

Request for Quotation (RFQ):

Replace Carpet in the Elbert P. Tuttle U. S. Court of Appeals Building

RFQ Number: **20210501 - Amended**

Request Date: **18 June 2021**

Special Notes: This is a request for **Open Market Pricing**.

Quotations shall be sent via email to the below listed address by **4:00 PM ET on Wednesday, 30 June 2021**. Please submit a technical quotation describing your approach and project management in accordance with the attached statement of work. Use the attached quote sheet for a price quotation broken down into the line items listed.

A fixed price award from this RFQ will be made based on the lowest price technically acceptable offer, subject to the availability of funds.

Quotes and questions concerning this RFQ should be addressed to **Stan Peters, Contracting Officer** at the U. S. Court of Appeals for the Eleventh Circuit, 56 Forsyth Street NW, Atlanta, Georgia 30303, **404-335-6576**, stan_peters@ca11.uscourts.gov.

Services are to be performed at: **U. S. Court of Appeals for the Eleventh Circuit, Elbert P. Tuttle U. S. Court of Appeals Building, 56 Forsyth Street NW, Atlanta, Georgia 30303.**

A site visit will be held at **10:00 AM ET, on Wednesday, 23 June 2021**, at the Elbert P. Tuttle U. S. Court of Appeals Building located at **56 Forsyth Street NW, Atlanta, Georgia 30303**. Please contact **Christina Roberts, Contracting Officer's Representative (COR)** at **404-335-6574** or christina_roberts@ca11.uscourts.gov by 1:00 PM ET on Tuesday, 22 June 2021 if you plan to attend the site visit.

Please submit any questions regarding this RFQ by Friday, 25 June 2021. Answers to all questions received will be provided at one time to all prospective vendors.

Please acknowledge receipt of this request by replying via email to stan_peters@ca11.uscourts.gov.

Sincerely,

Stan Peters
Contracting Officer

Attachments: Quote Sheet
Submission of Quote and Evaluation of Offers
Statement of Work
Scope Area for Training Room Carpet
Design Areas for Training Room Carpet
Tuttle Building Design Imagery
Service Contract Act Wage Determination
Service Contract Act Poster

Quote Sheet for RFQ Number: 20210501 - Amended

Item No.	Description	Quantity	Unit	Unit Price	Total Price
Req.	As described in the attached Statement of Work, cyclical maintenance project to replace carpet in the Elbert P. Tuttle U. S. Court of Appeals Building				
Alt. 1	Axminster-style carpet: One (1) pattern	1	Job		
Alt. 2	Axminster-style carpet: Two (2) patterns	1	Job		

Vendor's Name

Vendor's Phone Number/fax number/e-mail address

Vendor's Street Address

Vendor's City, State, and Zip Code

Signature of Person Authorized to Sign Quote

Date

DUNS number

Printed or Typed Name of Signatory

Discount Terms or Net 30?

SUBMISSION OF QUOTE AND EVALUATION OF OFFERS

1. The following judiciary provisions and clauses, that the Contracting Officer has indicated are applicable, are incorporated in this solicitation:

Provision B-1, Solicitation Provisions Incorporated by Reference (SEP 2010)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this address: <http://www.usCourts.gov/procurement.aspx>.

(end)

Solicitation Provisions and Clauses Incorporated by Reference

Provision 2-70 Site Visit (JAN 2003)

Provision 2-85C Evaluation of Options Exercised at Time of Contract Award (JAN 2003)

Provision 3-135 Single or Multiple Awards (JAN 2003)

Clause 3-3 Provisions, Clauses, Terms and Conditions - Small Purchases (JUN 2014)

Clause 7-115 Availability of Funds (JAN 2003)

Additional Solicitation Provisions

Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)

(a) *Definitions.*

“Taxpayer Identification (TIN),” as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror’s relationship with the government (31 U.S.C. 7701(c)(3)). If the

resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) *Taxpayer Identification Number (TIN):* _____

- TIN has been applied for.
- TIN is not required, because:
 - Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;
 - Offeror is an agency or instrumentality of a foreign government;
 - Offeror is an agency or instrumentality of the federal government.

(e) *Type of organization:*

- sole proprietorship;
- partnership;
- corporate entity (not tax-exempt);
- corporate entity (tax-exempt);
- government entity (federal, state, or local);
- foreign government;
- international organization per 26 CFR 1.6049-4;
- other _____.

(f) *Contractor representations.*

The offeror represents as part of its offer that it is , is not, 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- Women Owned Business
- Minority Owned Business (if selected, then one sub-type is required)
 - Black American
 - Hispanic American
 - Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians)
 - Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
 - Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
 - Individual/concern, other than one of the preceding.

(end)

X Provision 4-1, Type of Contract (JAN 2003)

The judiciary plans to award a **firm fixed price contract** under this solicitation, and **all offers shall be submitted on this basis**. Alternate offers based on other contract types will not be considered.

(end)

STATEMENT OF WORK (SOW)

1.1 INTRODUCTION:

The carpet in the Training Room, connecting corridors, and reception room of the Elbert P. Tuttle Court of Appeals Building has become dirty and damaged. This room serves as a training area, meeting room, and event space for the United States Court of Appeals for the Eleventh Circuit.

1.2 OBJECTIVES:

Contractor shall remove existing carpet and shall install new carpet that is designed for heavy traffic areas and meets the design and aesthetic specifications provided by the Contracting Officer's Representative (COR).

1.3 SCOPE:

Contractor shall provide all labor and materials to remove the existing carpet and padding in the Training Room, connecting corridors, and reception room and replace with new carpet and padding. Contractor shall repair any damage found or created during the removal and installation of finishes.

1.4 SPECIAL REQUIREMENTS/INFORMATION:

The installing contractor shall have a minimum of two (2) years' experience installing the type of carpet specified below.

Carpet Specifications:

1. Carpet shall be woven broadloom rated for heavy traffic.
2. The carpet manufacturer shall have a minimum of five (5) years' experience manufacturing similar products.
3. Carpet and carpet padding shall have a 10-Year Service Life warranty from the manufacturer.
4. Carpet shall be installed via a double-glue down installation method complying with the **Carpet and Rug Institute *Specifier's Handbook* (CRI 104 Carpet Installation Standard for Commercial Carpet) Section 10: Double-Glue Down Installation.**
5. Carpet padding shall be compatible with the carpet, double-glue down installation method, and have a minimum Class II rating for heavy traffic. Maximum thickness shall be 3/8".
6. Carpet shall be constructed with pre-dyed colored yarns.
7. Carpet shall be composed of a minimum of 20% Type 6 or Type 6,6 continuous filament nylon or a blend of 80% wool and 20% nylon.
8. Carpet shall have a minimum average density of 10 row / 35 oz. pile weight / 65 oz. total weight / average pile density of 4,200 oz./yd³.
9. Carpet shall have an average pile height of 3 mm minimum.
10. The design of the carpet shall incorporate elements shown in the **Tuttle Building Design Imagery** and shall be unique via a custom design process to achieve the formal look appropriate to the building. The carpet pattern(s) shall use a combination of colors and

pattern that have enough variety to hide stains. Solid color areas shall be no larger than 4 square inches. There are no established patterns or colors of carpet in the building that need to be matched.

11. Carpet shall have a tuft bind complying with ASTM D-1335:
 - a. Cut pile – 3.0 lbs. minimum average value.
 - b. Loop pile – 10 lbs. minimum average value.
 - c. Woven – 4.4 lbs. minimum value (loop pile) or 2.2 lbs. minimum value (cut pile).
12. Carpet shall comply with electrostatic propensity AATTCC 134 3.5 kV max (Step).
13. Carpet installation shall comply with all applicable flammability requirements of Georgia building codes and GSA P100 requirements. Minimum requirements are as follows:
 - a. Smoke density ASTM E-662 less than 450 corrected optical density (flaming mode).
 - b. Small scale flammability ignition source, 16 CFR 1630 and/or ASTM D-2859 (Methenamine Pill Test).

2.1 REQUIREMENTS:

The following requirements apply to Alternatives 1 and 2 listed in paragraphs 2.2.

Contractor shall:

1. Field measure scope area to confirm exact dimensions. A CAD drawing of the scope area will be provided for reference to the successful contractor.
2. Provide design options for review and approval by the COR. Assume that two revisions to the design will be needed.
3. Submit product data information including manufacturer's product specifications, electrostatic and flammability testing reports, installation instructions for carpet, floor preparation, seaming techniques, installation accessories, maintenance instructions, and warranty information prior to carpet and padding installation.
4. Submit carpet samples of the proposed carpet designs showing the carpet construction and colors for review and approval.
5. Submit drawings of the scope area showing seam locations and pattern placement. Provide an efficient seam layout to minimize the amount of carpet material needed and avoid placing seams along common pathways.
6. Participate in a pre-installation meeting with the COR and other Court staff.
7. Remove existing rolling furniture (stacking chairs and tables) and place in nearby storage room designated by the COR.
8. Remove existing carpet and padding and haul away.
9. Prepare all surfaces as necessary for new carpet and padding. Secure with screws any loose wood in Corridor 1 to provide an even substrate for the carpet and padding.
10. Provide and install new carpet and padding, seaming material and transition strips at the same location, complying with the recommendations of the **Carpet and Rug Institute Specifier's Handbook (CRI 104 Carpet Installation Standard for Commercial Carpet)**.
11. Cut carpet tight around the 28 round electrical floor outlets ensuring that all edges are hidden under the transition trim.
12. Protect installed carpet, padding, furnishings, and fixtures until completion of the project.

13. Install new shoe molding at carpet edge.
14. Paint shoe molding to match existing wood trim.
15. Retrieve rolling furniture (stacking chairs and tables) previously placed in nearby storage room and re-install in locations within the Training Room as directed by the COR.
16. Perform a final cleaning of the work area.
17. Coordinate with the COR to schedule work so that work does not interfere with Court functions.
18. Provide a warranty of not less than one year on all labor and material, excluding carpet material, which shall have a minimum 10-year manufacturer warranty.
19. Provide manufacturer maintenance instructions and warranty information.
20. Protect existing property not being renovated from damage.
21. Maintain a safe working environment.
22. Provide all miscellaneous materials, tools, and labor needed to complete the job.
23. Always wear proper personal protective equipment (PPE).
24. Minimize noise, fumes, dust, and disruption.

2.2 ALTERNATIVES:

Contractor shall perform the following tasks:

Contractor shall price the alternatives listed below separately on contractor's written quotation. For all quotations submitted, the Court will evaluate the price of each alternative. At the Court's sole discretion, it may issue an award for only one of the four alternatives.

ALTERNATIVE 1: Axminster-style Carpet – One (1) Carpet Pattern

1. Carpet shall be woven in an axminster-style so that the yarn and backing are woven at the same time. Each tuft of yarn shall be woven and locked into place by shots of backing yarn to create U-shaped tufts.
2. **Install new carpet and pad (one pattern design).**
3. Provide a field carpet design using 5 to 12 colors in all areas to be recarpeted.
4. Refer to the attached drawing: **One-Pattern Design for Training Room Carpet.**

ALTERNATIVE 2: Axminster-style Carpet – Two (2) Carpet Patterns (Field Carpet and Infill Carpet)

1. Carpet shall be woven in an axminster-style so that the yarn and backing are woven at the same time. Each tuft of yarn shall be woven and locked into place by shots of backing yarn to create U-shaped tufts.
2. **Install new carpet and pad (two patterns design),** using an infill design carpet for a portion of the field carpet as indicated on the attached drawing: **Two-Pattern Design for Training Room Carpet.**
3. Provide a field carpet design using 5 to 12 colors in all areas to be recarpeted.
4. Use twelve (12) colors for the infill carpet pattern design.

3. DELIVERABLES:

Contractor shall provide the following deliverables:

1. Within two (2) weeks of award notification, provide to the COR a proposed schedule for the design process, physical sample mock-up, and remaining work for approval by the COR.
2. Digitally create and present carpet designs for review and approval by the COR as required in the Carpet Specifications section of paragraph 1.4 of this SOW.
3. Submit product data information as required in the Requirements section of this SOW for review and approval by the COR.
4. Provide to the COR physical sample(s) of the proposed carpet within three (3) months of the carpet design approval.
5. Provide to the COR the indoor air quality strategy in coordination with the proposed schedule at least two (2) weeks before the start of work.
6. Provide to the COR the list of subcontractors and workers for approval and security clearance at least two (2) weeks before the start of work.
7. Provide all labor and material to install the carpet and padding as identified in this SOW.
8. Conduct a punch list walk-through with the COR after the completion of work.
9. Complete all punch list items identified by the COR within three (3) days.

3.1 SCHEDULE FOR PERFORMANCE AND DELIVERABLES:

The period of performance for this contract shall start on the date of award and end within twenty-four (24) weeks of the date of award. On-site demolition and installation shall be completed within three (3) weeks.

All work will be coordinated by the COR and shall be conducted between the hours of 8:30 AM and 4:30 PM. The contractor shall work around the schedule of Court staff.

The schedule of work and the end of the period of performance may be modified at the sole discretion of the COR. Changes to the schedule and the end date of the period of performance are not considered modifications of the contract.

3.2 REVIEW PERIOD FOR DELIVERABLES:

The COR will review the Contractor's work within three (3) business days of completion and Contractor shall correct any noted deficiencies within three (3) business days of notification. Contractor shall make any necessary corrections at no additional cost to the Court.

3.3 ACCEPTANCE CRITERIA FOR DELIVERABLES:

The COR will review all deliverables for accuracy, quality, and completeness and will provide final acceptance of the work performed.

4. ENVIRONMENT:

The scope area is in the center of the first floor of the Elbert P. Tuttle U. S. Court of Appeals Building as described below:

1. Refer to the attached drawing, **Scope Area for Training Room Carpet**, for the approximate dimensions and boundaries.
2. **Perimeter wall area:** approximately 1,100 linear feet (doorways have not been

deducted).

3. The area will experience temperature and humidity fluctuations in the summer months. The HVAC system operates in unoccupied mode overnight and on weekends with a higher temperature setting.

Access:

Contractor shall coordinate onsite work with the COR to maintain access to and from adjacent spaces.

The areas near the work area may at times have limited access but will not be blocked completely. Contractor shall protect all non-affected areas. Work area shall be always kept clean and neat. Contractor shall repair any damage done by contractor personnel to existing facilities, furnishings, and finishes at no cost to the Court. Contractor shall notify the COR prior to the start of work of the discovery of any prior damage to the property.

Indoor Air Quality:

If any part of the work will generate fumes and/or other airborne contaminants, contractor shall develop an indoor air quality mitigation strategy for review and approval by the COR before starting any work.

Contractor shall discuss any temporary adjustments to the mechanical distribution system with the COR and maintenance staff to isolate and/or ventilate the work area. If the COR determines that extra ventilation is required, contractor shall provide an adequate number of HEPA fan units with sufficient plastic tubing to extend from the project area to an appropriate ventilation source approved by the COR. If opening of an exterior door is required to disperse fumes, contractor shall hire a court security officer to monitor the door opening(s). Contractor shall assume costs of \$500 per person per day per door for court security officers. The contractor shall procure and coordinate the services of the court security officer through the U. S. Marshals Service and the onsite security supervisor. The COR will provide names and contact information for these individuals.

4.1 LOCATION FOR PERFORMANCE:

All work shall be completed within the Elbert P. Tuttle U. S. Court of Appeals Building located at 56 Forsyth Street NW, Atlanta, Georgia 30303.

4.2 GOVERNMENT FURNISHED PROPERTY:

The Court will provide access to the work areas requiring service.

4.3 CONTRACTOR FURNISHED MATERIAL:

Contractor shall provide all labor and material for this project.

4.4 SECURITY:

Contractor shall provide the COR with the full names and dates of birth for all workers two (2) weeks in advance of the project start date.

All workers shall always be escorted by a contractor crew member with a GSA-issued contractor badge, a Court employee, or a court security officer (CSO) hired by contractor specifically for the project. A badged escort can supervise a maximum of five (5) workers if visual oversight is always maintained at all times. Contractor shall assume that only one Court employee will be available to assist with escorting. Contractor shall assume costs of \$500 per person per day per work area for additional court security officers needed and hired by contractor specifically for the project. The contractor shall procure and coordinate the services of the court security officers through the U. S. Marshals Service and the onsite security supervisor. The COR will provide names and contact information for these individuals.

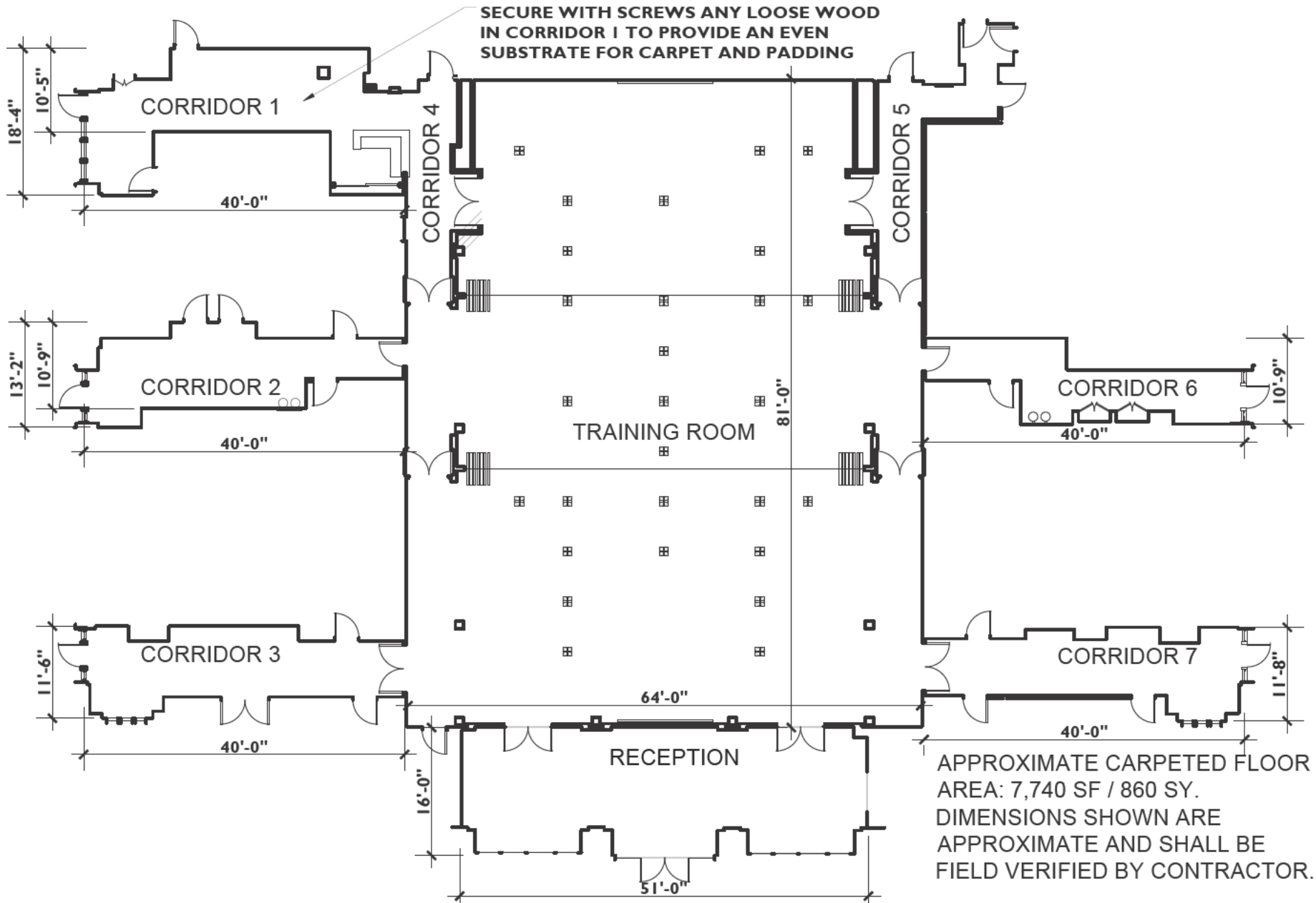
For the movement of materials into and out of the Tuttle Building requiring more than a single three-foot-wide door opening, contractor shall hire a court security officer (CSO) specifically for the project in increments of four hours. Contractor shall assume costs of \$250 for each four-hour increment. Contractor shall coordinate the services of the court security officer through the U. S. Marshals Service and the onsite security supervisor. The COR will provide names and contact information for these individuals.

4.5 SITE VISIT:

A site visit will be held at **10:00 AM ET on Wednesday, 23 June 2021** at the Elbert P. Tuttle U. S. Court of Appeals Building located at **56 Forsyth Street NW, Atlanta, GA 30303**.

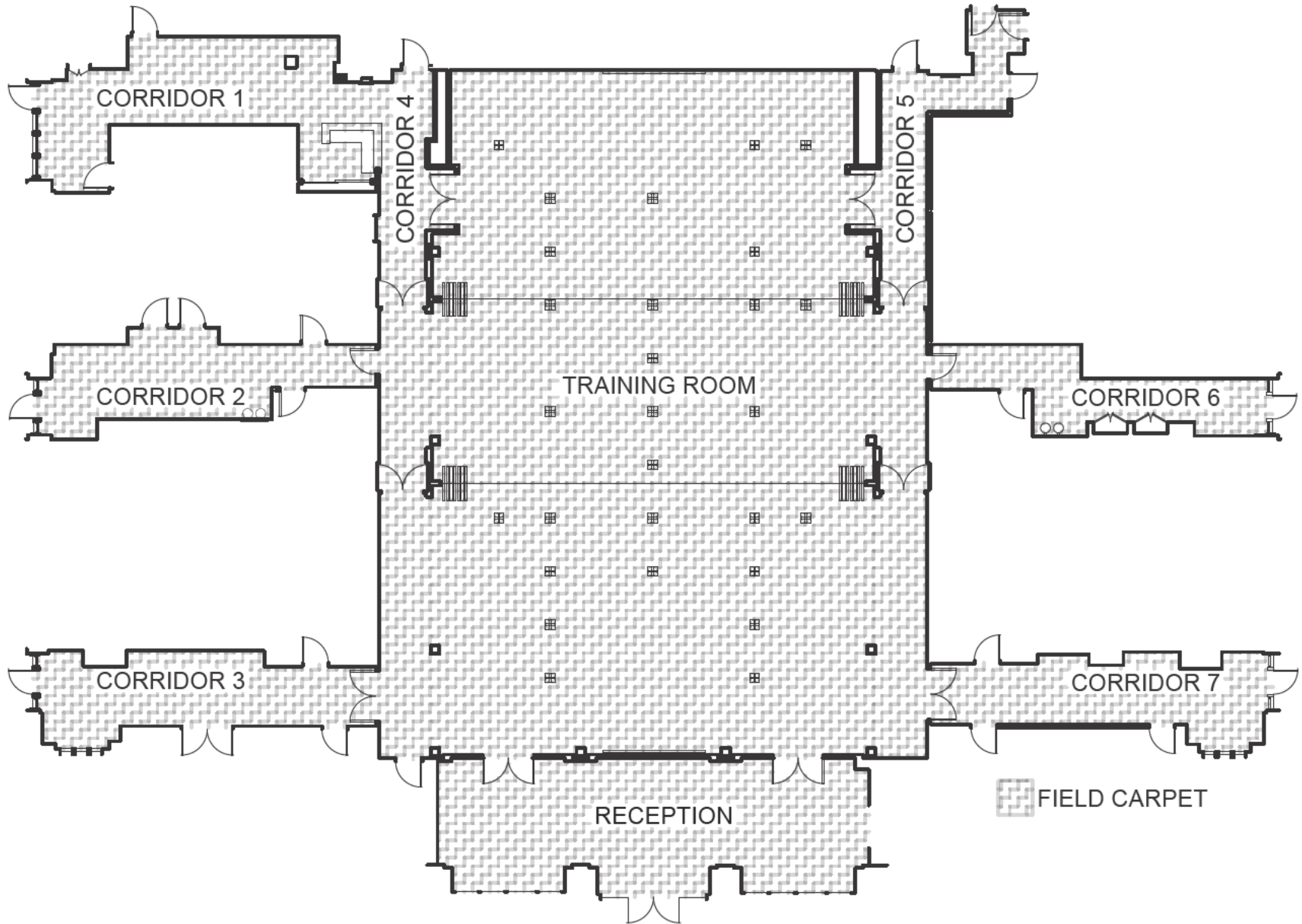
Please contact **Christina Roberts, Contracting Officer's Representative (COR)** at 404-335-6574 or christina_roberts@ca11.uscourts.gov by 1:00 PM ET on Tuesday, 22 June 2021 if you plan to attend the site visit.

Since the dimensions listed on the attached drawing, **Scope Area for Training Room Carpet** are approximate, contractors will be given an opportunity to conduct field measurements of the subject area prior to submitting a quote.



○ SCOPE AREA - TRAINING ROOM CARPET
 NTS

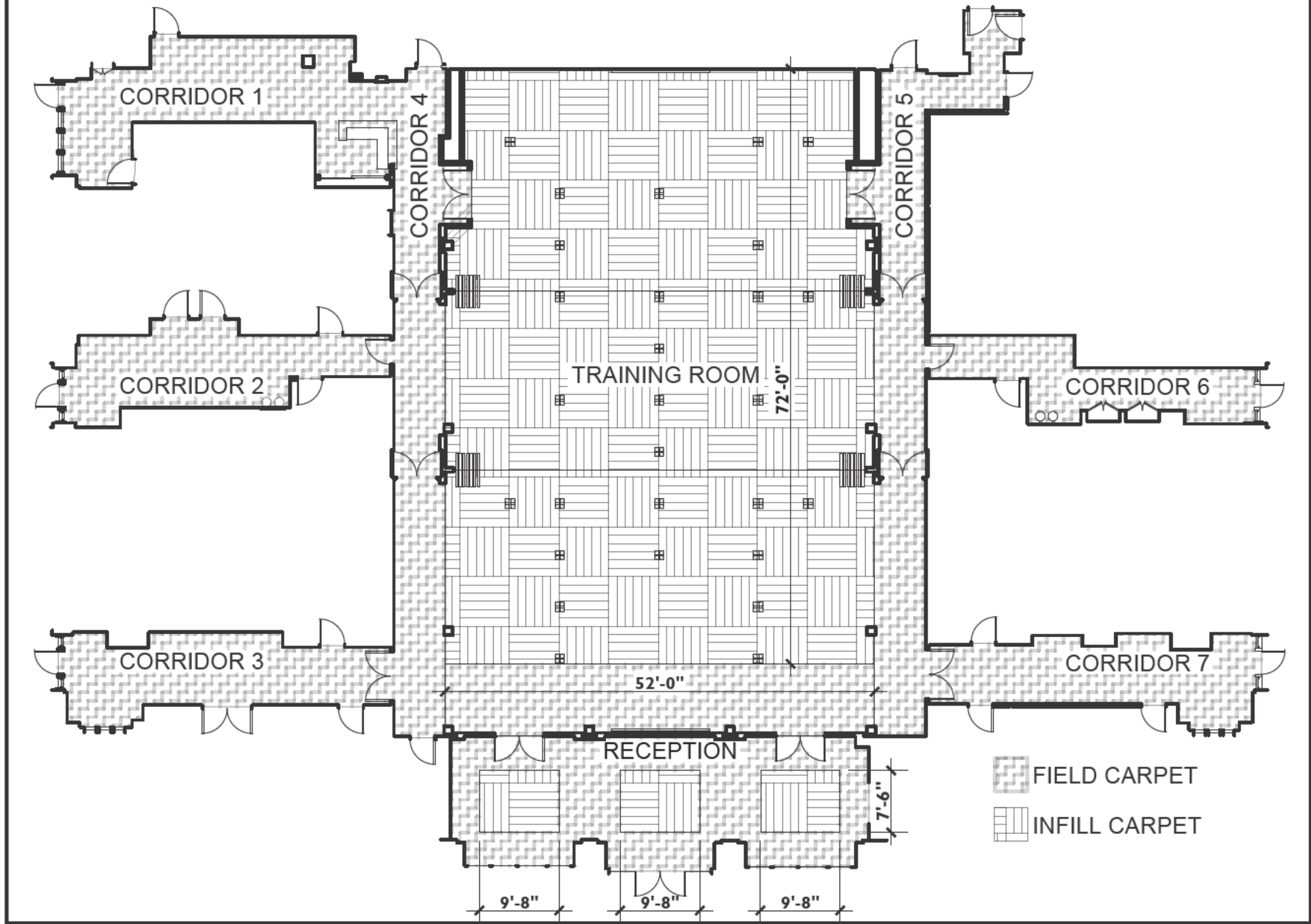
U.S. COURT OF APPEALS FOR THE 11TH CIRCUIT
 ELBERT P. TUTTLE
 UNITED STATES COURT OF APPEALS BUILDING
 56 FORSYTH ST. ATLANTA, GA




 ONE PATTERN DESIGN - TRAINING ROOM CARPET
 NTS

ALL DIMENSIONS MUST
 BE FIELD VERIFIED

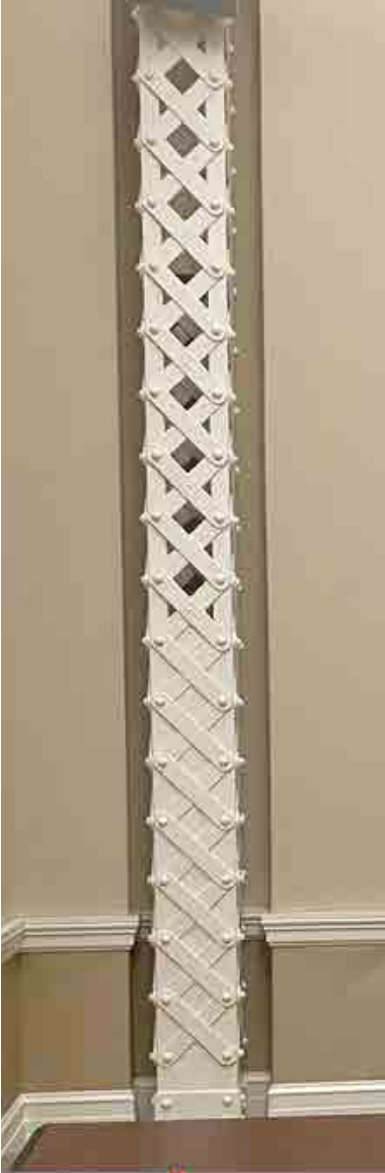
U.S. COURT OF APPEALS FOR THE 11TH CIRCUIT
ELBERT P. TUTTLE
UNITED STATES COURT OF APPEALS BUILDING
 56 FORSYTH ST. ATLANTA, GA



⊙ TWO PATTERN DESIGN - TRAINING ROOM CARPET
NTS

ALL DIMENSIONS MUST
BE FIELD VERIFIED

U.S. COURT OF APPEALS FOR THE 11TH CIRCUIT
ELBERT P. TUTTLE
 UNITED STATES COURT OF APPEALS BUILDING
 56 FORSYTH ST. ATLANTA, GA



Elbert P. Tuttle Building Design Imagery

Round Electrical Floor Covers



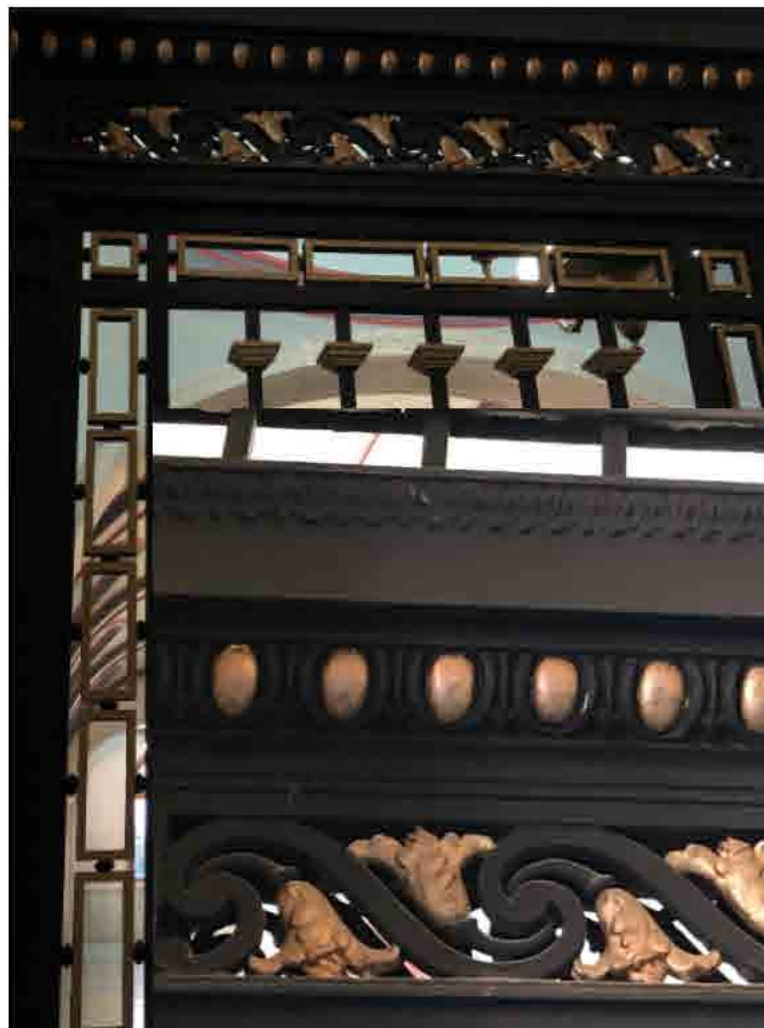
Unlike the other federal courts of appeal which utilize a standard seal, starkly simple in form, the Eleventh Circuit asked the U.S. Army Department of Heraldry to design an appropriate seal to symbolize the new Court. The dramatic seal of the Court shows the American eagle in a protective attitude symbolizing federal authority and the protection the law provides equally to all citizens. The eagle stands on a gold-edged book representing the law of the land. It is accompanied by the Scales of Justice bearing three stars symbolic of the three states composing the Eleventh Circuit. Inscribed underneath is the phrase “Equal Justice Under Law.” The blue field in the center of the seal represents candor and fairness, while the white background along the edge of the seal – which bears the

Source: <http://www.wendyandersonpa.com/sites/default/files/11thCircSummer2009.pdf>

11th Circuit Historical News; Volume VI, Number 2, Summer 2009



Metalwork Details





"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4471 Revision No.: 17 Date Of Last Revision: 04/21/2021
Daniel W. Simms Director	Division of Wage Determinations

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

State: Georgia

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.85
01012 - Accounting Clerk II		18.93
01013 - Accounting Clerk III		21.17
01020 - Administrative Assistant		32.36
01035 - Court Reporter		23.02
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		15.35
01043 - Customer Service Representative III		16.75
01051 - Data Entry Operator I		15.74
01052 - Data Entry Operator II		17.18
01060 - Dispatcher Motor Vehicle		20.53
01070 - Document Preparation Clerk		16.68
01090 - Duplicating Machine Operator		16.68
01111 - General Clerk I		14.23
01112 - General Clerk II		15.52
01113 - General Clerk III		17.42
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		13.73
01191 - Order Clerk I		15.49
01192 - Order Clerk II		16.90
01261 - Personnel Assistant (Employment) I		17.23
01262 - Personnel Assistant (Employment) II		19.29
01263 - Personnel Assistant (Employment) III		21.50
01270 - Production Control Clerk		23.76
01290 - Rental Clerk		15.21
01300 - Scheduler Maintenance		17.03
01311 - Secretary I		17.03

01312 - Secretary II	19.06
01313 - Secretary III	21.24
01320 - Service Order Dispatcher	18.36
01410 - Supply Technician	32.36
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	14.61
01531 - Travel Clerk I	15.13
01532 - Travel Clerk II	16.54
01533 - Travel Clerk III	17.80
01611 - Word Processor I	17.84
01612 - Word Processor II	20.04
01613 - Word Processor III	22.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.70
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	14.66
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.66
07041 - Cook I	12.84
07042 - Cook II	15.17
07070 - Dishwasher	10.51
07130 - Food Service Worker	11.17
07210 - Meat Cutter	14.65
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.36
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	18.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.64
11060 - Elevator Operator	11.91
11090 - Gardener	21.00
11122 - Housekeeping Aide	11.91
11150 - Janitor	11.91
11210 - Laborer Grounds Maintenance	15.01
11240 - Maid or Houseman	10.34
11260 - Pruner	13.31
11270 - Tractor Operator	19.04
11330 - Trail Maintenance Worker	15.01
11360 - Window Cleaner	13.71
12000 - Health Occupations	
12010 - Ambulance Driver	18.85
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	34.02
12015 - Certified Physical Therapist Assistant	28.02
12020 - Dental Assistant	20.53
12025 - Dental Hygienist	38.34
12030 - EKG Technician	32.65
12035 - Electroneurodiagnostic Technologist	32.65
12040 - Emergency Medical Technician	18.85

12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	17.07
12130 - Medical Laboratory Technician	24.49
12160 - Medical Record Clerk	18.95
12190 - Medical Record Technician	21.39
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	38.79
12221 - Nursing Assistant I	12.34
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.14
12224 - Nursing Assistant IV	17.00
12235 - Optical Dispenser	17.91
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	15.46
12280 - Phlebotomist	17.08
12305 - Radiologic Technologist	29.07
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.65
12313 - Registered Nurse II Specialist	29.65
12314 - Registered Nurse III	35.88
12315 - Registered Nurse III Anesthetist	35.88
12316 - Registered Nurse IV	43.00
12317 - Scheduler (Drug and Alcohol Testing)	25.52
12320 - Substance Abuse Treatment Counselor	22.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.00
13012 - Exhibits Specialist II	26.02
13013 - Exhibits Specialist III	31.82
13041 - Illustrator I	20.89
13042 - Illustrator II	23.85
13043 - Illustrator III	29.17
13047 - Librarian	31.96
13050 - Library Aide/Clerk	13.39
13054 - Library Information Technology Systems Administrator	28.86
13058 - Library Technician	16.87
13061 - Media Specialist I	20.83
13062 - Media Specialist II	23.29
13063 - Media Specialist III	25.96
13071 - Photographer I	18.15
13072 - Photographer II	20.31
13073 - Photographer III	24.75
13074 - Photographer IV	30.77
13075 - Photographer V	36.45
13090 - Technical Order Library Clerk	16.33
13110 - Video Teleconference Technician	20.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.16
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.04
14071 - Computer Programmer I	(see 1) 25.20
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)
14150 - Peripheral Equipment Operator	18.92
14160 - Personal Computer Support Technician	26.22
14170 - System Support Specialist	34.63
15000 - Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	30.21
15020 - Aircrew Training Devices Instructor (Rated)	36.56
15030 - Air Crew Training Devices Instructor (Pilot)	43.81
15050 - Computer Based Training Specialist / Instructor	30.21
15060 - Educational Technologist	34.28
15070 - Flight Instructor (Pilot)	43.81
15080 - Graphic Artist	25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.81
15086 - Maintenance Test Pilot Rotary Wing	43.81
15088 - Non-Maintenance Test/Co-Pilot	43.81
15090 - Technical Instructor	25.50
15095 - Technical Instructor/Course Developer	31.18
15110 - Test Proctor	20.57
15120 - Tutor	20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.67
16030 - Counter Attendant	10.67
16040 - Dry Cleaner	13.63
16070 - Finisher Flatwork Machine	10.67
16090 - Presser Hand	10.67
16110 - Presser Machine Drycleaning	10.67
16130 - Presser Machine Shirts	10.67
16160 - Presser Machine Wearing Apparel Laundry	10.67
16190 - Sewing Machine Operator	14.59
16220 - Tailor	15.60
16250 - Washer Machine	11.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.01
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.95
21030 - Material Coordinator	23.76
21040 - Material Expediter	23.76
21050 - Material Handling Laborer	14.38
21071 - Order Filler	14.98
21080 - Production Line Worker (Food Processing)	17.95
21110 - Shipping Packer	16.55
21130 - Shipping/Receiving Clerk	16.55
21140 - Store Worker I	12.60
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	17.95
21410 - Warehouse Specialist	17.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.18
23019 - Aircraft Logs and Records Technician	30.21
23021 - Aircraft Mechanic I	36.77
23022 - Aircraft Mechanic II	39.18
23023 - Aircraft Mechanic III	41.47
23040 - Aircraft Mechanic Helper	26.32
23050 - Aircraft Painter	32.33
23060 - Aircraft Servicer	30.21
23070 - Aircraft Survival Flight Equipment Technician	32.33
23080 - Aircraft Worker	32.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.77
23110 - Appliance Mechanic	21.39
23120 - Bicycle Repairer	18.06
23125 - Cable Splicer	28.32
23130 - Carpenter Maintenance	20.57
23140 - Carpet Layer	21.82
23160 - Electrician Maintenance	27.76
23181 - Electronics Technician Maintenance I	28.41
23182 - Electronics Technician Maintenance II	30.40

23183 - Electronics Technician Maintenance III	32.11
23260 - Fabric Worker	18.40
23290 - Fire Alarm System Mechanic	22.35
23310 - Fire Extinguisher Repairer	18.06
23311 - Fuel Distribution System Mechanic	25.77
23312 - Fuel Distribution System Operator	19.19
23370 - General Maintenance Worker	19.51
23380 - Ground Support Equipment Mechanic	36.77
23381 - Ground Support Equipment Servicer	30.21
23382 - Ground Support Equipment Worker	32.15
23391 - Gunsmith I	18.65
23392 - Gunsmith II	21.46
23393 - Gunsmith III	24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.13
23430 - Heavy Equipment Mechanic	23.40
23440 - Heavy Equipment Operator	19.21
23460 - Instrument Mechanic	32.31
23465 - Laboratory/Shelter Mechanic	22.96
23470 - Laborer	14.38
23510 - Locksmith	23.50
23530 - Machinery Maintenance Mechanic	26.12
23550 - Machinist Maintenance	19.67
23580 - Maintenance Trades Helper	15.71
23591 - Metrology Technician I	32.31
23592 - Metrology Technician II	34.03
23593 - Metrology Technician III	35.86
23640 - Millwright	26.83
23710 - Office Appliance Repairer	20.06
23760 - Painter Maintenance	19.16
23790 - Pipefitter Maintenance	26.90
23810 - Plumber Maintenance	25.47
23820 - Pneudraulic Systems Mechanic	24.25
23850 - Rigger	25.77
23870 - Scale Mechanic	21.46
23890 - Sheet-Metal Worker Maintenance	20.73
23910 - Small Engine Mechanic	19.51
23931 - Telecommunications Mechanic I	29.38
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	22.63
23960 - Welder Combination Maintenance	19.18
23965 - Well Driller	20.90
23970 - Woodcraft Worker	24.25
23980 - Woodworker	18.06
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	12.99
24610 - Chore Aide	11.49
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.63
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	30.63
25190 - Ventilation Equipment Tender	20.68
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.96
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	17.76
27010 - Court Security Officer	18.90

27030 - Detection Dog Handler	16.44
27040 - Detention Officer	17.76
27070 - Firefighter	20.36
27101 - Guard I	12.96
27102 - Guard II	16.44
27131 - Police Officer I	21.65
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.52
28042 - Carnival Equipment Repairer	14.90
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	12.23
28515 - Recreation Specialist	20.77
28630 - Sports Official	13.35
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.15
29020 - Hatch Tender	28.15
29030 - Line Handler	28.15
29041 - Stevedore I	25.92
29042 - Stevedore II	30.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.23
30021 - Archeological Technician I	19.76
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	26.56
30040 - Civil Engineering Technician	23.31
30051 - Cryogenic Technician I	28.41
30052 - Cryogenic Technician II	31.38
30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	26.47
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.02
30090 - Environmental Technician	24.13
30095 - Evidence Control Specialist	25.65
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	24.60
30222 - Latent Fingerprint Technician II	27.16
30240 - Mathematical Technician	28.21
30361 - Paralegal/Legal Assistant I	21.05
30362 - Paralegal/Legal Assistant II	26.07
30363 - Paralegal/Legal Assistant III	31.90
30364 - Paralegal/Legal Assistant IV	38.59
30375 - Petroleum Supply Specialist	31.38
30390 - Photo-Optics Technician	26.56
30395 - Radiation Control Technician	31.38
30461 - Technical Writer I	26.07
30462 - Technical Writer II	30.23
30463 - Technical Writer III	36.58
30491 - Unexploded Ordnance (UXO) Technician I	26.97
30492 - Unexploded Ordnance (UXO) Technician II	32.64
30493 - Unexploded Ordnance (UXO) Technician III	39.12
30494 - Unexploded (UXO) Safety Escort	26.97

30495 - Unexploded (UX0) Sweep Personnel	26.97
30501 - Weather Forecaster I	28.41
30502 - Weather Forecaster II	34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.91
30621 - Weather Observer Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.64
31020 - Bus Aide	12.64
31030 - Bus Driver	19.17
31043 - Driver Courier	15.84
31260 - Parking and Lot Attendant	10.28
31290 - Shuttle Bus Driver	17.08
31310 - Taxi Driver	11.93
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	23.71
31364 - Truckdriver Tractor-Trailer	23.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	10.82
99050 - Desk Clerk	10.95
99095 - Embalmer	26.90
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	29.59
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	18.80
99711 - Recycling Specialist	23.81
99730 - Refuse Collector	16.34
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	24.34
99831 - Surveying Aide	14.29
99832 - Surveying Technician	20.12
99840 - Vending Machine Attendant	14.69
99841 - Vending Machine Repairer	19.25
99842 - Vending Machine Repairer Helper	14.69

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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) 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).

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 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 (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))."

EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

**THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO:
(CHECK ONE)**

- SERVICE CONTRACT ACT (SCA)**
 PUBLIC CONTRACTS ACT (PCA)

MINIMUM WAGES

Your rate must be no less than the federal minimum wage established by the Fair Labor Standards Act (FLSA).

A higher rate may be required for SCA contracts if a wage determination applies. Such wage determination will be posted as an attachment to this notice.

FRINGE BENEFITS

SCA wage determinations may require fringe benefit payments (or a cash equivalent). PCA contracts do not require fringe benefits.

OVERTIME PAY

You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.

CHILD LABOR

No person under 16 years of age may be employed on a PCA contract.

SAFETY & HEALTH

Work must be performed under conditions that are sanitary, and not hazardous or dangerous to employees' health and safety.

ENFORCEMENT

Specific DOL agencies are responsible for the administration of these laws. To file a complaint or obtain information, contact the **Wage and Hour Division (WHD)** by calling its toll-free help line at 1-866-4-USWAGE (1-866-487-9243), or visit www.dol.gov/whd

Contact the **Occupational Safety and Health Administration (OSHA)** by calling 1-800-321-OSHA (1-800-321-6742), or visit www.osha.gov



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd



U.S. DEPARTMENT OF LABOR

The purpose of the discussion below is to advise contractors which are subject to the Walsh-Healey Public Contracts Act or the Service Contract Act of the principal provisions of these acts.

WALSH-HEALEY PUBLIC CONTRACTS ACT

General Provisions—This act applies to contracts which exceed or may exceed \$10,000 entered into by any agency or instrumentality of the United States for the manufacture or furnishing of materials, supplies, articles, or equipment. The act establishes minimum wage, maximum hours, and safety and health standards for work on such contracts, and prohibits the employment on contract work of convict labor (unless certain conditions are met) and children under 16 years of age. The employment of homeworkers (except homeworkers with disabilities employed under the provisions of Regulations, 29 CFR Part 525) on a covered contract is not permitted.

In addition to its coverage of prime contractors, the act under certain circumstances applies to secondary contractors performing work under contracts awarded by the Government prime contractor.

All provisions of the act except the safety and health requirements are administered by the Wage and Hour Division.

Minimum Wage—Covered employees must currently be paid not less than the Federal minimum wage established in section 6(a)(1) of the Fair Labor Standards Act.

Overtime—Covered workers must be paid at least one and one-half times their basic rate of pay for all hours worked in excess of 40 a week. Overtime is due on the basis of the total hours spent in all work, Government and non-Government, performed by the employee in any week in which covered work is performed.

Child Labor—Employers may protect themselves against unintentional child labor violations by obtaining certificates of age. State employment or age certificates are acceptable.

Safety and Health—No covered work may be performed in plants, factories, buildings, or surroundings or under work conditions that are unsanitary or hazardous or dangerous to the health and safety of the employees engaged in the performance of the contract. The safety and health provisions of the Walsh-Healey Public Contracts Act are administered by the Occupational Safety and Health Administration.

Posting—During the period that covered work is being performed on a contract subject to the act, the contractor must post copies of Notice to Employees Working on Government Contracts in a sufficient number of places to permit employees to observe a copy on the way to or from their place of employment.

Responsibility for Secondary Contractors—Prime contractors are liable for violations of the act committed by their covered secondary contractors.

SERVICE CONTRACT ACT

General Provisions—The Service Contract Act applies to every contract entered into by the United States or the District of Columbia, the principal purpose of which is to furnish services in the United States through the use of service employees. Contractors and subcontractors performing on such Federal contracts must observe minimum wage and safety and health standards, and must maintain certain records, unless a specific exemption applies.

Wages and Fringe Benefits—Every service employee performing any of the Government contract work under a service contract in excess of \$2,500 must be paid not less than the monetary wages, and must be furnished the fringe benefits, which the Secretary of Labor has determined to be prevailing in the locality for the classification in which the employee is working or the wage rates and fringe benefits (including any accrued or prospective wage rates and fringe benefits) contained in a predecessor contractor's collective bargaining agreement. The wage rates and fringe benefits required are usually specified in the contract but in no case may employees doing work necessary for the performance of the contract be paid less than the minimum wage established in section 6(a)(1) of the Fair Labor Standards Act. Service contracts which do not exceed \$2,500 are not subject to prevailing rate determinations or to the safety and health requirements of the act. However, the act does require that employees performing work on such contracts be paid not less than the minimum wage rate established in section 6(a)(1) of the Fair Labor Standards Act.

Overtime—The Fair Labor Standards Act and the Contract Work Hours Safety Standards Act may require the payment of overtime at time and one-half the regular rate of pay for all hours work on the contract in excess of 40 a week. The Contract Work Hours Safety Standards Act is more limited in scope than the Fair Labor Standards Act and generally applies to Government contracts in excess of \$100,000 that require or involve the employment of laborers, mechanics, guards, watchmen.

Safety and Health—The act provides that no part of the services in contracts in excess of \$2,500 may be performed in buildings or surroundings or under working conditions, provided by or under the control or supervision of the contractor or subcontractor, which are unsanitary or hazardous or dangerous to the health or safety of service employees engaged to furnish the services. The safety and health provisions of the Service Contract Act are administered by the Occupational Safety and Health Administration.

Notice to Employees—On the date a service employee commences work on a contract in excess of \$2,500, the contractor (or subcontractor) must provide the employee with a notice of the compensation required by the act. The posting of the notice (including any applicable wage determination) contained on the reverse in a location where it may be seen by all employees performing on the contract will satisfy this requirement.

Notice in Subcontracts—The contractor is required to insert in all subcontracts the labor standards clauses specified by the regulations in 29 CFR Part 4 for Federal service contracts exceeding \$2,500.

Responsibility for Secondary Contractors—Prime contractors are liable for violations of the act committed by their covered secondary contractors.

Other Obligations—Observance of the labor standards of these acts does not relieve the employer of any obligation he may have under any other laws or agreements providing for higher labor standards.

Additional Information—Additional Information and copies of the acts and applicable regulations and interpretations may be obtained from the nearest office of the Wage and Hour Division or the national office in Washington, D.C. Information pertaining to safety and health standards may be obtained from the nearest office of the Occupational Safety and Health Administration or the national office in Washington, D.C.