

STANDARD FORM 98 Rev. Feb. 1973 U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION	NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE <i>(See Instructions on Reverse)</i>	1. NOTICE NO. <div style="font-size: 24pt; font-weight: bold; text-align: center;">A 2241807</div>
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MAIL TO: <div style="text-align: center;">  </div> <p style="text-align: center;"> Administrator Wage and Hour Division U.S. Department of Labor Washington, D.C. 20210 </p> <p> THRU: NASA Goddard Space Center, Code 201 Wage Determination Processing </p>	2. Estimated solicitation date (use numerals) <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="width:33%;">Month</th> <th style="width:33%;">Day</th> <th style="width:33%;">Year</th> </tr> <tr> <td style="text-align: center;">04</td> <td style="text-align: center;">30</td> <td style="text-align: center;">02</td> </tr> </table>	Month	Day	Year	04	30	02
Month	Day	Year					
04	30	02					
	3. Estimated date bids or proposals to be opened or negotiations begun (use numerals) <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="width:33%;">Month</th> <th style="width:33%;">Day</th> <th style="width:33%;">Year</th> </tr> <tr> <td style="text-align: center;">06</td> <td style="text-align: center;">28</td> <td style="text-align: center;">02</td> </tr> </table>	Month	Day	Year	06	28	02
Month	Day	Year					
06	28	02					
	4. Date contract performance to begin (use numerals) <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="width:33%;">Month</th> <th style="width:33%;">Day</th> <th style="width:33%;">Year</th> </tr> <tr> <td style="text-align: center;">12</td> <td style="text-align: center;">01</td> <td style="text-align: center;">02</td> </tr> </table>	Month	Day	Year	12	01	02
Month	Day	Year					
12	01	02					

5. PLACE(S) OF PERFORMANCE Harris County, Houston, TX	6. SERVICES TO BE PERFORMED (describe) <div style="text-align: center;"> A </div> <div style="text-align: center;"> TX </div> <div style="text-align: center;"> II </div> Recompetition of Information Systems Directorate Operations and Support Services Solicitation to begin 04/30/02 Contract Period: 12/01/02 to 11/30/03
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7. INFORMATION ABOUT PERFORMANCE

A. Services now performed by a contractor
 B. Services now performed by Federal employees
 C. Services not presently being performed

8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor See attached listing	b. Number(s) of any wage determination(s) in incumbent's contract WD 94-2516 and 76-0448
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c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). *Important: Attach copies of current applicable collective bargaining agreements*

CBA between IAM&AW, Local 1786, District 37 and
 Lockheed/OAO Corporation

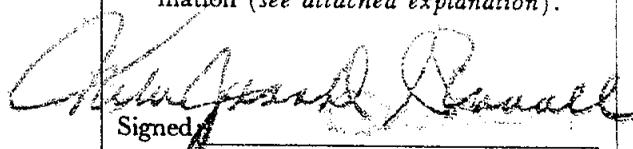
RESPONSE TO NOTICE
(by Department of Labor)

A. The attached wage determination(s) listed below apply to procurement.
94-2516(17)
76-448(21)

B. As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.

C. From information supplied, the Service Contract Act does not apply (see attached explanation).

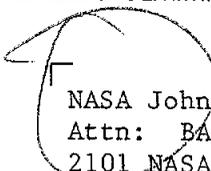
D. Notice returned for additional information (see attached explanation).


 Signed _____
 (U.S. Department of Labor)
JUN - 7 2002
 (Date)

9. OFFICIAL SUBMITTING NOTICE

SIGNED:  TYPE OR PRINT NAME Connie R. Pritchard Contract Labor Relations Officer	DATE 04-22-02 TELEPHONE NO. 281-483-4121
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10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.



 NASA Johnson Space Center
 Attn: BA2/Connie R. Pritchard
 2101 NASA Road One
 Houston, TX 77058

GENERAL EXPLANATION

The amended Service Contract Act requires the Secretary of Labor to issue wage determinations applicable to employees engaged in the performance of service contracts in excess of \$2,500. Standard Form 92, Notice of Intention to Make a Service Contract, with Attachment A, provides an orderly procedure for a contracting agency to request such a wage determination and for the Department of Labor to respond. Any questions as to whether a notice is required in a particular procurement situation should be resolved by reference to Title 29, Part 4, Code of Federal Regulations, or by submission of the question to the Department of Labor.

Under normal circumstances the Department of Labor will respond to a notice within 30 days of receipt. If there is urgent need for more expeditious handling, this should be explained when the notice is submitted. In the event the necessary response is not received by the contracting agency on a timely basis, the Department of Labor should be contacted.

In any case where section 4(c) of the Act requires adherence to compensation provisions of a collective bargaining agreement applicable under a predecessor contract and the agency desires to request a hearing on the issue of substantial variance between the wages and fringe benefits provided under such agreement and those prevailing in the locality, the request should be submitted with the notice of intent, in accordance with the provisions of 29 CFR 4.10, and sufficiently far in advance of the need for the wage determination to allow time for appropriate action as provided in that section of the regulations.

The notice is divided along functional lines: (1) that part which must be completed by the contracting agency, Items 2 through 10 of the basic form and Items 11 through 14 of the attachment; and (2) the Response to Notice to be completed by the Department of Labor. The basic form and its attachment are provided in quadruplicate sets with carbon inserts. The original and two copies of the basic form and of each set of attachments used (with snap-out carbons removed and the forms fastened together) are to be sent to the address preprinted on the basic form. One copy of the basic form and one copy of the attachment are to be retained by the agency.

INSTRUCTIONS—AGENCY PORTION OF NOTICE

Entries on Basic Form

Item 1—This number is preprinted on the basic form for identification and control purposes. Refer to this number when contacting the Department of Labor about the notice.

Item 2—Enter the estimated solicitation date.

Item 3—Enter the date the bids or proposals are expected to be opened or the negotiations started.

Item 4—Enter the date contract performance is expected to begin.

Item 5—The entry as to place of performance depends on a variety of factors. If the place of performance is fixed, as with a contract for janitorial services at a particular installation, enter the appropriate city, county and State. If performance is to be at several known places, attach a list. If the contract is for transportation services between points, enter the city, county and State of origin and of destination. If the place of performance may be anywhere, depending on who is awarded the contract (as, for example, certain laundry contracts), enter "unknown." If necessary for clarity, attach a brief explanation of the entry in Item 5.

Item 6—Describe the services to be performed in such a manner that it will be clear what type or types of services are called for by the contract. In many instances simple entries will suffice: "Janitorial services at Headquarters Building, Fort Sill," "Food service and kitchen police service at Enlisted Mess, Camp A. P. Hill," "Laundry and drycleaning services for Base Hospital, Eglin AFB," "Garbage collection at Ft. Hood." Unusual types of services must be described in more detail.

Item 7—Mark the appropriate box.

Item 8—It is very important under the amended Service Contract Act that appropriate entries be made in Item 8 if Box A of Item 7 has been marked.

- a. Enter the name and address of the incumbent contractor.
- b. Enter the number(s) of any wage determination(s) made part of the incumbent's contract. For example: 71-69 (Rev. 3) and 69-43 (Rev. 4).
- c. Enter the name(s) of union(s) if any of the services are being performed by the incumbent contractor under collective bargaining agreement(s). If an entry is required in c, a copy of all current applicable collective bargaining agreements must be furnished with the notice. The notice will be returned without action by the Department of Labor if this is not done.

Item 9—It is often necessary for the Department of Labor to get in touch with the contracting official who submitted the notice in order to clarify particular points and expedite a response. The name of this official should be printed or typed in the space provided and he should sign his name above. The telephone number, including area code, should be entered. Enter the date the notice is submitted.

Item 10—Print or type this entry in the space provided within the brackets. This is used by the Department of Labor to identify the contracting agency and for mailing purposes.

ENTRIES ON ATTACHMENT A

Item 11—Enter the notice number found in Item 1 of the basic form. Item 12—Enter the classes of service employees to be employed in performing the contract. A simple entry may suffice: "Janitor," "Window cleaner," "Automotive mechanic," "Guard," "Stenographer," "Typist," "Warehousman," "File clerk." Where more complex jobs are involved, it will expedite handling to use a few lines below the entry for a class to describe briefly what the employee will do—a sort of capsule job description. The entries in Item 12 are crucial as they enable the Department of Labor to "match" the job to be performed against existing wage determinations or available wage payment data.

Item 13—Enter the number of employees to be employed in each class listed in Item 12. Do not omit this figure even though it may be necessary to use a rough estimate.

Item 14—The amended Service Contract Act (section 2(a)(5)) requires the contracting agency to include in the contract: "A statement of the rates that would be paid by the Federal agency to the various classes of service employees if section 5341 of Title 5, United States Code, were applicable to them." The Secretary of Labor is required to give "due consideration" to such rates in making wage and fringe benefit determinations.

For purposes of the entries in Item 14, assume that each class of employees listed in Item 12 is to be Federally employed; that is, to be employed directly as "wage board" or "blue collar" employees by the contracting agency and wife, if so employed, would receive wages as provided in 5 United States Code 5341. Enter the hourly wage rate that each such listed class would be paid. The agency's personnel office may be of help in determining the appropriate hourly rate entries.

While the "statement" made part of the contract must include both the hourly wage rates and fringe benefits that would be paid to the various classes, it is not necessary to furnish fringe benefit information as part of the notice. In giving "due consideration" to the fringe benefits that would be paid, the Department of Labor will consult the formula previously made available to all contracting agencies for use in preparing the "statement" required to be made part of the contract.

INSTRUCTIONS—RESPONSE PORTION OF NOTICE

(Completed by Department of Labor)

The original copy of the basic form and the original copy of the attachment will be returned to the contracting agency with appropriate entries by the Department of Labor in that portion of the basic form reserved for Response to Notice.

A. If this box is marked, the wage determination(s) applicable will be listed by number and attached. The wage rates and fringe benefits reflected in the attached wage determination(s) are applicable to the procurement and must be made part of the contract. (If wage rates and fringe benefits are not provided in the wage determination(s) for particular classes of service employees to be employed on the contract, conforming action must be taken as provided in Title 29, Part 4, section 4.6(b)(2), Code of Federal Regulations.)

B. If this box is marked, no wage determination applicable to the specified locality and classes of employees is in effect. However, successor contractors may not pay less than the collectively bargained wage rates and fringe benefits, including any prospective increases, applicable to employees of the predecessor contractor except where, upon a hearing, it is found that such wage rates and fringe benefits are substantially at variance with those that prevail in the locality. In no case may an employee be paid less than the minimum wage under section 6(a)(1) of the Fair Labor Standards Act.

C. From time to time the Department of Labor receives a notice with respect to a proposed contract which, on the basis of the information supplied by the contracting agency, is not subject to the Service Contract Act. If box C is marked, an explanation will be attached.

D. This box will be marked if the notice must be returned for additional information. An explanation will be attached so that the contracting agency will know what action to take.

ADDITIONAL WAGE DATA

The Department of Labor welcomes any wage rate and fringe benefits data the contracting agency may submit in connection with a notice, as well as any explanatory information that will assist in understanding the proposed procurement.

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. Notice No.
NASA
A2241807

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
Nonexempt/Nonunion: Occupations Included in "DOL Directory"		
(NAS 9-97001 - InDyne, Inc. - Incumbent)		
Secretary, III	3	GS-6 \$14.40
Word Processor, II	6	GS-4 \$11.55
Word Processor, III	3	GS-5 \$12.92
Audiovisual Librarian	18	GS-7 \$16.01
Film/Tape Librarian	3	GS-4 \$11.55
Production Control Clerk	2	GS-6 \$14.40
General Clerk, I	12	GS-1 \$8.39
General Clerk, II	11	GS-2 \$9.43
General Clerk, III	13	GS-3 \$10.29
General Clerk, IV	14	GS-4 \$11.55
Library Technician	10	GS-5 \$12.92
Technical Writer	4	GS-11 \$23.69
Instructor	2	GS-9 \$19.58
Drafter, III	2	GS-5 \$12.92
Drafter, IV	1	GS-7 \$16.01
General Maintenance Worker	1	WG-8 \$16.53
Electronic Maint. Tech., I	0	WG-8 \$16.53
Electronic Maint. Tech., II	3	WG-9 \$17.60
Electronic Maint. Tech., III	3	WG-10 \$18.50
Engineering Technician, I	14	GS-3 \$10.29
Engineering Technician, II	6	GS-4 \$11.55
Engineering Technician, III	19	GS-5 \$12.92
Engineering Technician, IV	5	GS-7 \$16.01
Engineering Technician, V	1	GS-9 \$19.58
Computer Operator, I	4	GS-4 \$11.55
Computer Operator, II	4	GS-5 \$12.92
Computer Operator, III	13	GS-6 \$14.40
Computer Operator, IV	3	GS-7 \$16.01
Computer Opeator, V	3	GS-9 \$19.58
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NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. Notice No.

NASA
A2241807

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT

Nonexempt/Nonunion: Occupations Included in "DOL Directory"

13. NUMBER OF
EMPLOYEES
IN EACH CLASS

14. HOURLY WAGE RATE
THAT WOULD BE
PAID IF FEDERALLY
EMPLOYED

- continued -

(NAS 9-97001 – InDyne, Inc. – Incumbent)

Exhibits Specialist, I	2	GS-5 \$12.92
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Exhibits Specialist, II	0	GS-7 \$16.01
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Exhibits Specialist, III	1	GS-9 \$19.58
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Photographer, I	0	GS-4 \$11.55
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Photographer, II	4	GS-5 \$12.92
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Photographer, III	2	GS-7 \$16.01
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Material Expeditor	1	WG-7 \$15.47
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Illustrator, I	0	GS-5 \$12.92
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Illustrator, II	1	GS-7 \$16.01
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Nonexempt/Nonunion: Occupations Included in "DOL Directory"

(NAS 9-98143 – Lockheed/OAO – Incumbent)

Production Control Clerk	2	GS-6 \$14.40
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Nonexempt/Union: CBA between Lockheed/OAO and the
IAM&AW, Local 1786, District 37 *

(NAS 9-98143 – Lockheed/OAO – Incumbent)

Computer Operator, Sr. *	5	Per CBA
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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
Director

Division of
Wage Determinations

Wage Determination No.: 1976-0448
Revision No.: 21
Date of Last Revision: 05/22/2000

State: Texas

Area: Texas County of Harris

Employed on NASA contract for Maintenance, Operations & Logistics Support for computer mainframes services.

Collective Bargaining Agreement between OAO Corporation and International Association of Machinists and Aerospace Workers, AFL-CIO Local 1786 District 37 effective July 16, 1999 through January 6, 2003.

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).

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
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2516
Revision No.: 17
Date of Last Revision: 05/01/2001

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.62
Accounting Clerk II	10.72
Accounting Clerk III	12.49
Accounting Clerk IV	15.29
Court Reporter	13.89
Dispatcher, Motor Vehicle	13.89
Document Preparation Clerk	10.60
Duplicating Machine Operator	10.60
Film/Tape Librarian	11.50
General Clerk I	8.43
General Clerk II	9.27
General Clerk III	12.01
General Clerk IV	12.53
Housing Referral Assistant	15.64
Key Entry Operator I	9.66
Key Entry Operator II	12.35
Messenger (Courier)	8.97
Order Clerk I	11.37
Order Clerk II	11.79
Personnel Assistant (Employment) I	10.84
Personnel Assistant (Employment) II	11.79
Personnel Assistant (Employment) III	15.00
Personnel Assistant (Employment) IV	16.03
Production Control Clerk	16.08
Rental Clerk	12.70
Scheduler, Maintenance	13.23
Secretary I	13.23
Secretary II	14.90
Secretary III	16.27
Secretary IV	19.12
Secretary V	23.63

Service Order Dispatcher	12.33
Stenographer I	10.96
Stenographer II	12.96
Supply Technician	19.12
Survey Worker (Interviewer)	12.96
Switchboard Operator-Receptionist	9.88
Test Examiner	14.90
Test Proctor	14.90
Travel Clerk I	10.08
Travel Clerk II	10.86
Travel Clerk III	11.63
Word Processor I	10.27
Word Processor II	12.74
Word Processor III	16.27

Automatic Data Processing Occupations

Computer Data Librarian	10.89
Computer Operator I	10.99
Computer Operator II	13.33
Computer Operator III	15.14
Computer Operator IV	20.62
Computer Operator V	21.53
Computer Programmer I (1)	18.65
Computer Programmer II (1)	20.67
Computer Programmer III (1)	25.21
Computer Programmer IV (1)	26.14
Computer Systems Analyst I (1)	21.24
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.89

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.33
Automotive Glass Installer	18.05
Automotive Worker	18.05
Electrician, Automotive	18.87
Mobile Equipment Servicer	16.32
Motor Equipment Metal Mechanic	19.76
Motor Equipment Metal Worker	18.05
Motor Vehicle Mechanic	19.26
Motor Vehicle Mechanic Helper	15.39
Motor Vehicle Upholstery Worker	17.13
Motor Vehicle Wrecker	18.05
Painter, Automotive	18.87
Radiator Repair Specialist	19.76
Tire Repairer	14.40
Transmission Repair Specialist	19.76

Food Preparation and Service Occupations

Baker	8.49
Cook I	8.19
Cook II	8.49
Dishwasher	5.92
Food Service Worker	6.23
Meat Cutter	9.36
Waiter/Waitress	6.21

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.65
Furniture Handler	11.60
Furniture Refinisher	11.48
Furniture Refinisher Helper	13.58
Furniture Repairer, Minor	15.11
Upholsterer	16.65

General Services and Support Occupations

Cleaner, Vehicles	6.23
Elevator Operator	6.23
Gardener	8.49
House Keeping Aid I	6.13
House Keeping Aid II	6.23
Janitor	6.23
Laborer, Grounds Maintenance	6.80
Maid or Houseman	6.13
Pest Controller	8.86
Refuse Collector	6.23
Tractor Operator	7.98
Window Cleaner	6.80

Health Occupations

Dental Assistant	11.75
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.75
Licensed Practical Nurse I	10.76
Licensed Practical Nurse II	12.09
Licensed Practical Nurse III	13.51
Medical Assistant	11.00
Medical Laboratory Technician	12.09
Medical Record Clerk	12.09
Medical Record Technician	14.56
Nursing Assistant I	6.44
Nursing Assistant II	8.93
Nursing Assistant III	9.65
Nursing Assistant IV	11.27
Pharmacy Technician	13.10
Phlebotomist	12.09
Registered Nurse I	16.74
Registered Nurse II	20.62
Registered Nurse II, Specialist	21.91

Registered Nurse III	25.93
Registered Nurse III, Anesthetist	25.93
Registered Nurse IV	29.70

Information and Arts Occupations

Audiovisual Librarian	17.14
Exhibits Specialist I	17.62
Exhibits Specialist II	22.59
Exhibits Specialist III	26.43
Illustrator I	17.60
Illustrator II	22.56
Illustrator III	26.40
Librarian	21.17
Library Technician	12.96
Photographer I	13.93
Photographer II	17.60
Photographer III	22.56
Photographer IV	26.40
Photographer V	30.06

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.68
Counter Attendant	7.68
Dry Cleaner	8.65
Finisher, Flatwork, Machine	7.68
Presser, Hand	7.68
Presser, Machine, Drycleaning	7.68
Presser, Machine, Shirts	7.68
Presser, Machine, Wearing Apparel, Laundry	7.68
Sewing Machine Operator	9.13
Tailor	9.86
Washer, Machine	8.42

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.65
Tool and Die Maker	19.20

Material Handling and Packing Occupations

Forklift Operator	12.23
Fuel Distribution System Operator	16.33
Material Coordinator	15.11
Material Expediter	15.11
Material Handling Laborer	11.72
Order Filler	10.40
Production Line Worker (Food Processing)	12.23
Shipping Packer	12.22
Shipping/Receiving Clerk	10.63
Stock Clerk (Shelf Stocker; Store Worker II)	11.29
Store Worker I	9.51

Tools and Parts Attendant	13.58
Warehouse Specialist	10.64

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.43
Aircraft Mechanic Helper	13.58
Aircraft Quality Control Inspector	18.20
Aircraft Servicer	15.11
Aircraft Worker	15.92
Appliance Mechanic	16.65
Bicycle Repairer	13.91
Cable Splicer	17.57
Carpenter, Maintenance	17.01
Carpet Layer	15.92
Electrician, Maintenance	19.22
Electronics Technician, Maintenance I	13.23
Electronics Technician, Maintenance II	18.84
Electronics Technician, Maintenance III	22.11
Fabric Worker	15.11
Fire Alarm System Mechanic	17.43
Fire Extinguisher Repairer	14.40
Fuel Distribution System Mechanic	17.43
General Maintenance Worker	15.46
Heating, Refrigeration and Air Conditioning Mechanic	17.43
Heavy Equipment Mechanic	17.43
Heavy Equipment Operator	17.43
Instrument Mechanic	17.43
Laborer	7.29
Locksmith	16.65
Machinery Maintenance Mechanic	18.42
Machinist, Maintenance	20.16
Maintenance Trades Helper	13.58
Millwright	17.43
Office Appliance Repairer	16.65
Painter, Aircraft	16.65
Painter, Maintenance	16.65
Pipefitter, Maintenance	19.33
Plumber, Maintenance	17.15
Pneudraulic Systems Mechanic	17.43
Rigger	17.43
Scale Mechanic	15.92
Sheet-Metal Worker, Maintenance	17.43
Small Engine Mechanic	15.92
Telecommunication Mechanic I	17.43
Telecommunication Mechanic II	18.20
Telephone Lineman	17.43
Welder, Combination, Maintenance	17.43
Well Driller	17.43
Woodcraft Worker	17.43

Woodworker	8.62
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Miscellaneous Occupations

Animal Caretaker	7.36
Carnival Equipment Operator	7.98
Carnival Equipment Repairer	8.49
Carnival Worker	6.23
Cashier	7.89
Desk Clerk	9.68
Embalmer	17.81
Lifeguard	9.77
Mortician	17.81
Park Attendant (Aide)	12.44
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.62
Recreation Specialist	13.40
Recycling Worker	9.19
Sales Clerk	9.36
School Crossing Guard (Crosswalk Attendant)	6.23
Sport Official	8.62
Survey Party Chief (Chief of Party)	16.22
Surveying Aide	11.10
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.03
Swimming Pool Operator	10.76
Vending Machine Attendant	8.96
Vending Machine Repairer	10.76
Vending Machine Repairer Helper	9.19

Personal Needs Occupations

Child Care Attendant	9.68
Child Care Center Clerk	12.06
Chore Aid	6.13
Homemaker	15.41

Plant and System Operation Occupations

Boiler Tender	18.78
Sewage Plant Operator	16.65
Stationary Engineer	18.78
Ventilation Equipment Tender	13.58
Water Treatment Plant Operator	16.65

Protective Service Occupations

Alarm Monitor	12.43
Corrections Officer	18.04
Court Security Officer	18.04
Detention Officer	18.04
Firefighter	17.30
Guard I	8.51
Guard II	16.72
Police Officer	18.78

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.34
Hatch Tender	14.34
Line Handler	14.34
Stevedore I	13.63
Stevedore II	15.01

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.51
Air Traffic Control Specialist, Station (2)	20.17
Air Traffic Control Specialist, Terminal (2)	22.21
Archeological Technician I	17.58
Archeological Technician II	19.69
Archeological Technician III	24.35
Cartographic Technician	24.63
Civil Engineering Technician	22.56
Computer Based Training (CBT) Specialist/ Instructor	22.93
Drafter I	13.97
Drafter II	14.41
Drafter III	19.00
Drafter IV	24.35
Engineering Technician I	12.73
Engineering Technician II	15.82
Engineering Technician III	18.41
Engineering Technician IV	23.37
Engineering Technician V	30.52
Engineering Technician VI	34.69
Environmental Technician	22.51
Flight Simulator/Instructor (Pilot)	29.50
Graphic Artist	21.01
Instructor	18.59
Laboratory Technician	13.50
Mathematical Technician	25.49
Paralegal/Legal Assistant I	15.17
Paralegal/Legal Assistant II	18.23
Paralegal/Legal Assistant III	22.69
Paralegal/Legal Assistant IV	23.62
Photooptics Technician	22.51
Technical Writer	20.66
Unexploded (UXO) Safety Escort	18.59
Unexploded (UXO) Sweep Personnel	18.59
Unexploded Ordnance (UXO) Technician I	18.59
Unexploded Ordnance (UXO) Technician II	22.49
Unexploded Ordnance (UXO) Technician III	29.96
Weather Observer, Combined Upper Air and Surface Programs (3)	14.86
Weather Observer, Senior (3)	18.03
Weather Observer, Upper Air	14.86

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.90
Parking and Lot Attendant	7.36
Shuttle Bus Driver	8.93
Taxi Driver	8.01
Truckdriver, Heavy Truck	14.18
Truckdriver, Light Truck	9.96
Truckdriver, Medium Truck	12.80
Truckdriver, Tractor-Trailer	14.85

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 \$2.56 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 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 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) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **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 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.