</tr>
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<td>(see 1)</td>
<td>11.08</td>
</tr>
</tbody>
</table>
Halfway House & Residential Community Treatment:

01011 - Accounting Clerk I 12.08
01012 - Accounting Clerk II 12.68
01111 - General Clerk I 11.18
01311 - Secretary I 13.82
01611 - Word Processor I 11.18
07041 - Cook I 13.07
07042 - Cook II 15.86
07070 - Dishwasher 10.48
07130 - Food Service Worker 11.08
11150 - Janitor 11.08
11210 - Laborer, Grounds Maintenance 11.08
11240 - Maid or Houseman 11.08
23370 - General Maintenance Worker 13.90
27101 - Guard I 11.45
27102 - Guard II 12.00
99050 - Desk Clerk (see 1) 11.18

Moving & Storage:

21020 - Forklift Operator 13.07
21050 - Material Handling Laborer 11.68
21110 - Shipping Packer 13.07
21410 - Warehouse Specialist 13.07
31361 - Truckdriver, Light 13.07
31362 - Truckdriver, Medium 13.90
31363 - Truckdriver, Heavy 14.86
31364 - Truckdriver, Tractor-Trailer 15.86

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States: Georgia, South Carolina
Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne
South Carolina Counties of Hampton, Jasper

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<tr>
<td>07041 - Cook I</td>
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<td>23370 - General Maintenance Worker</td>
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<tr>
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Moving & Storage:
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<tr>
<th>Occupation</th>
<th>Hour Rate</th>
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<tr>
<td>21020 - Forklift Operator</td>
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<td>21410 - Warehouse Specialist</td>
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<tr>
<td>31361 - Truckdriver, Light</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
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<td>31363 - Truckdriver, Heavy</td>
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<td>31364 - Truckdriver, Tractor-Trailer</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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 Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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WD 98-0208 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
________________________________________________________________________
Daniel W. Simms  Division of Wage  | Wage Determination No: 1998-0208
Director     Determinations    | Revision No: 35
| Date Of Revision: 12/26/2018
________________________________________________________________________
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Guam, Northern Marianas
Area: Guam Statewide
Northern Marianas Statewide
________________________________________________________________________
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td>07041 - Cook I</td>
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<td>10.27</td>
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<td>07260 - Waiter/Waitress</td>
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<tr>
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<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>Shipping Packer</td>
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Moving & Storage:

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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:

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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.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 98-0221 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Lee, Leslie, Letcher, Lincoln, Madison, Marion, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>07041</td>
<td>Cook I</td>
<td></td>
<td>12.80</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td></td>
<td>15.09</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>07260</td>
<td>Waiter/Waitress</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>11060</td>
<td>Elevator Operator</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>99030</td>
<td>Cashier</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
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Halfway House & Residential Community Treatment:

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<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
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<td>Code</td>
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<td>Rate</td>
<td></td>
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<tr>
<td>01311</td>
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<td>Cook II</td>
<td>15.09</td>
<td></td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>9.06</td>
<td></td>
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<td>Laborer, Grounds Maintenance</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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<tr>
<td>99050</td>
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<td>21020</td>
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<td>21050</td>
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<td>Shipping Packer</td>
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<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>12.80</td>
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<td>31361</td>
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</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>14.32</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.09</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)


THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana
Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>13.09</td>
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<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.65</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.68</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.55</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>9.68</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.68</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.55</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.55</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.55</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>10.55</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.93</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
<td></td>
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</tr>
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<td>01611 - Word Processor I</td>
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<td>10.70</td>
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<td>07041 - Cook I</td>
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<td>13.09</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.65</td>
</tr>
</tbody>
</table>
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.55
11150 - Janitor 10.55
11210 - Laborer, Grounds Maintenance 10.55
11240 - Maid or Houseman 10.55
23370 - General Maintenance Worker 13.95
27101 - Guard I 11.08
27102 - Guard II 11.93
99050 - Desk Clerk (see 1) 10.70

Moving & Storage:
21020 - Forklift Operator 13.09
21050 - Material Handling Laborer 11.40
21110 - Shipping Packer 13.09
21410 - Warehouse Specialist 13.09
31361 - Truckdriver, Light 13.09
31362 - Truckdriver, Medium 13.95
31363 - Truckdriver, Heavy 14.80
31364 - Truckdriver, Tractor-Trailer 15.65

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: 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

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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.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
By direction of the Secretary of Labor | WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1998-0223
Director Determinations | Revision No: 37
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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, Louisiana, Texas
Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier
Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll
Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.96</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>12.78</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>8.75</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>8.75</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.30</td>
</tr>
<tr>
<td>99030 - Cashier</td>
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<td>9.30</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.30</td>
</tr>
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Halfway House & Residential Community Treatment:
01011 - Accounting Clerk I                    |          | 11.47|
01012 - Accounting Clerk II                   |          | 12.44|
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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<tr>
<td>01111</td>
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<tr>
<td>01311</td>
<td>Secretary I</td>
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</tr>
<tr>
<td>01611</td>
<td>Word Processor I</td>
<td>10.53</td>
</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td>10.96</td>
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<tr>
<td>07042</td>
<td>Cook II</td>
<td>12.78</td>
</tr>
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<tr>
<td>11150</td>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<tr>
<td>11240</td>
<td>Maid or Houseman</td>
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<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
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<td>Guard I</td>
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<td>Guard II</td>
<td>10.88</td>
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<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1) 10.34</td>
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</tbody>
</table>

Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>10.96</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>9.79</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>10.96</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>10.96</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>10.96</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>11.62</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>12.24</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>12.78</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
washing, 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Elkhart, Kosciusko

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>11.07</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>13.42</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>7.98</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>8.72</td>
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</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>7.98</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>7.98</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>8.72</td>
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</tr>
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<td>11240 - Maid or Houseman</td>
<td>8.72</td>
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<td>99030 - Cashier</td>
<td>8.72</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>8.72</td>
<td></td>
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</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
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<td>12.96</td>
<td></td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<td>07041 - Cook I</td>
<td>11.07</td>
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<td>Rate</td>
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<tr>
<td>11150</td>
<td>Janitor</td>
<td>8.72</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
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<td>11240</td>
<td>Maid or Houseman</td>
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<td>27102</td>
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<td>99050</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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<tbody>
<tr>
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<td>Forklift Operator</td>
<td>11.07</td>
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<tr>
<td>21050</td>
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<td>21410</td>
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<td>31361</td>
<td>Truckdriver, Light</td>
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<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.42</td>
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</tbody>
</table>

All occupations listed above receive the following benefits:

**Health & Welfare:** $4.48 per hour or $179.20 per week or $776.53 per month

**Health & Welfare EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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:** 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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
The 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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**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:

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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 Wage and Hour Division, U.S. Department of Labor, 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.

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WD 98-0227 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| |
Daniel W. Simms Division of Wage | Wage Determination No: 1998-0227
Director Determinations | Revision No: 35
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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2019. 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 Counties of Christian, Clark, Coles, Crawford, Cumberland,
Jasper, Macon, Moultrie, Shelby
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                  FOOTNOTE    RATE

Food & Lodging:
  07041 - Cook I                                               12.86
  07042 - Cook II                                              15.14
  07070 - Dishwasher                                           9.37
  07130 - Food Service Worker                                  10.19
  07260 - Waiter/Waitress                                     9.37
  11060 - Elevator Operator                                    9.37
  11210 - Laborer, Grounds Maintenance                        10.19
  11240 - Maid or Houseman                                     10.19
  99030 - Cashier                                              10.19
  99050 - Desk Clerk                                           (see 1) 10.19

Halfway House & Residential Community Treatment:
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  01012 - Accounting Clerk II                                  12.71
  01111 - General Clerk I                                      10.90
  01311 - Secretary I                                          13.72
  01611 - Word Processor I                                     10.90
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<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>10.19</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>10.19</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>10.19</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>10.19</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>13.49</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>11.02</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>11.89</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
<td>10.90</td>
</tr>
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</table>

### Moving & Storage:

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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</tr>
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<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>12.86</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>11.15</td>
</tr>
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<td>21110</td>
<td>Shipping Packer</td>
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<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
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<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
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<td>31363</td>
<td>Truckdriver, Heavy</td>
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</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.14</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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Georgia
Area: Georgia Counties of Brantley, Glynn, Pierce

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.33</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.43</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
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<td>8.67</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
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<td>9.35</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.67</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.67</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.35</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.35</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.35</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.35</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Halfway House &amp; Residential Community Treatment:</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
</tr>
<tr>
<td>07041 - Cook I</td>
</tr>
<tr>
<td>07042 - Cook II</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
</tr>
</tbody>
</table>
07130 - Food Service Worker 9.35
11150 - Janitor 9.35
11210 - Laborer, Grounds Maintenance 9.35
11240 - Maid or Houseman 9.35
23370 - General Maintenance Worker 12.04
27101 - Guard I 10.69
27102 - Guard II 11.41
99050 - Desk Clerk (see 1) 10.59

Moving & Storage:

21020 - Forklift Operator 11.33
21050 - Material Handling Laborer 9.92
21110 - Shipping Packer 11.33
21410 - Warehouse Specialist 11.33
31361 - Truckdriver, Light 11.33
31362 - Truckdriver, Medium 12.04
31363 - Truckdriver, Heavy 12.76
31364 - Truckdriver, Tractor-Trailer 13.43

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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*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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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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classifications and the classifications listed in the wage determination. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a
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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
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after such unlisted class(es) of employees performs any contract work.

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report of the action, together with the agency's recommendations and pertinent
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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.
WD 98-0298 (Rev.-23) was first posted on www.wdol.gov on 01/01/2019
Vessels
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
| Daniel W. Simms      Division of Wage | Wage Determination No: 1998-0298
| Director             Determinations | Revision No: 23
|                     | Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.
NATIONWIDE: United States East, West and Gulf Coasts.
Crowley Technical Management, Inc.: Cape Washington, Cape Wrath, Wright, the
Curtiss.
Tote Services, Inc.: Antares, Denebola, Petersburg, Pollux, Regulus, Altair,
Bellatrix, Pacific Collector, Pacific Tracker.
Keystone Shipping Services, Inc. Cape Decision, Cape Diamond, Cape Domingo, Cape
Douglas, Cape Ducato,, Cape Edmont, Cape Race, Cape Ray, Cape Rise, Cape
Kennedy, Cape Knox.
Matson Navigation Company: Cape Henry, Cape horn, Cape Hudson.
Ocean Duchess, Inc.: Cape Inspiration, Cape Intrepid, Cape Isable, Cape Island,
Algo, Capealla, Cape May, Cape Mohican.
Pacific Gulf Marine, Inc.: Cornhusker States, Flickertail State, Gopher State,
Gem State, Grand Canyon State, Keystone State.
Patriot Contract Services, LLC: Cape Taylor, Cape Texas, Cape Trinity, Cape
Victory, Cape Vincent, Admiral Calaghan, Cape Orlando.
Employed on Department of Transportation contracts for operations and
maintenance services of 46 U.S Maritime administration ready reserve Force Cargo
Vessels and two special mission ships on the U.S. East, West and Gulf Coasts
with operations worldwide.
Collective Bargaining Agreement between Tote Services, Inc. and Seafarers
International Union of North America, Atlantic, Gulf, Lakes and Inland Waters
District, AFL-CIO, Solicitation Number DTMA91R140002, effective January 27, 2016
through July 26, 2024.
Collective Bargaining Agreement between Tote Services, Inc. and American
Maritime Officers, Solicitation number DTMA91R140002, effective January 27, 2016
through July 27, 2024.
Collective Bargaining Agreement between Keystone Shipping Services, Inc. and
Seafarers International Union of North America, Atlantic,Gulf, Lakes and Inland
Waters District/NMU, AFL-CIO, Solicitation Number DTMA91R140002, effective
January 27, 2016 through July 26, 2024.
Collective Bargaining Agreement between Keystone Shipping Services, Inc. and Marine Engineers Benevolent Association - District No. 1, Solicitation Number DTMA91R140002 effective January 27, 2016 through July 26, 2024.


Collective Bargaining Agreement between Crowley Technical Management, Inc. and America Maritime Officers-- MOU, Solicitation Number DTMA91R140002, effective January 27, 2016 through July 26, 2024.


Collective Bargaining Agreement between Ocean Duchess, Inc. and America Maritime Officer, Solicitation Number DTM91R140002, effective January 27, 2016 through July 26, 2024.


Collective Bargaining Agreement between Pacific Gulf Marine, Inc. and America Maritime Officers, Solicitation Number DTMA91R140002, effective January 27, 2016 through July 26, 2024.

Collective Bargaining Agreement between Patriot Contract Services, Inc. and Marine Engineers Benevolent Association-District No. 1, Solicitation Number DTMA91R140002, effective January 27, 2016 through July 26, 2024.

Collective Bargaining Agreement between Patriot Contract Services LLC and American Radio Association, Marine Electronics Division, MEBA, AFL-CIO, Solicitation Number DTMA91R140002, effective January 27, 2016 through July 26, 2024.

Collective Bargaining Agreement between ASM/Patriot Services, LLC and Marine Engineers Benevolent Association/National Maritime Union-District No. 1-PCD, Solicitation Number DTMA91R140002, effective January 27, 2016 through July 26, 2024.


In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as
amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

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.

** 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: South Carolina
Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.65</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.81</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.70</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.45</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.70</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.70</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>9.45</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>9.45</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.75</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>12.71</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
<td></td>
<td>10.90</td>
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<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>13.53</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
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<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.65</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.81</td>
</tr>
</tbody>
</table>
07070 - Dishwasher 8.70
07130 - Food Service Worker 9.45
11150 - Janitor 9.45
11210 - Laborer, Grounds Maintenance 9.45
11240 - Maid or Houseman 9.45
23370 - General Maintenance Worker 12.29
27101 - Guard I 10.66
27102 - Guard II 11.37
99050 - Desk Clerk (see 1) 10.90

Moving & Storage:
21020 - Forklift Operator 11.65
21050 - Material Handling Laborer 10.20
21110 - Shipping Packer 11.65
21410 - Warehouse Specialist 11.65
31361 - Truckdriver, Light 11.65
31362 - Truckdriver, Medium 12.29
31363 - Truckdriver, Heavy 13.09
31364 - Truckdriver, Tractor-Trailer 13.81

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: South Carolina
Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg, Union

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.65</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.81</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.70</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.45</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.70</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>8.70</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.45</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.45</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.45</td>
</tr>
<tr>
<td>99050 - Desk Clerk (see 1)</td>
<td></td>
<td>9.45</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
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<td>01012 - Accounting Clerk II</td>
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11240 - Maid or Houseman 9.45
23370 - General Maintenance Worker 12.29
27101 - Guard I 10.66
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Moving & Storage:
21020 - Forklift Operator 11.65
21050 - Material Handling Laborer 10.20
21110 - Shipping Packer 11.65
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31361 - Truckdriver, Light 11.65
31362 - Truckdriver, Medium 12.29
31363 - Truckdriver, Heavy 13.09
31364 - Truckdriver, Tractor-Trailer 13.81

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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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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:

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classifications and the classifications listed in the wage determination. Such
conformed classes of employees shall be paid the monetary wages and furnished
the fringe benefits as are determined (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
retroactive to the commencement date of the contract (See 29 CFR
4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a
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The process for preparing a conformance request is as follows:

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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
Wage and Hour Division, U.S. Department of Labor, 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
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process the request.

5) The contracting officer transmits the Wage and Hour decision to the
contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 98-0467 (Rev.-40) was first posted on www.wdol.gov on 03/12/2019

Forestry and Land Management Services

**********************************************************************************

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1998-0467
Director             Determinations    | Revision No: 40
| Date Of Revision: 03/07/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Virginia
Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlotteville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Fredericksburg, Goochland, Greensville, Halifax, Hampton, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mathews, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Spotsylvania, Sussex, Westmoreland

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**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, and the cleaning of public use areas.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08040 - Choker Setter</td>
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<td>08100 - Fire Lookout</td>
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<td>12.95</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<tr>
<td>08190 - Forestry Technician</td>
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<td>24.68</td>
</tr>
<tr>
<td>08200 - Forestry Truck Driver</td>
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<td>24.68</td>
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<tr>
<td>08250 - General Forestry Laborer</td>
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</tr>
<tr>
<td>08280 - Nursery Specialist</td>
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<td>17.89</td>
</tr>
<tr>
<td>08310 - Slash Piler/Burner</td>
<td></td>
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<tr>
<td>08340 - Tree Climber</td>
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<td>14.46</td>
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<tr>
<td>08370 - Tree Planter</td>
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<td>10.56</td>
</tr>
<tr>
<td>08400 - Tree Planter, Mechanical</td>
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</tbody>
</table>
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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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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Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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Standard Form 1444 (SF-1444)

Conformance Process:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Tennessee, Virginia
Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington
Virginia Counties of Bristol, Buchanan, Dickenson, Galax, Grayson, Lee, Norton, Russell, Scott, Smyth, Tazewell, Washington, Wise

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>12.80</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>15.09</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>9.06</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>10.05</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.05</td>
</tr>
</tbody>
</table>

Halfway House & Residential Community Treatment:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01111 - General Clerk I</td>
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<td>01311 - Secretary I</td>
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<td>01611 - Word Processor I</td>
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<td>11.74</td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Hourly Rate</td>
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<tr>
<td>----------</td>
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</tr>
<tr>
<td>07041</td>
<td>Cook I</td>
<td>12.80</td>
</tr>
<tr>
<td>07042</td>
<td>Cook II</td>
<td>15.09</td>
</tr>
<tr>
<td>07070</td>
<td>Dishwasher</td>
<td>9.06</td>
</tr>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>10.05</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>10.05</td>
</tr>
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<td>Laborer, Grounds Maintenance</td>
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<td>Maid or Houseman</td>
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<td>Guard II</td>
<td>12.10</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
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</table>

**Moving & Storage:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>12.80</td>
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<td>21050</td>
<td>Material Handling Laborer</td>
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<tr>
<td>21110</td>
<td>Shipping Packer</td>
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</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>12.80</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>14.32</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>15.09</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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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
laundrying 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the
Wage and Hour Division does not recognize, for section 4(c) purposes,
prospective wage rates and fringe benefit provisions that are effective only
upon such contingencies as "approval of Wage and Hour, issuance of a wage
determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that
Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits
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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Indiana
Area: Indiana Counties of Elkhart, Kosciusko, Marshall, Saint Joseph

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>12.25</td>
<td></td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td>14.83</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>9.11</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>9.88</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>9.11</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>9.11</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.88</td>
<td></td>
</tr>
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<td>9.88</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>9.88</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.88</td>
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</table>

Halfway House & Residential Community Treatment:

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</tr>
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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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</tr>
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</table>
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11210 - Laborer, Grounds Maintenance 9.88
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23370 - General Maintenance Worker 13.11
27101 - Guard I 11.52
27102 - Guard II 12.42
99050 - Desk Clerk (see 1) 11.11

Moving & Storage:
21020 - Forklift Operator 12.25
21050 - Material Handling Laborer 10.49
21110 - Shipping Packer 12.25
21410 - Warehouse Specialist 12.25
31361 - Truckdriver, Light 12.25
31362 - Truckdriver, Medium 13.11
31363 - Truckdriver, Heavy 13.97
31364 - Truckdriver, Tractor-Trailer 14.83

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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WD 98-0611 (Rev.-14) was first posted on www.wdol.gov on 01/01/2019

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

Daniel W. Simms      Division of Wage  | Wage Determination No: 1998-0611
Director             Determinations    |           Revision No: 14
|      Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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.

This WD applies to the East, West and Gulf Coast only for the following vessels:
USNS ALGOL T AKR 287
USNS ALTAIR T AKR 291
USNS ANTARES T-AKR 294
USNS BELLATRIX T- AKR 288
USNS CAPELLA T - AKR 293
USNS DENEBO T - AKR 289
USNS POLUX T- AKR 290
USNS REGULUS T - ARK 292

Employed on U.S. Maritime Administration contracts for operations and
maintenance of eight (8) Fast Sealift Ships (FSS) on the U.S. East, West and
Gulf Coasts, with operations Worldwide.

Collective Bargaining Agreement between Maersk Line, Limited and Seafarer's
International Union North America Atlantic, Gulf, Lakes and Inland Waters
District/NMU, AFL-CIO covering Contract No33C055430 formerly Military Sealift

Collective Bargaining Agreement between Maersk Line, Limited and American
Maritime Officers (AMO) (covering Contract No33C055430, formerly Military
Sealift Command Contract N00033-05-C-5340, effective October 1, 2010 through
March 31, 2011.

The term "service employee" does not include any employee who qualifies as an
executive, administrative, or professional employee as those terms are
identified in Regulations, Part 541, issued under the Fair Standard Act. (See
CFR, Part 541.)

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as
amended, employees employed by the contractor(s) in performing services covered
by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe
benefits set forth in the current collective bargaining agreement and modified
extension agreement(s).

** 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.

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.

**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

WD 98-0614 (Rev.-30) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms Division of Wage | Wage Determination No: 1998-0614
Director Determinations | Revision No: 30
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: Indiana
Area: Indiana Counties of Marshall, Saint Joseph

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.07</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.42</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>7.98</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>8.72</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>7.98</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>7.98</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>8.72</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>8.72</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>8.72</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.72</td>
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Halfway House & Residential Community Treatment:
<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>11.74</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>12.16</td>
</tr>
<tr>
<td>01111 - General Clerk I</td>
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<td>10.32</td>
</tr>
<tr>
<td>01311 - Secretary I</td>
<td></td>
<td>12.96</td>
</tr>
<tr>
<td>01611 - Word Processor I</td>
<td></td>
<td>10.32</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.07</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>13.42</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>7.98</td>
</tr>
</tbody>
</table>
### Occupations

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07130</td>
<td>Food Service Worker</td>
<td>8.72</td>
</tr>
<tr>
<td>11150</td>
<td>Janitor</td>
<td>8.72</td>
</tr>
<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>8.72</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>8.72</td>
</tr>
<tr>
<td>23370</td>
<td>General Maintenance Worker</td>
<td>11.86</td>
</tr>
<tr>
<td>27101</td>
<td>Guard I</td>
<td>10.31</td>
</tr>
<tr>
<td>27102</td>
<td>Guard II</td>
<td>11.09</td>
</tr>
<tr>
<td>99050</td>
<td>Desk Clerk</td>
<td>(see 1)</td>
</tr>
</tbody>
</table>

### Moving & Storage

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>21020</td>
<td>Forklift Operator</td>
<td>11.07</td>
</tr>
<tr>
<td>21050</td>
<td>Material Handling Laborer</td>
<td>9.50</td>
</tr>
<tr>
<td>21110</td>
<td>Shipping Packer</td>
<td>11.07</td>
</tr>
<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
<td>11.07</td>
</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
<td>11.07</td>
</tr>
<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
<td>11.86</td>
</tr>
<tr>
<td>31363</td>
<td>Truckdriver, Heavy</td>
<td>12.63</td>
</tr>
<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
<td>13.42</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:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

**HEALTH & WELFARE EO 13706:** Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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:** 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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.
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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under
section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 98-0626 (Rev.-34) was first posted on www.wdol.gov on 01/01/2019

FL/HH/MS

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1998-0626
Director             Determinations    | Revision No: 34
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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: South Carolina
Area: South Carolina Counties of Darlington, Florence, Lee
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>11.10</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>12.96</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.60</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>9.21</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td></td>
<td>8.60</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td></td>
<td>8.60</td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td></td>
<td>9.21</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td></td>
<td>9.21</td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td></td>
<td>9.21</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>9.21</td>
</tr>
</tbody>
</table>

| Halfway House & Residential Community Treatment: |          |      |
| 01011 - Accounting Clerk I                   |          | 11.34|
| 01012 - Accounting Clerk II                  |          | 12.57|
| 01111 - General Clerk I                      |          | 10.32|
| 01311 - Secretary I                          |          | 13.87|
| 01611 - Word Processor I                     |          | 10.32|
| 07041 - Cook I                               |          | 11.10|
| 07042 - Cook II                              |          | 12.96|
| 07070 - Dishwasher                           |          | 8.60 |
07130 - Food Service Worker 9.21
11150 - Janitor 9.21
11210 - Laborer, Grounds Maintenance 9.21
11240 - Maid or Houseman 9.21
23370 - General Maintenance Worker 11.73
27101 - Guard I 10.39
27102 - Guard II 11.19
99050 - Desk Clerk (see 1) 10.32

Moving & Storage:
21020 - Forklift Operator 11.10
21050 - Material Handling Laborer 9.83
21110 - Shipping Packer 11.10
21410 - Warehouse Specialist 11.10
31361 - Truckdriver, Light 11.10
31362 - Truckdriver, Medium 11.73
31363 - Truckdriver, Heavy 12.37
31364 - Truckdriver, Tractor-Trailer 12.96

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 98-0637 (Rev.-40) was first posted on www.wdol.gov on 03/12/2019

Forestry and Land Management Services

**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
| D
Daniel W. Simms      Division of Wage | Wage Determination No: 1998-0637
Director             Determinations | Revision No: 40
| Date Of Revision: 03/07/2019
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Statewide
----------------------------------------------------------------------------------
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for forestry, land management, and the cleaning of public
use areas.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>08010 - Brush/Precommercial Thinner</td>
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<td>08040 - Choker Setter</td>
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<td>08100 - Fire Lookout</td>
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<td>08130 - Forestry Equipment Operator</td>
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<td>08160 - Forestry/Logging Heavy Equipment Operator</td>
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<td>08190 - Forestry Technician</td>
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<td>08250 - General Forestry Laborer</td>
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<td>08340 - Tree Climber</td>
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<td>08370 - Tree Planter</td>
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<td>08400 - Tree Planter, Mechanical</td>
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<td>11.25</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.


Area: Alaska Statewide
Alabama Statewide
Arkansas County of Benton
Arizona Statewide
California - All Counties except : San Joaquin
Colorado Statewide
Connecticut Statewide
District of Columbia Statewide
Florida Statewide
Georgia Statewide
Iowa - All Counties except : Page
Idaho Statewide
Illinois - All Counties except : Peoria
Indiana Statewide
Kansas Statewide
Louisiana Statewide
Massachusetts Statewide
Maryland Statewide
Maine Statewide
Michigan Statewide
Minnesota - All Counties except : Jackson
Missouri Statewide
Mississippi Statewide
Montana Statewide
North Carolina Statewide
Nebraska Statewide
New Hampshire Statewide
New Jersey Statewide
New Mexico Statewide
Nevada Statewide
New York - All Counties except : Monroe, New York
Ohio - All Counties except : Mahoning
Oklahoma Statewide
Oregon Statewide
Pennsylvania - All Counties except : Dauphin, Montgomery
Rhode Island Statewide
South Carolina Statewide
South Dakota Statewide
Tennessee - All Counties except : Sumner, Williamson
Texas - All Counties except : Collin, Coryell, Lampasas, Oldham
Utah Statewide
Virginia Statewide
Washington Statewide
Wisconsin Statewide
West Virginia Statewide

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for debt collection services:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01030 - Collection Specialist</td>
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<tr>
<td>Alabama Statewide</td>
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<tr>
<td>Alaska</td>
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<td>18.63</td>
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<tr>
<td>Arizona</td>
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<td>14.37</td>
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<tr>
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<tr>
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<td>District of Columbia Statewide</td>
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<td>18.04</td>
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<td>Florida Statewide</td>
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<td>Georgia Statewide</td>
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<td>Rate</td>
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<td>Pennsylvania Counties of Ft. Washington, Montgomery</td>
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<tr>
<td>Wisconsin Statewide</td>
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</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: $4.48 per hour or $179.20 per week or $776.53 per month
HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)
WD 98-0684 (Rev.-33) was first posted on www.wdol.gov on 04/09/2019

Elevator Services
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage  | Wage Determination No: 1998-0684
Director             Determinations    | Revision No: 33
| Date Of Revision: 04/01/2019
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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**

OCCUPATION CODE - TITLE                                  FOOTNOTE             RATE
23210 - Elevator Repairer                                                    17.20

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
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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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per
*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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract,
adjusting the contract price, etc." Section 41.02 in the collective bargaining agreement between Ratheon Aerospace LLC, Langley AFB, Hampton, VA and International Association of Machinists and Aerospace Workers, District Lodge 2531 contains contingency language that Wage and Hour does not recognize as reflecting "arm's-length negotiation" under section 4(c) of the Act and 29 C.F.R. 4.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid pursuant to section 41.01 and Appendix A of this agreement.

** 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 $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Louisiana, Texas
Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion
Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Navarro, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>10.18</td>
</tr>
<tr>
<td>07042 - Cook II</td>
<td></td>
<td>11.97</td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td></td>
<td>8.14</td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td></td>
<td>8.57</td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
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<td>8.14</td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
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<td>99030 - Cashier</td>
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<td>99050 - Desk Clerk (see 1)</td>
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Halfway House & Residential Community Treatment:

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<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01012 - Accounting Clerk II</td>
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<td>01111 - General Clerk I</td>
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<td>9.82</td>
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<td>01311 - Secretary I</td>
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<td>12.71</td>
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<tr>
<td>01611 - Word Processor I</td>
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<td>9.82</td>
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07041 - Cook I                                      10.18
07042 - Cook II                                     11.97
07070 - Dishwasher                                 8.14
07130 - Food Service Worker                        8.57
11150 - Janitor                                    8.57
11210 - Laborer, Grounds Maintenance               8.57
11240 - Maid or Houseman                           8.57
23370 - General Maintenance Worker                 10.77
27101 - Guard I                                    10.13
27102 - Guard II                                   10.92
99050 - Desk Clerk                                 (see 1)  9.82

Moving & Storage:
21020 - Forklift Operator                          10.18
21050 - Material Handling Laborer                   9.01
21110 - Shipping Packer                            10.18
21410 - Warehouse Specialist                       10.18
31361 - Truckdriver, Light                         10.18
31362 - Truckdriver, Medium                         10.77
31363 - Truckdriver, Heavy                          11.36
31364 - Truckdriver, Tractor-Trailer                11.97

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc."

(The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage
determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies to United States East, West, and Gulf Coasts. Employed on U.S. Navy Military Sea lift Command contracts for the time charter of one U.S. flagged ship to preposition ammunition and related supplies in support of the U.S. Army worldwide.


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 Imperial, Inyo, Kings, San Diego, Tulare

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>06500 - Retail Automotive Detailer</td>
<td>Imperial Beach &amp; San Diego (San Diego County) &amp; El Centro (Imperial County), CA</td>
<td>12.09</td>
</tr>
<tr>
<td>06500 - Retail Automotive Detailer</td>
<td>Lemoore (Kings County), Inyo County, Tulare County, CA</td>
<td>12.05</td>
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<tr>
<td>06510 - Retail Automotive Helper</td>
<td>Imperial Beach &amp; San Diego (San Diego County) &amp; El Centro (Imperial County), CA</td>
<td>12.09</td>
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<tr>
<td>06510 - Retail Automotive Helper</td>
<td>Lemoore (Kings County), Inyo County, Tulare County, CA</td>
<td>12.05</td>
</tr>
<tr>
<td>06520 - Retail Automotive Technician</td>
<td>Imperial Beach &amp; San Diego (San Diego County) &amp; El Centro (Imperial County), CA</td>
<td>16.91</td>
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<tr>
<td>06520 - Retail Automotive Technician</td>
<td>Lemoore (Kings County), Inyo County, Tulare County, CA</td>
<td>16.27</td>
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<tr>
<td>06530 - Retail Lubrication Technician</td>
<td>Imperial Beach &amp; San Diego (San Diego County) &amp; El Centro (Imperial County), CA</td>
<td>13.91</td>
</tr>
<tr>
<td>06530 - Retail Lubrication Technician</td>
<td>Lemoore (Kings County), Inyo County, Tulare County, CA</td>
<td>13.51</td>
</tr>
<tr>
<td>06540 - Retail Tire Service Worker</td>
<td>Imperial Beach &amp; San Diego (San Diego County) &amp; El Centro (Imperial County), CA</td>
<td>13.91</td>
</tr>
<tr>
<td>06540 - Retail Tire Service Worker</td>
<td>Lemoore (Kings County), Inyo County, Tulare County, CA</td>
<td>13.51</td>
</tr>
<tr>
<td>06550 - Senior Retail Automotive Technician</td>
<td></td>
<td></td>
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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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)

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WD 99-0025 (Rev.-35) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1999-0025
Director             Determinations    | Revision No: 35
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
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if it is higher) for all hours spent performing on the contract in calendar year
2019. 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.
Jurisdiction: covers the entire state of Rhode Island excluding the following
cities and towns in Providence County:
Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket,
Smithfield and Woonsocket
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**Fringe Benefits Required Follow the Occupational Listing**

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07130 - Food Service Worker 11.29
11150 - Janitor 11.29
11210 - Laborer, Grounds Maintenance 11.29
11240 - Maid or Houseman 11.29
23370 - General Maintenance Worker 14.48
27101 - Guard I 11.33
27102 - Guard II 11.95
99050 - Desk Clerk (see 1) 11.37

Moving & Storage:
21020 - Forklift Operator 13.67
21050 - Material Handling Laborer 11.91
21110 - Shipping Packer 13.67
21410 - Warehouse Specialist 13.67
31361 - Truckdriver, Light 13.67
31362 - Truckdriver, Medium 14.48
31363 - Truckdriver, Heavy 15.24
31364 - Truckdriver, Tractor-Trailer 15.82

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.
**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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 99-0068 (Rev.-34) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1999-0068
Director Determinations | Revision No: 34
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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 Island, San Juan, Skagit

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.64</td>
</tr>
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<td>07042 - Cook II</td>
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<td>17.68</td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<td>10.60</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<tr>
<td>11240 - Maid or Houseman</td>
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<tr>
<td>99030 - Cashier</td>
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<td>11.62</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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07130 - Food Service Worker 11.62
11150 - Janitor 11.62
11210 - Laborer, Grounds Maintenance 11.62
11240 - Maid or Houseman 11.62
23370 - General Maintenance Worker 15.66
27101 - Guard I 12.91
27102 - Guard II 13.97
99050 - Desk Clerk (see 1) 12.64

Moving & Storage:
21020 - Forklift Operator 14.64
21050 - Material Handling Laborer 12.61
21110 - Shipping Packer 14.64
21410 - Warehouse Specialist 14.64
31361 - Truckdriver, Light 14.64
31362 - Truckdriver, Medium 15.66
31363 - Truckdriver, Heavy 16.68
31364 - Truckdriver, Tractor-Trailer 17.68

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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:

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The process for preparing a conformance request is as follows:

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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 99-0069 (Rev.-36) was first posted on www.wdol.gov on 01/01/2019

**Fringe Benefits Required Follow the Occupational Listing**

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<td>Food &amp; Lodging:</td>
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<td>07041</td>
<td>Cook I</td>
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Halfway House & Residential Community Treatment:

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<th>TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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<td>13.60</td>
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<td>01012</td>
<td>Accounting Clerk II</td>
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01111 - General Clerk I 12.47
01311 - Secretary I 15.40
01611 - Word Processor I 12.47
07041 - Cook I 15.08
07042 - Cook II 17.39
07070 - Dishwasher 10.75
07130 - Food Service Worker 11.78
11150 - Janitor 11.78
11210 - Laborer, Grounds Maintenance 11.78
11240 - Maid or Houseman 11.78
23370 - General Maintenance Worker 16.61
27101 - Guard I 12.31
27102 - Guard II 13.10
99050 - Desk Clerk (see 1) 12.47

Moving & Storage:
21020 - Forklift Operator 15.08
21050 - Material Handling Laborer 12.63
21110 - Shipping Packer 15.08
21410 - Warehouse Specialist 15.08
31361 - Truckdriver, Light 15.08
31362 - Truckdriver, Medium 15.99
31363 - Truckdriver, Heavy 16.69
31364 - Truckdriver, Tractor-Trailer 17.39

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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 30 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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 Wage and Hour Division, U.S. Department of Labor, 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.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) 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.
WD 99-0070 (Rev.-34) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210

Daniel W. Simms      Division of Wage  | Wage Determination No: 1999-0070
Director             Determinations    | Revision No: 34
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

This wage determination applies to the following cities and town only:
Massachusetts:
Bristol County: Attleboro, North Attleboro, Rehoboth and Seekonk
Norfolk Country: Plainville
Worcester County: Blackstone, Millville and Woonsocket
Rhode Island:
Providence County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield and Woonsocket

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
<td>14.58</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>16.63</td>
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<tr>
<td>07070 - Dishwasher</td>
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<td>10.95</td>
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<td>07130 - Food Service Worker</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>11.75</td>
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<tr>
<td>99030 - Cashier</td>
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<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>11.75</td>
</tr>
<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
<td></td>
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</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td></td>
<td>12.99</td>
</tr>
<tr>
<td>01012 - Accounting Clerk II</td>
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01111 - General Clerk I 11.99
01311 - Secretary I 14.77
01611 - Word Processor I 11.99
07041 - Cook I 14.58
07042 - Cook II 16.63
07070 - Dishwasher 10.95
07130 - Food Service Worker 11.75
11150 - Janitor 11.75
11210 - Laborer, Grounds Maintenance 11.75
11240 - Maid or Houseman 11.75
23370 - General Maintenance Worker 15.32
27101 - Guard I 11.96
27102 - Guard II 12.66
99050 - Desk Clerk (see 1) 11.99

Moving & Storage:
21020 - Forklift Operator 14.58
21050 - Material Handling Laborer 12.69
21110 - Shipping Packer 14.58
21410 - Warehouse Specialist 14.58
31361 - Truckdriver, Light 14.58
31362 - Truckdriver, Medium 15.32
31363 - Truckdriver, Heavy 15.97
31364 - Truckdriver, Tractor-Trailer 16.63

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
WD 99-0229 (Rev.-33) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS

******************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
       THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
|
Daniel W. Simms      Division of Wage  | Wage Determination No: 1999-0229
Director             Determinations    | Revision No: 33
|       Date Of Revision: 12/26/2018
******************************************************************************

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for
calendar year 2019 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
$10.60 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
2019. 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 Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw,
Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

**Fringe Benefits Required Follow the Occupational Listing**

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<tr>
<th>OCCUPATION CODE - TITLE</th>
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<tbody>
<tr>
<td>Food &amp; Lodging:</td>
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<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td>10.89</td>
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<tr>
<td>07042 - Cook II</td>
<td>12.84</td>
<td></td>
</tr>
<tr>
<td>07070 - Dishwasher</td>
<td>8.34</td>
<td></td>
</tr>
<tr>
<td>07130 - Food Service Worker</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>07260 - Waiter/Waitress</td>
<td>8.34</td>
<td></td>
</tr>
<tr>
<td>11060 - Elevator Operator</td>
<td>8.34</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>99030 - Cashier</td>
<td>8.98</td>
<td></td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>8.98</td>
</tr>
</tbody>
</table>

| Halfway House & Residential Community Treatment:       |          |       |
| 01011 - Accounting Clerk I                            | 11.12    |
| 01012 - Accounting Clerk II                           | 11.99    |
| 01111 - General Clerk I                               | 10.12    |
| 01311 - Secretary I                                   | 12.80    |
| 01611 - Word Processor I                              | 10.12    |
| 07041 - Cook I                                         | 10.89    |
| 07042 - Cook II                                        | 12.84    |
07070 - Dishwasher 8.34
07130 - Food Service Worker 8.98
11150 - Janitor 8.98
11210 - Laborer, Grounds Maintenance 8.98
11240 - Maid or Houseman 8.98
23370 - General Maintenance Worker 11.52
27101 - Guard I 10.07
27102 - Guard II 10.73
99050 - Desk Clerk (see 1) 10.12

Moving & Storage:
21020 - Forklift Operator 10.89
21050 - Material Handling Laborer 9.62
21110 - Shipping Packer 10.89
21410 - Warehouse Specialist 10.89
31361 - Truckdriver, Light 10.89
31362 - Truckdriver, Medium 11.52
31363 - Truckdriver, Heavy 12.18
31364 - Truckdriver, Tractor-Trailer 12.84

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HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

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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 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,
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Standard Form 1444 (SF-1444)

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) 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.
WD 99-0266 (Rev.-32) was first posted on www.wdol.gov on 01/01/2019
FL/HH/MS
**********************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON, D.C. 20210
Daniel W. Simms      Division of Wage | Wage Determination No: 1999-0266
Director              Determinations    | Revision No: 32
| Date Of Revision: 12/26/2018
----------------------------------------------------------------------------------
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Iowa
Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright
----------------------------------------------------------------------------------
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<td>Food &amp; Lodging:</td>
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<td></td>
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<tr>
<td>07041 - Cook I</td>
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<td>11.68</td>
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<td>07042 - Cook II</td>
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<td>13.74</td>
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<td>07260 - Waiter/Waitress</td>
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<td>11060 - Elevator Operator</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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</tr>
<tr>
<td>99050 - Desk Clerk</td>
<td>(see 1)</td>
<td>10.11</td>
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<tr>
<td>Halfway House &amp; Residential Community Treatment:</td>
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<td>01011 - Accounting Clerk I</td>
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<td>Janitor</td>
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<tr>
<td>11210</td>
<td>Laborer, Grounds Maintenance</td>
<td>10.11</td>
</tr>
<tr>
<td>11240</td>
<td>Maid or Houseman</td>
<td>10.11</td>
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<tr>
<td>23370</td>
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<td>Guard I</td>
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<tr>
<td>99050</td>
<td>Desk Clerk (see 1)</td>
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**Moving & Storage:**

<table>
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<tr>
<th>Code</th>
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<tr>
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<td>Material Handling Laborer</td>
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<td>21110</td>
<td>Shipping Packer</td>
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<tr>
<td>21410</td>
<td>Warehouse Specialist</td>
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</tr>
<tr>
<td>31361</td>
<td>Truckdriver, Light</td>
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<tr>
<td>31362</td>
<td>Truckdriver, Medium</td>
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<td>Truckdriver, Heavy</td>
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<tr>
<td>31364</td>
<td>Truckdriver, Tractor-Trailer</td>
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</tr>
</tbody>
</table>

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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:** $4.48 per hour or $179.20 per week or $776.53 per month

**HEALTH & WELFARE EO 13706:** $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE
FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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. Such conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Minnesota
Area: Minnesota Counties of Hennepin, Ramsey

**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Army Corps of Engineers contract for transportation of personnel from Minneapolis, MN to St. Paul, MN by Riverboat only.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
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<tbody>
<tr>
<td>(not set) - Chief Engineer</td>
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</tr>
<tr>
<td>(not set) - Deckhand</td>
<td>16.54</td>
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<td>(not set) - First Mate</td>
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<tr>
<td>(not set) - Master (Riverboat)</td>
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<tr>
<td>(not set) - Pilot (Riverboat)</td>
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<td></td>
</tr>
<tr>
<td>(not set) - Watch Engineer (1st Assistant Engineer)</td>
<td>26.04</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.
**NOTES APPLYING TO THIS WAGE DETERMINATION**

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.


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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Chief Engineer
(Occupation Description Not Available)

Deckhand
General Function: Under designated supervision, performs a variety of deck duties aboard ship and boats to include handling lines and cables, tying knots, operating deck winches, and scraping, painting and cleaning designated to the ship/boat. Duties and Responsibilities: 1. Handles lines and cables when anchoring or getting under way, ties various types of knots, splices lines to secure cargo, boat and deck equipment. 2. Assists in hoisting and lowering boats, making up cargo nets and fenders, and in performing other marlinespike seamanship. 3. Operates deck winches to hoist or lower cargo and boats, works with ground tackle, block and tackle gear and rigging equipment. 4. Scraps, paints, and clean ships/boats, hull superstructure and compartment space. 5. May give instructions to passengers on the use of lifesaving equipment and instructions on what I required in case of emergency. 6. May receive and transmit radio message from boat to shore. 7. Performs other related duties as assigned. Physical Effort: Stands, walks and handles light and medium weight objects. Working Condition: Work outside exposed to all types of weather and to the possibility of cuts, bruises, burns and chapped hands.

First Mate
As 1st Mate, supervises (through 2nd Mates, shift chiefs) the deck crews consisting of tender operators and deckhands engaged in making and breaking tow,
placing of pontoons and pipeline, moving anchors and anchor barge, and repair of
pipeline and desk equipment, cleaning and housekeeping aboard dredge.
Responsible for the work of one Mate, one Tender Operator and six Deckhands
assigned to each of three shifts. Coordinates the make up and break up of tow
involving assembling floating pipeline and shore pipe for disposal of dredge
material within the area indicated by the Inspector, the placing of swing
anchors and the mooring of plant.

Master (Riverboat)
(Occupation Description Not Available)

Pilot (Riverboat)
As Pilot, is responsible for navigating a self-propelled, 20" cutter head
pipeline dredge, powered by two 50 h.p..generating engines. Pilots the dredge
and attendant plant between dredging locations, tow consisting of tow or three
110 x 23 barges, 33 pontoons, two anchor barge tenders, one launch and two or
three handy flats. Directs action to be taken to avoid or cope with the varying
weather and water conditions, such as high lock structures. Upon arrival at
destination, places dredge in Position for dredging in accordance with marking
established by the Inspector. Pilots diesel-powered launches or tenders to move
attendant plant to locations required during dredging operations.

Watch Engineer (1st Assistant Engineer)
(Occupation Description Not Available)
WD 99-0316 (Rev.-54) was first posted on www.wdol.gov on 04/02/2019

**Contract Field Teams**

**REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR | EMPLOYMENT STANDARDS ADMINISTRATION**

*The Service Contract Act* | Wage And Hour Division | Washington, D.C. 20210

Daniel W. Simms Division of Wage | Wage Determination No: 1999-0316
Director Determinations | Revision No: 54
Date Of Revision: 03/28/2019

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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.

**NATIONWIDE**

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**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Department of the Air Force contracts for maintenance and modification of weapons system aircraft and support systems at government installations for Contractor Field Teams and Aviation Field Maintenance Teams.

**OCCUPATION CODE - TITLE | FOOTNOTE | RATE**

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<th>FOOTNOTE</th>
<th>RATE</th>
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<tbody>
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<td>01111 - General Clerk I</td>
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<td>01112 - General Clerk II</td>
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<td>01113 - General Clerk III</td>
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<td>01270 - Production Control Clerk</td>
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<td>01300 - Scheduler, Maintenance</td>
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<td>01311 - Secretary I</td>
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<td>05010 - Automotive Electrician</td>
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<td>05070 - Automotive Worker</td>
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<td>05110 - Mobile Equipment Servicer</td>
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05190 - Motor Vehicle Mechanic 21.72
05220 - Motor Vehicle Mechanic Helper 16.72
05310 - Painter, Automotive 18.45

14000 - Information Technology Occupations
14041 - Computer Operator I 16.11
14042 - Computer Operator II 18.01
14043 - Computer Operator III 19.18
14044 - Computer Operator IV 22.32
14045 - Computer Operator V 24.73
14071 - Computer Programmer I (see 1) 25.34
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.25
19040 - Tool And Die Maker 25.23

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.17
21030 - Material Coordinator 22.44
21130 - Shipping/Receiving Clerk 16.49
21150 - Stock Clerk 12.95
21210 - Tools And Parts Attendant 16.17
21410 - Warehouse Specialist 16.17

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.69
23021 - Aircraft Mechanic I 29.34
23022 - Aircraft Mechanic II 30.69
23023 - Aircraft Mechanic III 31.93
23040 - Aircraft Mechanic Helper 21.62
23050 - Aircraft, Painter 24.81
23060 - Aircraft Servicer 22.86
23080 - Aircraft Worker 23.93
23160 - Electrician, Maintenance 26.01
23181 - Electronics Technician Maintenance I 23.12
23182 - Electronics Technician Maintenance II 26.20
23183 - Electronics Technician Maintenance III 27.49
23260 - Fabric Worker 20.78
23380 - Ground Support Equipment Mechanic 29.34
23381 - Ground Support Equipment Servicer 22.86
23382 - Ground Support Equipment Worker 23.93
23391 - Gunsmith I 20.27
23392 - Gunsmith II 22.84
23393 - Gunsmith III 25.30
23430 - Heavy Equipment Mechanic 24.45
23440 - Heavy Equipment Operator 22.61
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist, Maintenance 21.38
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<td>Rigger</td>
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<td>Sheet-Metal Worker, Maintenance</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
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, 
pension plans, civic and personal leave, severance pay, and savings and thrift 
plans. Minimum employer contributions costing an average of $4.48 per hour 
computed on the basis of all hours worked by service employees employed on the 
contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of 
$4.18 per hour computed on the basis of all hours worked by service employees 
employed on the covered contracts. *

*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 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)

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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE 
FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination 
does not apply to any employee who individually qualifies as a bona fide 
executive, administrative, or professional employee as defined in 29 C.F.R. Part 
541. Because most Computer System Analysts and Computer Programmers who are 
compensated at a rate not less than $27.63 (or on a salary or fee basis at a 
rate not less than $455 per week) an hour would likely qualify as exempt 
computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this 
wage determination for all occupations within those job families. In addition, 
because this wage determination may not list a wage rate for some or all 
occupations within those job families if the survey data indicates that the 
prevailing wage rate for the occupation equals or exceeds $27.63 per hour 
conformances may be necessary for certain nonexempt employees. For example, if 
an individual employee is nonexempt but nevertheless performs duties within the 
scope of one of the Computer Systems Analyst or Computer Programmer occupations 
for which this wage determination does not specify an SCA wage rate, then the 
wage rate for that employee must be conformed in accordance with the conformance 
procedures described in the conformance note included on this wage 
determination.
Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

1. The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
2. The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
3. The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
4. A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

** 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.

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.
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)).

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Aircraft Logs and Records Technician
Maintains aircraft and engine logbooks and associated records. Proficient performing all operator, data entry and retrieval functions associated with aircraft recordkeeping. Performs networking functions between individual stations, including analysis and correction of errors caused by software, hardware or data entry. Transmits and receives data via floppy disk, modem and other electronic means. Extracts data, formulates and interprets management reports, creates archives, backups, and data saves in support of military deployments and detachment operations. Performs a wide range of clerical and administrative duties related to aircraft maintenance, such as preparing reports and correspondence, filing and typing, performing data base and systems analysis. GS-301-07

Aircraft Survival Flight Equipment Technician I
This occupation includes jobs involved in disassembling, repairing, testing, troubleshooting, examining, fitting, modifying, maintaining, installing, and determining serviceability of aircraft survival and flight equipment such as helmets, torso harness assemblies, preservers, parachutes, life rafts, chemical and biological protective devices, survival kits, oxygen masks, and anti-G-suits. The work includes operational and circuit checks of emergency signaling and communication devices such as survival radios and beacons. The work requires knowledge of mechanical and electrical repair and maintenance procedures, pyrotechnic and explosive devices, and aircraft egress systems. In addition, the work requires familiarity with aircraft assigned to the unit, detailed knowledge of the operation and characteristics of aircraft survival and flight equipment, and the ability to demonstrate and explain proper usage and operation of the equipment. WG4818-09

Aircraft Survival Flight Equipment Technician II
This occupation includes jobs involved in disassembling, repairing, testing, troubleshooting, examining, fitting, modifying, maintaining, installing, and determining serviceability of aircraft survival and flight equipment such as helmets, torso harness assemblies, preservers, parachutes, life rafts, chemical and biological protective devices, survival kits, oxygen masks, and anti-G-suits. The work includes operational and circuit checks of emergency signaling and communication devices such as survival radios and beacons. The work requires knowledge of mechanical and electrical repair and maintenance procedures, pyrotechnic and explosive devices, and aircraft egress systems. In addition, the work requires familiarity with aircraft assigned to the unit, detailed knowledge of the operation and characteristics of aircraft survival and flight equipment, and the ability to demonstrate and explain proper usage and operation of the equipment. WG-4818-10
Equipment Cleaner
Clean metal and nonmetal surfaces through use of hand and pressure washing equipment. Must have knowledge of angles and distance settings of washing nozzles for objects having unusual shapes. Adjust varied amounts and mixtures of cleaning compounds for stubborn contaminants and heavy corrosions. May perform timed traverse or repeat adjustments or turntable movements (forward, swivel, and reverse) or optimum positioning of moderate/large metal or nonmetal assemblies to determine the most extensive and/or precise nozzle openings. Determines the sweeping direction of spray over difficult internal or external surfaces without damage to equipment/facilities and without injury to coworkers. Must comply with all safety requirements. Possesses knowledge of cleaning characteristics of brass corrosion resistant steel, aluminum, steel and other materials. Must have the ability to properly prepare cleaning bays, chambers, portable units and booths. Must be able to interpret oral written instructions. Work involves standing, stooping, bending, kneeling, reaching, climbing, crawling, and crouching in strained and awkward positions. Lifts, carries, and sets up equipment and components that weigh up to 75 pounds.

Maintenance Test Pilot, Fixed Wing/Prop
Pilot conducts aircraft post maintenance functional flight checks to determine airworthiness of maintenance performed by conducting specified maintenance check maneuvers and procedures specified in the Maintenance Test Flight Checklist; reviews forms and records to ascertain factors, such as flight readiness, weight & balance, and fuel supply; files flight plans verifying weather conditions, flight route, and schedule; receives and orders changes in fuel supply, load, route, or schedule to insure safety of flight; reads gauges to verify that oil, hydraulic fluid, and fuel quantities are at prescribed levels prior to starting engines; starts engines and performs maintenance operational checks on aircraft systems to verify operational readiness; contacts control tower by radio to obtain takeoff clearance and instructions; pilots aircraft adhering to flight plan, regulations and procedures of the Federal Government, company, and supported customer; logs information, such as flight time, landings, and fuel consumed; Pilot shall either have a current FAA class II medical certificate. GS-2181-12

Maintenance Test Pilot, Fixed Wing/Jet
Pilot conducts aircraft post maintenance functional flight checks to determine airworthiness of maintenance performed by conducting specified maintenance check maneuvers and procedures specified in the Maintenance Test Flight Checklist; reviews forms and records to ascertain factors, such as flight readiness, weight & balance, and fuel supply; files flight plans verifying weather conditions, flight route, and schedule; receives and orders changes in fuel supply, load, route, or schedule to insure safety of flight; reads gauges to verify that oil, hydraulic fluid, and fuel quantities are at prescribed levels prior to starting engines; starts engines and performs maintenance operational checks on aircraft systems to verify operational readiness; contacts control tower by radio to obtain takeoff clearance and instructions; pilots aircraft adhering to flight plan, regulations and procedures of the Federal Government, company, and supported customer; logs information, such as flight time, landings, and fuel consumed; Pilot shall either have a current FAA class II medical certificate. GS-2181-12

Maintenance Test Pilot, Rotary Wing
Maintenance test pilots shall be proficient in flying operations of the rotary
wing helicopters they are assigned. Maintenance test pilots shall possess a current, valid Agency or FAA Second Class Medical Certificate. Annual renewals of Medical Certificates shall be the responsibility of the individual. Maintenance test pilots shall possess an instrument rating on their FAA Commercial Certificates. Test Pilots shall demonstrate instrument task proficiency on the annual flight evaluation conducted by flight detachment Evaluators. Maintenance test pilots shall undergo and successfully complete initially and annually thereafter during their birth months, an Agency or FAA second class flight physical. Maintenance test pilots shall not perform flight duties when ill, after receiving medical treatment that may impair physical abilities required for flight or after receiving drugs from a civilian physician until properly cleared by an Agency Flight Surgeon or equivalent. Maintenance test pilots shall undergo an annual flight evaluation. These evaluations will be conducted by both an Instructor Pilot (IP) and Maintenance Test Flight Evaluator (MTFE), qualified in Mission, Type, and Design Series (MDS) and will ensure that all Aircrew Training Manual (ATM) tasks required for assigned flight duties are accomplished, i.e., non-tactical base tasks and maintenance test pilot (MTP) tasks are evaluated I/A/W the appropriate ATM. GS-2181-12

Media Blaster / Sand Blaster
Shall clean metal and nonmetal surfaces through use of sandblasting equipment. Must have knowledge of angles and distance settings of blasting nozzles for objects having unusual shapes. Adjust varied amounts of mixtures of abrasive compounds for stubborn contaminants and heavy corrosion. May perform timed traverse or repeat adjustments of turntable movements (forward, swivel and reverse) or optimum positioning of moderate/large metal or nonmetal assemblies to determine the most extensive and/or precise nozzle openings. Determines the sweeping direction of blast over difficult internal or external surfaces without damage to equipment/facilities and without injury to coworkers. Must comply with all safety requirements. Possesses knowledge of cleaning characteristics of brass corrosion resistant steel, aluminum, steel and other metals. Must have the ability to properly prepare blasting bays chambers, portable units and booths. Must be able to interpret oral and written instructions. Work involves standing, stooping, bending, kneeling, reaching, climbing, crawling, and crouching in strained and awkward positions. Lifts,carries, and sets up equipment and components that weight up to 75 pounds. Use of a respirator and/or air fed hood is required.

Non-Destructive Inspection (NDI) Technician I
Inspects aerospace weapon systems components and support equipment for structural integrity using nondestructive inspection methods and performs fluid analysis. Related DoD Occupational Subgroup: 760. Completed initial Non Destructive Inspection Training Course and maintains basic qualification. -
WG-3705 -08

Non-Destructive Inspection (NDI) Technician II
Inspects aerospace weapon systems components and support equipment for structural integrity using nondestructive inspection methods and performs fluid analysis. Related DoD Occupational Subgroup: 760. Duties and Responsibilities: Determines test method, and prepares fluids and parts for nondestructive inspection. Interprets nondestructive inspection test results, and provides information about defects to repair center. Analyzes wear metal content on engine lubricating oil and other fluids, and recommends corrective action. Establishes radiation areas for radiographic operations. Computes and monitors
personal exposure areas for radiographic operations, and monitors personnel exposure data. Performs nondestructive inspection on structures, components, and systems. Detects flaws such as cracks, delaminations, voids, processing defects, and heat damage using penetrant, eddy current, magnetic particle, radiographic, optical, and ultrasonic test equipment. Determines metallurgical information of components according to alloy, temper, conductivity, and associated factors. Operates, maintains, and inspects nondestructive equipment. Performs operator maintenance and service inspections on shop equipment and tools. Ensures lock out and tag out procedures are accomplished prior to maintenance on equipment. Performs silver recovery functions. Handles and disposes of hazardous waste and materials. WG3705-10

Non-Destructive Inspection (NDI) Technician III
Specialty Summary: Inspects aerospace weapon systems components and support equipment for structural integrity using nondestructive inspection methods and performs fluid analysis. Related DoD Occupational Subgroup: 760. Duties and Responsibilities: Determines test method, and prepares fluids and parts for nondestructive inspection. Interprets nondestructive inspection test results, and provides information about defects to repair center. Analyzes wear metal content on engine lubricating oil and other fluids, and recommends corrective action. Establishes radiation areas for radiographic operations. Computes and monitors personal exposure areas for radiographic operations, and monitors personnel exposure data. Performs nondestructive inspection on structures, components, and systems. Detects flaws such as cracks, delaminations, voids, processing defects, and heat damage using penetrant, eddy current, magnetic particle, radiographic, optical, and ultrasonic test equipment. Determines metallurgical information of components according to alloy, temper, conductivity, and associated factors. Operates, maintains, and inspects nondestructive equipment. Performs operator maintenance and service inspections on shop equipment and tools. Ensures lock out and tag out procedures are accomplished prior to maintenance on equipment. Performs silver recovery functions. Handles and disposes of hazardous waste and materials. Completed initial Non Destructive Inspection Training Course and maintains basic qualification. - WG-3705-11

Non-Maintenance Test Pilot/Co-Pilot
Pilot (non-MTP) shall be qualified and current in the aircraft they are assigned. Pilots shall possess a current, valid Agency or FAA Second Class Medical Certificate. Annual renewals of Medical Certificates shall be the responsibility of the individual. Pilots shall possess an instrument rating on their FAA Commercial Certificates. Pilots shall undergo and successfully complete initially and annually thereafter during their birth months, an Agency or FAA second class flight physical. Pilots shall undergo an annual flight evaluation conducted IAW the appropriate Aircrew Training Manual (ATM). This evaluation will be conducted by a Government Instructor Pilot (IP), qualified in Mission, Type, and Design Series (MDS) and will ensure that all ATM tasks required for assigned flight duties are accomplished, i.e., non-tactical base tasks are evaluated I/A/W the appropriate ATM. GS-2181-12

Petroleum Supply Specialist
Petroleum Supply Specialist is proficient in receiving, storing, accounting and caring for, dispensing, issuing, and shipping bulk or packaged petroleum, oils, and lubricants products. Completion of Military Occupational Specialty 92F course conducted under the auspices of the US Army Quartermaster Center and
School or other Service/civilian equivalent training is required. Must be HAZ 11 certified and Accord Dangereux Routier (ADR) qualified. GS-2001-09

Technical Order Librarian
Maintains the activity’s Central Technical Publications Library (CTPL) in a complete and current status per current regulations. Requisition, receive, screen, review, route, distribute as necessary and file all incoming technical manuals media. Monitors dispersed libraries and necessary control functions to distribute data. Complies with processes established for classified technical media receipt, stowage, distribution, inventory, and disposition in accordance with current regulations. Establish and maintain a program to audit the CTPL annually, dispersed libraries quarterly, and detachment libraries on return, in accordance with current regulations. Develop an effective check list/audit form to identify discrepancies during audits and correction action noted. GS-1411-09

Technical Order Library Clerk
Maintains the activity’s Central Technical Publications Library (CTPL) in a complete and current status per current regulations. Requisition, receive, screen, review, route, distribute as necessary and file all incoming technical manuals media. Monitors dispersed libraries and necessary control functions to distribute data. Complies with processes established for classified technical media receipt, stowage, distribution, inventory, and disposition in accordance with current regulations. GS-301-05
WD 99-0326 (Rev.-30) was first posted on www.wdol.gov on 01/01/2019

Towing and Tender

**********************************************************************************

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

Daniel W. Simms      Division of Wage | Wage Determination No: 1999-0326
Director             Determinations    | Revision No: 30
| Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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, Illinois, Iowa, Kentucky, Louisiana, Mississippi, Missouri, Oregon, Tennessee
Area: Arkansas Counties of Ashley, Bradley, Calhoun, Chicot, Clark, Clay, Craighead, Crittenden, Cross, Dallas, Desha, Faulkner, Garland, Greene, Hempstead, Hot Spring, Howard, Jackson, Lafayette, Lawrence, Lee, Little River, Lonoke, Miller, Mississippi, Monroe, Montgomery, Nevada, Ouachita, Phillips, Pike, Poinsett, Prairie, Randolph, Sevier, St Francis, Union, White, Woodruff
Iowa Counties of Lee
Illinois Counties of Adams, Alexander, Calhoun, Greene, Hancock, Henderson, Jackson, Jersey, Macoupin, Madison, Massac, Monroe, Pike, Pulaski, Randolph, Scott, St Clair, Union
Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, McCracken
Louisiana Parishes of Ascension, Assumption, Avoyelles, Bienville, Bossier, Caddo, Catahoula, Concordia, East Baton Rouge, East Carroll, Franklin, Grant, Iberia, Iberville, Jefferson, Lafourche, Madison, Morehouse, Natchitoches, Orleans, Ouachita, Plaquemines, Pointe Coupee, Rapides, Red River, Richland, Saint James, Saint John The Baptist, St Bernard, St Charles, St Landry, St Martin, St Mary, St Tammany, Tensas, Terrebonne, Union, Washington, Webster, West Baton Rouge, West Feliciana, Winn
Missouri Counties of Bollinger, Butler, Cape Girardeau, Clark, Dunklin, Iron, Jefferson, Lewis, Lincoln, Madison, Marion, Mississippi, New Madrid, Pemiscot, Perry, Pike, Ralls, Scott, St Charles, St Francois, St Louis, Ste Genevieve, Stoddard, Washington, Wayne
Mississippi Counties of Adams, Alcorn, Attala, Benton, Bolivar, Carroll, Claiborne, Coahoma, Copiah, De Soto, Grenada, Hancock, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lafayette, Lawrence, Leflore, Madison, Marion, Marshall, Panola, Pearl River, Prentiss, Quitman, Rankin, Sharkey, Simpson, Sunflower, Tallahatchie, Tate, Tippah, Tunica, Union, Warren, Washington, Wilkinson, Yalobusha, Yazoo
Oregon County of Multnomah
Tennessee Counties of Carroll, Chester, Crockett, Dyer, Fayette, Gibson, Hardeman, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Army Corps of Engineers contract for general towing and tender services for the revetment season for the Memphis District:

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<th>OCCUPATION CODE - TITLE</th>
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<td>47070 - Fireman-Water Tender</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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
6) The contractor informs the affected employees.

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" (the Directory) 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Captain, Harbor Tug
Qualified tug master and operator in charge of the tugboat, its personnel, its operation and maintenance. The Captain is a radio operator, understands and operates radar and other navigational aids used in conjunction with tug-ship operations and tug-barge operations border harbor and ocean. This person must also be qualified in administrative ship business and overall charge of maintenance of the vessel. Must hold appropriate Coast Guard documentation/license.

Deckhand, Harbor Tug
Qualified seaman capable of performing all duties related to tugboat servicing ships and barges both in the harbor and at sea. Must hold appropriate Coast Guard documentation/license.

Engineer, Harbor Tug
Qualified engineer in the operation, the maintenance, both corrective and preventative, and overall supervisor in the proper operation and maintenance of all machinery, both main and auxiliary and electrical and other mechanical gear aboard the tugboat. Also must have administrative ability to keep records and maintain the inventory of parts, tools, fuel, etc. Must hold appropriate Coast Guard documentation/license.
Towing and Tender

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

<table>
<thead>
<tr>
<th>WAGE AND HOUR DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>WASHINGTON, D.C. 20210</td>
</tr>
</tbody>
</table>

Daniel W. Simms      Division of Wage  | Wage Determination No: 1999-0403
Director             Determinations    | Revision No: 28
| Date Of Revision: 12/26/2018 |

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Illinois, Indiana, Kentucky, West Virginia
Area: Illinois County of Cook
Indiana County of Porter
Kentucky Counties of Livingston, Lyon
West Virginia County of Putnam

**Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Army Engineer District contract for towing services:

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
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<td></td>
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<td>Kentucky: Lyon County</td>
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<tr>
<td>(not set) - Deckhand</td>
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<td>Indiana: Porter County</td>
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<td>Kentucky: Livingston County</td>
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<tr>
<td>West Virginia: Putnam County</td>
<td>18.80</td>
<td></td>
</tr>
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<td>Kentucky: Lyon County</td>
<td>18.45</td>
<td></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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.


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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Deckhand
General Function: Under designated supervision, performs a variety of deck duties aboard ship and boats to include handling lines and cables tying knot. Operating deck winches, and scraping, painting and cleaning designated to the ship/boat. Duties and Responsibilities: 1. Handles lines and cables when anchoring or getting under way, ties various types of knots, splices lines to secure cargo, boat and deck equipment. 2. Assists in hoisting and lowering boats, making up cargo nets and fenders, and in performing other marlinspike seamanship. 3. Operates deck winches to hoist or lower cargo and boats, works with ground tackle, block and tackle gear and rigging equipment. 4. Scraps, paints, and clean ships/boats, hull superstructure and compartment space. 5. May give instructions to passengers on the use of lifesaving equipment and instructions on what I required in case of emergency. 6. May receive and transmit radio message from boat to shore. 7. Performs other related duties as assigned. Physical Effort: Stands, walks and handles light and medium weight objects. Working Condition: Work outside exposed to all types of weather and to
the possibility of cuts, bruises burns and chapped hands
Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: California, Nevada
Area: California Counties of Lassen, Mono Nevada Counties of Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Ormsby, Pershing, Storey, Washoe

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Lodging:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07041 - Cook I</td>
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<td>13.45</td>
</tr>
<tr>
<td>07042 - Cook II</td>
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<td>15.69</td>
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<td>07260 - Waiter/Waitress</td>
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<td>9.96</td>
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<tr>
<td>11060 - Elevator Operator</td>
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<td>9.96</td>
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<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
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<td>10.58</td>
</tr>
<tr>
<td>11240 - Maid or Houseman</td>
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<td>10.58</td>
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<tr>
<td>99030 - Cashier</td>
<td>(see 1)</td>
<td>10.58</td>
</tr>
<tr>
<td>99050 - Desk Clerk</td>
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<td>10.58</td>
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Halfway House & Residential Community Treatment:

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<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
</tr>
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<tbody>
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<td>01012 - Accounting Clerk II</td>
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<td>14.31</td>
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<td>01611 - Word Processor I</td>
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<td>11.50</td>
</tr>
<tr>
<td>07041 - Cook I</td>
<td></td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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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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
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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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.
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States: Indiana, Ohio
Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Ohio, Steuben, Wabash, Wells, Whitley
Ohio Counties of Defiance, Paulding, Williams

**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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</thead>
<tbody>
<tr>
<td>01011 - Accounting Clerk I</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
<td></td>
<td>13.27</td>
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<tr>
<td>01111 - General Clerk I</td>
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<tr>
<td>01311 - Secretary I</td>
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<td>14.16</td>
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<tr>
<td>01611 - Word Processor I</td>
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<tr>
<td>07041 - Cook I</td>
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<td>12.25</td>
</tr>
<tr>
<td>Job Code</td>
<td>Hourly Rate</td>
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</tr>
<tr>
<td>---------------</td>
<td>-------------</td>
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<tr>
<td>07042 - Cook II</td>
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<tr>
<td>07070 - Dishwasher</td>
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<tr>
<td>07130 - Food Service Worker</td>
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<tr>
<td>11150 - Janitor</td>
<td>9.88</td>
<td></td>
</tr>
<tr>
<td>11210 - Laborer, Grounds Maintenance</td>
<td>9.88</td>
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</tr>
<tr>
<td>11240 - Maid or Houseman</td>
<td>9.88</td>
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<tr>
<td>23370 - General Maintenance Worker</td>
<td>13.11</td>
<td></td>
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<tr>
<td>27101 - Guard I</td>
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<tr>
<td>27102 - Guard II</td>
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<tr>
<td>99050 - Desk Clerk (see 1)</td>
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Moving & Storage:

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Hourly Rate</th>
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<tbody>
<tr>
<td>21020 - Forklift Operator</td>
<td>12.25</td>
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<tr>
<td>21050 - Material Handling Laborer</td>
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<tr>
<td>21110 - Shipping Packer</td>
<td>12.25</td>
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<tr>
<td>21410 - Warehouse Specialist</td>
<td>12.25</td>
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<tr>
<td>31361 - Truckdriver, Light</td>
<td>12.25</td>
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<tr>
<td>31362 - Truckdriver, Medium</td>
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<tr>
<td>31363 - Truckdriver, Heavy</td>
<td>13.97</td>
</tr>
<tr>
<td>31364 - Truckdriver, Tractor-Trailer</td>
<td>14.83</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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 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 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Rates are applicable only under the appropriate occupational category.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective
bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.