

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>			1. CONTRACT ID CODE	PAGE 1 OF 1 PAGES
2. AMENDMENT/MODIFICATION NO. PA01	3. EFFECTIVE DATE 04/14/2008	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable) 101-08-2-1382-0007	
6. ISSUED BY General Services Administration Central Office Contracting Office (ACMD) 1800 F Street, NW (Room G-127) Washington, D.C. 20405	7. ADMINISTERED BY (If other than Item 6) Same as Block 6	8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  Electronic Data Systems Corporation 13800 EDS Drive Herndon, VA 20107		
9A. AMENDMENT OF SOLICITATION NO.		9B. DATED (SEE ITEM 11)		
9C. MODIFICATION OF CONTRACT/ORDER NO. GSV0008PD0189		9D. DATED (SEE ITEM 11) 04/14/2008		
CODE	FACILITY CODE			

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment your desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

**13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
The purpose of this modification is to incorporate the current, applicable Department of Labor (DOL) wage determine and to identify the contract specialist responsible for the administration of this task order.

- a) DOL wage determination 2005-2012 (Rev. 6) dated 02/01/2008 is attached and is made a part of hereof.
- b) Mr. Adam R. Goldstein (Contractor employee, Contract Specialist) is responsible for all task order administration up to the point of Contracting Officer's concurrence and signature.
- c) All other terms and conditions remain the same.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) <b>ROBERT H. COREY</b>
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)
15C. DATE SIGNED	16C. DATE SIGNED 04/22/08

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WD 05-2012 (Rev.-6) was first posted on www.wdol.gov on 02/12/2008

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

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

William W.Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2005-2012  
Revision No.: 6  
Date Of Revision: 02/01/2008

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\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.58
01012 - Accounting Clerk II	15.38
01013 - Accounting Clerk III	16.87
01020 - Administrative Assistant	20.00
01040 - Court Reporter	16.71
01051 - Data Entry Operator I	10.28
01052 - Data Entry Operator II	12.43
01060 - Dispatcher, Motor Vehicle	13.55
01070 - Document Preparation Clerk	11.11
01090 - Duplicating Machine Operator	11.11
01111 - General Clerk I	10.29
01112 - General Clerk II	11.52
01113 - General Clerk III	12.24
01120 - Housing Referral Assistant	16.98
01141 - Messenger Courier	7.96
01191 - Order Clerk I	10.57
01192 - Order Clerk II	11.88
01261 - Personnel Assistant (Employment) I	15.82
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	17.46
01280 - Receptionist	9.37
01290 - Rental Clerk	11.08
01300 - Scheduler, Maintenance	12.09
01311 - Secretary I	12.09
01312 - Secretary II	14.27
01313 - Secretary III	16.98
01320 - Service Order Dispatcher	13.55
01410 - Supply Technician	19.81
01420 - Survey Worker	11.92
01531 - Travel Clerk I	10.54
01532 - Travel Clerk II	11.25
01533 - Travel Clerk III	11.85
01611 - Word Processor I	11.33
01612 - Word Processor II	13.59
01613 - Word Processor III	15.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.52

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05010 - Automotive Electrician	14.32
05040 - Automotive Glass Installer	15.17
05070 - Automotive worker	13.51
05110 - Mobile Equipment Servicer	11.83
05130 - Motor Equipment Metal Mechanic	15.15
05160 - Motor Equipment Metal Worker	13.51
05190 - Motor Vehicle Mechanic	15.15
05220 - Motor Vehicle Mechanic Helper	11.31
05250 - Motor Vehicle Upholstery Worker	12.70
05280 - Motor Vehicle wrecker	13.51
05310 - Painter, Automotive	14.32
05340 - Radiator Repair Specialist	13.51
05370 - Tire Repairer	10.52
05400 - Transmission Repair Specialist	15.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.90
07041 - Cook I	8.07
07042 - Cook II	9.86
07070 - Dishwasher	7.17
07130 - Food Service worker	7.48
07210 - Meat Cutter	12.62
07260 - Waiter/waitress	6.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.78
09040 - Furniture Handler	9.00
09080 - Furniture Refinisher	13.28
09090 - Furniture Refinisher Helper	10.19
09110 - Furniture Repairer, Minor	11.77
09130 - Upholsterer	13.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.11
11060 - Elevator Operator	7.52
11090 - Gardener	11.64
11122 - Housekeeping Aide	8.25
11150 - Janitor	7.52
11210 - Laborer, Grounds Maintenance	10.13
11240 - Maid or Houseman	7.16
11260 - Pruner	9.41
11270 - Tractor Operator	11.26
11330 - Trail Maintenance Worker	10.13
11360 - Window Cleaner	8.09
12000 - Health Occupations	
12010 - Ambulance Driver	12.75
12011 - Breath Alcohol Technician	12.95
12012 - Certified Occupational Therapist Assistant	16.34
12015 - Certified Physical Therapist Assistant	16.34
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	27.88
12030 - EKG Technician	19.67
12035 - Electroneurodiagnostic Technologist	19.67
12040 - Emergency Medical Technician	12.75
12071 - Licensed Practical Nurse I	11.53
12072 - Licensed Practical Nurse II	12.95
12073 - Licensed Practical Nurse III	14.48
12100 - Medical Assistant	10.84
12130 - Medical Laboratory Technician	12.35
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	11.66
12210 - Nuclear Medicine Technologist	28.53
12221 - Nursing Assistant I	8.94
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.97

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12224 - Nursing Assistant IV	12.30
12235 - Optical Dispenser	12.84
12236 - Optical Technician	11.60
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.30
12305 - Radiologic Technologist	19.22
12311 - Registered Nurse I	19.50
12312 - Registered Nurse II	23.88
12313 - Registered Nurse II, Specialist	23.88
12314 - Registered Nurse III	28.88
12315 - Registered Nurse III, Anesthetist	28.88
12316 - Registered Nurse IV	34.62
12317 - Scheduler (Drug and Alcohol Testing)	16.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.21
13012 - Exhibits Specialist II	18.14
13013 - Exhibits Specialist III	22.13
13041 - Illustrator I	14.61
13042 - Illustrator II	18.90
13043 - Illustrator III	22.13
13047 - Librarian	20.04
13050 - Library Aide/Clerk	9.20
13054 - Library Information Technology Systems Administrator	17.28
13058 - Library Technician	11.28
13061 - Media Specialist I	11.33
13062 - Media Specialist II	12.67
13063 - Media Specialist III	14.14
13071 - Photographer I	12.46
13072 - Photographer II	15.24
13073 - Photographer III	18.10
13074 - Photographer IV	22.14
13075 - Photographer V	26.79
13110 - Video Teleconference Technician	12.47
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.91
14042 - Computer Operator II	15.51
14043 - Computer Operator III	17.54
14044 - Computer Operator IV	19.82
14045 - Computer Operator V	21.93
14071 - Computer Programmer I (1)	16.26
14072 - Computer Programmer II (1)	21.71
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.88
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	11.74
14160 - Personal Computer Support Technician	21.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.11
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	25.88
15060 - Educational Technologist	23.40
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	17.13
15090 - Technical Instructor	17.90
15095 - Technical Instructor/Course Developer	21.45
15110 - Test Proctor	14.44
15120 - Tutor	14.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.76
16030 - Counter Attendant	7.76

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16040 - Dry Cleaner	10.15
16070 - Finisher, Flatwork, Machine	7.76
16090 - Presser, Hand	7.76
16110 - Presser, Machine, Drycleaning	7.76
16130 - Presser, Machine, Shirts	7.76
16160 - Presser, Machine, Wearing Apparel, Laundry	7.76
16190 - Sewing Machine Operator	10.01
16220 - Tailor	10.55
16250 - Washer, Machine	8.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.82
19040 - Tool And Die Maker	20.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.49
21030 - Material Coordinator	14.43
21040 - Material Expediter	14.43
21050 - Material Handling Laborer	11.22
21071 - Order Filler	10.44
21080 - Production Line Worker (Food Processing)	11.49
21110 - Shipping Packer	11.97
21130 - Shipping/Receiving Clerk	11.97
21140 - Store Worker I	11.36
21150 - Stock Clerk	14.03
21210 - Tools And Parts Attendant	11.49
21410 - Warehouse Specialist	11.61
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.32
23021 - Aircraft Mechanic I	17.45
23022 - Aircraft Mechanic II	18.32
23023 - Aircraft Mechanic III	19.23
23040 - Aircraft Mechanic Helper	13.33
23050 - Aircraft, Painter	16.45
23060 - Aircraft Servicer	14.89
23080 - Aircraft worker	15.66
23110 - Appliance Mechanic	14.94
23120 - Bicycle Repairer	10.20
23125 - Cable Splicer	20.36
23130 - Carpenter, Maintenance	13.66
23140 - Carpet Layer	14.25
23160 - Electrician, Maintenance	15.09
23181 - Electronics Technician Maintenance I	17.53
23182 - Electronics Technician Maintenance II	18.61
23183 - Electronics Technician Maintenance III	20.62
23260 - Fabric Worker	13.59
23290 - Fire Alarm System Mechanic	15.30
23310 - Fire Extinguisher Repairer	12.91
23311 - Fuel Distribution System Mechanic	15.89
23312 - Fuel Distribution System Operator	13.71
23370 - General Maintenance Worker	13.84
23380 - Ground Support Equipment Mechanic	17.45
23381 - Ground Support Equipment Servicer	14.89
23382 - Ground Support Equipment Worker	15.66
23391 - Gunsmith I	13.59
23392 - Gunsmith II	14.25
23393 - Gunsmith III	15.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.40
23411 - Heating, Ventilation And Air Condtioning Mechanic (Research Facility)	
17.20	
23430 - Heavy Equipment Mechanic	16.45
23440 - Heavy Equipment Operator	15.73
23460 - Instrument Mechanic	17.78
23465 - Laboratory/Shelter Mechanic	14.94
23470 - Laborer	9.83

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23510 - Locksmith	14.94
23530 - Machinery Maintenance Mechanic	17.17
23550 - Machinist, Maintenance	15.42
23580 - Maintenance Trades Helper	10.10
23591 - Metrology Technician I	17.78
23592 - Metrology Technician II	18.55
23593 - Metrology Technician III	19.33
23640 - Millwright	15.63
23710 - Office Appliance Repairer	16.84
23760 - Painter, Maintenance	13.60
23790 - Pipefitter, Maintenance	17.17
23810 - Plumber, Maintenance	15.33
23820 - Pneudraulic Systems Mechanic	15.63
23850 - Rigger	15.63
23870 - Scale Mechanic	14.25
23890 - Sheet-Metal Worker, Maintenance	13.62
23910 - Small Engine Mechanic	13.73
23931 - Telecommunications Mechanic I	18.92
23932 - Telecommunications Mechanic II	22.58
23950 - Telephone Lineman	15.64
23960 - welder, Combination, Maintenance	13.79
23965 - Well Driller	15.63
23970 - Woodcraft Worker	15.63
23980 - Woodworker	10.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	6.78
24620 - Family Readiness And Support Services Coordinator	12.97
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.20
25040 - Sewage Plant Operator	15.48
25070 - Stationary Engineer	16.20
25190 - Ventilation Equipment Tender	12.63
25210 - Water Treatment Plant Operator	16.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.97
27007 - Baggage Inspector	9.36
27008 - Corrections Officer	15.81
27010 - Court Security Officer	15.93
27030 - Detection Dog Handler	11.61
27040 - Detention Officer	15.81
27070 - Firefighter	15.89
27101 - Guard I	9.36
27102 - Guard II	11.61
27131 - Police Officer I	16.10
27132 - Police Officer II	17.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.43
28042 - Carnival Equipment Repairer	9.48
28043 - Carnival Equipment Worker	7.34
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	9.42
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.77
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	10.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.07
29020 - Hatch Tender	15.07
29030 - Line Handler	15.07

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29041 - Stevedore I	14.66
29042 - Stevedore II	16.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	16.34
30022 - Archeological Technician II	18.30
30023 - Archeological Technician III	22.70
30030 - Cartographic Technician	23.86
30040 - Civil Engineering Technician	19.05
30061 - Drafter/CAD Operator I	14.15
30062 - Drafter/CAD Operator II	16.34
30063 - Drafter/CAD Operator III	21.46
30064 - Drafter/CAD Operator IV	26.10
30081 - Engineering Technician I	14.37
30082 - Engineering Technician II	16.46
30083 - Engineering Technician III	19.89
30084 - Engineering Technician IV	22.82
30085 - Engineering Technician V	27.90
30086 - Engineering Technician VI	33.77
30090 - Environmental Technician	21.21
30210 - Laboratory Technician	19.77
30240 - Mathematical Technician	23.86
30361 - Paralegal/Legal Assistant I	14.78
30362 - Paralegal/Legal Assistant II	19.60
30363 - Paralegal/Legal Assistant III	23.99
30364 - Paralegal/Legal Assistant IV	29.12
30390 - Photo-Optics Technician	23.86
30461 - Technical writer I	16.12
30462 - Technical writer II	19.70
30463 - Technical writer III	21.83
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	17.81
30621 - Weather Observer, Senior (2)	19.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.71
31030 - Bus Driver	13.44
31043 - Driver Courier	11.81
31260 - Parking and Lot Attendant	8.48
31290 - Shuttle Bus Driver	12.29
31310 - Taxi Driver	9.90
31361 - Truckdriver, Light	12.29
31362 - Truckdriver, Medium	15.00
31363 - Truckdriver, Heavy	16.71
31364 - Truckdriver, Tractor-Trailer	16.71
99000 - Miscellaneous Occupations	
99030 - Cashier	7.65
99050 - Desk Clerk	9.36
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	9.19
99252 - Laboratory Animal Caretaker II	9.71
99310 - Mortician	22.25
99410 - Pest Controller	11.78
99510 - Photofinishing Worker	9.89
99710 - Recycling Laborer	9.93
99711 - Recycling Specialist	13.72
99730 - Refuse Collector	9.60
99810 - Sales Clerk	11.73

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99820 - School Crossing Guard	8.60
99830 - Survey Party Chief	14.38
99831 - Surveying Aide	9.56
99832 - Surveying Technician	13.08
99840 - Vending Machine Attendant	10.66
99841 - Vending Machine Repairer	13.05
99842 - Vending Machine Repairer Helper	10.25

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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 \$3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**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 regrading 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

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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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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) and computes a proposed rate).

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- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.