

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.: 2003-0044

Revision No.: 1

Date of Last Revision: 03/10/2003

State: California

Area: California County of Imperial

Employed on U.S. Department of Defense contract for alongside aircraft refueling, storage and cryogenic services.

Collective Bargaining Agreement between Trajen Incorporated and Teamsters Local 542 effective October 28, 2002 through October 28, 2007.

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).

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TRAJEN INC.
AND
TEAMSTERS LOCAL 542

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AGREEMENT

This AGREEMENT, made and entered into this 28th day of October, 2002, by and between **TRAJEN, INC.**, hereinafter referred to as the "Employer", and **TEAMSTERS LOCAL UNION NO. 542** chartered by the **INTERNATIONAL BROTHERHOOD OF TEAMSTERS**, hereinafter referred to as the "Union".

ARTICLE 1 — RECOGNITION

The Employer recognizes the Union as the exclusive collective bargaining agent for all full-time and regular part-time employees employed by the Employer at its facility located at NAF El Centro Ca, Bldg. #507 excluding all other employee, office clerical employees and supervisors, as defined in the Act, and as amended and as certified in Case #21-RC-20405 dated December 14, 2001.

ARTICLE 2 — UNION SECURITY

Section 1.

All employees are required to become and remain members of the Union as a condition of employment. New employees are required to become members of the Union within thirty-one (31) days from date of hire, and to remain members of the Union in good standing as a condition of continued employment.

Section 2.

Employees who do not comply with the provisions of Section One shall be discharged by the Employer after the Union shows proof to the Employer that they have sent a registered letter, return receipt requested, to the employee informing said employee as follows:

1. The exact amount due;
2. How the amount was calculated;
3. An exact date that the money must be paid.

Section 3.

The Union hereby indemnifies and defends the Employer and holds it harmless against any and all suits, claims, demands and liabilities that may arise out of, or by reason of, any action that shall be taken by the Employer for the purpose of complying with this Article.

Section 4.

Membership in good standing means only the timely tender by the employees of uniform initiation fees and periodic dues as may be lawfully required and that compliance with these financial obligations shall constitute compliance with the Union security requirements of the Collective Bargaining Agreement.

ARTICLE 3 — CHECK-OFF

Section 1.

The Employer agrees to withhold and to remit promptly to the Union the initiation fee and monthly dues from the pay check of each employee covered by this Agreement, in accordance with a written order which the Union agrees to furnish signed by each individual employee.

Section 2.

Such deductions shall be made by the Employer from wages of employees for their first pay period in the calendar month, and will be transmitted to the Union no later than the 25th day of the month unless unable to do so because of equipment breakdown, or acts of God.

ARTICLE 4 — DISCIPLINARY PROCEDURE

Section 1.

Employees may be discharged and/or suspended for any reason not prohibited by law, but in case of discharge, the reason shall be given in writing by the Employer to the employee and shop steward at the time of discharge and/or suspension.

Section 2.

A. For disciplinary infractions which do not warrant discharge, the Employer agrees to follow the following minimum procedure for same or similar offense:

First offense: Verbal.

Second offense: Written warning.

Third offense: Suspension or discharge.

B. After a period of twelve (12) months, written warnings shall not be valid for disciplinary action.

Section 3.

The shop steward, or an alternate, if available, shall be present at steps two and three of the disciplinary procedure. The employee and the Union shall receive a copy of any written warning.

Section 4.

Under normal circumstances, warning notices will only be considered valid if they are issued within seven (7) working days of the event given rise to the notice, or within seven (7) working days from the date the Employer first had knowledge of the subject event. Time limits shall be extended by Union agreement which will not be unreasonably withheld.

ARTICLE 5 — SENIORITY

Section 1.

Seniority, as defined in this Article, shall be the determining factor in all promotions, layoffs, demotions, recalls, scheduled overtime and vacation scheduling.

Seniority, as herein used, shall consist of:

Length of continuous service with the Employer, provided skill, ability, performance, experience and aptitude are relatively equal in management's reasonable and good faith discretion.

All job openings (except vacation relief, sickness replacements or leave of absence replacements) shall be posted for three (3) working days at the time clock. All posting shall be dated and timed and a copy sent to the Union office. Consideration for said openings shall be given to employees from within by seniority before outside hiring can be done.

Section 2.

Seniority means length of continuous service without a break. An employee's seniority and employee status shall be lost for any of the following reasons:

1. Discharge.
2. Resignation or other termination of service by voluntary act of employee.
3. Continued absence of twelve (12) months or more from work.
4. No show no call for three consecutive days without a bona fide reason.
5. Layoff for one (1) year.
6. Fails to report for work within three (3) working days after recall notification (return receipt requested).

Section 3.

Probation — New hires shall work on a probationary basis for the first ninety (90) days of employment. During this probationary period, such employees shall be considered as being on trial, subject to immediate dismissal without prior notice, at the sole discretion of the Employer.

Discharge during the probationary period shall not be subject to the grievance and arbitration procedures of this Agreement. After completion of the probationary period, the employee shall have seniority as of their date of hire.

ARTICLE 6 — WAGES AND CLASSIFICATIONS

Section 1.

Employees shall receive wages in accordance with the governing site contract. Each year of the contract commencing on the effective date of contract wage modification, each employee shall receive a wage increase as dictated by the Federal Wage Determination or a three percent (3%) increase, whichever is greater.

Section 2.

The minimum wage scale to be paid all classifications covered by this Agreement shall be that specified in Exhibit "A", attached hereto subject to and made a part of this Agreement.

Section 3.

When an employee is requested to do work in a higher rated classification, the employee shall receive the higher rate of pay for the time worked. When an employee is requested to work in a lower rated classification the employee shall receive his scheduled rate of pay for the entire day in which such work is performed.

Section 4.

Should the Employer establish a new operation, department or classification within the existing bargaining unit, the Employer shall compensate such classification in accordance with the prevailing Wage Determination.

ARTICLE 7 — HOURS AND OVERTIME

Section 1. Full Time

The Employer shall schedule at least fifteen (15) employees a minimum of thirty (30) hours work per week, except when work is not available. Such employees shall be considered full time employees.

Section 2. Part Time

Employees who are regularly scheduled to work less than thirty (30) hours per week shall be considered part time.

Section 3.

All employees are to be compensated from the time they start work on any day until discharged from duty, excepting time out for meals. Sick leave hours shall not be considered as hours worked for purposes of calculating overtime entitlement.

Section 4.

Overtime — overtime shall be paid at the rate of one and one-half (1½) times the regular rate of pay for all work performed in excess of eight (8) hours in any one (1) day or forty (40) hours in any one (1) week. All work performed in excess of twelve (12) hours shall be paid at two (2) times the regular rate of pay.

Section 5.

All employees shall be granted a ten (10) minute rest period in the first half of their shift and a ten (10) minute rest period in the second half of their shift. Such rest period shall be taken without loss of pay and the employee shall not be required to make up such time.

Section 6.

All work presently being performed by the bargaining unit shall continue for the duration of this Agreement to be performed by the bargaining unit, provided, however, that the Employer may subcontract work if such work does not displace bargaining unit employees. Customer personnel and supervisors may perform bargaining unit work; however, bargaining unit employees shall not suffer any reduction in scheduled hours as a result of such work.

ARTICLE 8 — VACATION

Section 1.

Except as otherwise provided herein, vacation benefits shall be in accordance with the governing site contract and Labor Standards for Federal Service Contracts.

Section 2.

Full time employees covered by this Agreement shall be eligible for paid time off for vacation after one full year of service as follows: After one year of continuous service, two (2) weeks, after five (5) years continuous service, three (3) weeks and after twelve (12) years continuous service, four (4) weeks. Employees who are eligible will receive full vacation benefits on the anniversary date of their employment and upon each succeeding anniversary date thereafter. In accordance with Labor Standards for Federal Service Contracts (CFR Title 29, Part 4), vacation may not accrue or vest before an employee's anniversary date. Employees who performed similar work at the same facility while employed by Employer's predecessor will retain the anniversary dates they held in their previous positions.

Section 3.

After one (1) year of service, eligible employees may request time off for vacation. Vacation benefits will be paid in one lump sum shortly after the employee becomes eligible regardless of when the time off is requested or taken.

Section 4.

If a holiday occurs during an employee's vacation, the observance date for the holiday will not count as vacation time.

ARTICLE 9 — HOLIDAYS

Holiday time/pay shall be in accordance with the governing site contract and Labor Standards for Federal Service Contracts. In addition, employee shall be entitled to one (1) floating holiday each year following the first anniversary of their employment.

Section 1. Wage Determination Holidays

New Year's Day

Martin Luther King, Jr.'s Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Christmas Day

ARTICLE 10— SICK LEAVE

Section 1.

Each year, full time employees may take up to two (2) days off for personal leave to accommodate personal illness.

Section 2.

Sick leave days are not supplemental vacation days or "free days." Therefore, depending on the nature of an employee's absence, the Employer may request a doctor's note to verify that the absence was excused.

Section 3.

Sick leave does not accumulate from year to year, and may not be used to supplement vacation benefits. Any unused sick leave is not payable upon termination.

ARTICLE 11 — GRIEVANCE AND ARBITRATION PROCEDURE

Section 1.

Any question on interpretation of application of this Agreement shall be resolved by this grievance and arbitration procedure. Grievances may be filed either by an individual bargaining unit employee or by the Union. The following procedure shall be observed:

1. The grievance shall be submitted in writing to the immediate supervisor or Union representative. Such submission must be made within ten (10) calendar days of the events giving rise to the grievance or the grievance shall be deemed waived.

2. If an adjustment satisfactory to the aggrieved party is not reached within seven (7) calendar days from the date of submission to the Employer, the aggrieved party or his/her representative shall submit the written grievance to the Human Resources Office of the Employer within twelve (12) calendar days from the date the grievance was initially submitted to the supervisor.

3. If an adjustment satisfactory to the aggrieved party is not reached within ten (10) calendar days after its written submission to the Human Resource Office, either party may demand arbitration within fifteen (15) calendar days after written submission to the Human Resources office of the Employer

4. In the event arbitration is demanded, the Employer and the Union may mutually agree to an arbitrator. If an arbitrator cannot be mutually agreed upon, then the parties shall jointly request a list of five (5) arbitrators from the Federal Mediation and Conciliation Service. Upon receipt to the list, the parties shall meet promptly for the purpose of selecting the arbitrator. The strike-off method shall be used to select the arbitrator.

5. The arbitrator thus selected shall be notified of his/her appointment by joint communication of the parties. Arbitration shall subsequently be held in accordance with the procedures set forth herein, and by such further rules and procedures as the arbitrator shall direct.

6. Each party shall bear its own costs; however, the fees and expenses of the arbitrator shall be equally shared by the parties.

7. The arbitrator's decision shall be final and binding on the parties to the extent that it draws essence from the Collective Bargaining Agreement. The arbitrator shall not add to, subtract from, or modify the terms of this Agreement.

8. The time limit provisions of this Article may be waived or extended by mutual agreement. Failure of either party to comply with the above-referenced time requirements shall constitute a waiver of the right to pursue the grievance.

9. Limitation of Power of Arbitrator — The powers of the arbitrator are limited as follows:

a. He/she shall have no power to add to, subtract from, or modify the terms of any Agreement.

b. He/she shall have no power to establish wage scales or, except as he/she is herein specifically empowered, to change any wage.

c. He/she shall have no power to substitute his/her discretion for the Employer's discretion in cases where the Employer is given discretion by this Agreement or by any supplementary Agreement.

ARTICLE 12 — SAFETY

Section 1.

The Employer shall make reasonable provisions for the safety and health of its employees during the hours of their employment. All protective devices, wearing apparel and other equipment necessary to properly protect employees from injury shall be provided by the Employer.

The Employer shall supply steel-toed boots on an as needed basis, but shall be no less than one pair every twelve (12) months. The cost to the Employer shall not exceed \$75 per pair.

Section 2.

A Safety Committee will be established and maintained. The Committee will include the shop stewards or their alternates (designated), along with the department heads or an alternate (designated), and someone from management (designated). Any safety problems shall be brought to the Committee's attention and the Committee will respond within thirty (30) days.

A safety meeting should be held at least once every quarter. Prior to each safety meeting, the suggestion boxes should be checked, any suggestions to be reviewed by the Committee.

Section 3.

To operate forklifts, machines, etc., employees must first be instructed and qualified.

Section 4.

Whenever an employee is required to wear a specific type of uniform, the cost of furnishing and maintaining such uniform will be borne by the Employer. This provision shall not apply where the uniform consists of clothing which may be worn outside of work.

ARTICLE 13 — HEALTH AND WELFARE

Section 1.

The Employer administers a benefits program that is designed to meet the requirements of a bona fide fringe benefit plan as defined by the Labor Standards for Federal Service Contracts (Title 29, Part 4, CFR). As such, eligible employees may choose to participate in a variety of benefit options including medical insurance and a 401k retirement savings plan.

Section 2.

The Employer shall compensate each employee an hourly amount for health and welfare in accordance with the governing site contract and Labor Standards for Federal Service Contracts. Employees must invest their health and welfare benefits in either the Employer's health insurance program or 401k plan. Employees who are enrolled together with one (1) dependent in the Employer's health insurance plan shall receive an additional fifty (50) cents per hour and employees who are enrolled with more than one (1) dependent (i.e., family) in the Employer's health insurance plan will be compensated an additional seventy-five (75) cents per hour (i.e., in addition to the Wage Determination benefit).

ARTICLE 14 — SUCCESSORS AND ASSIGNS

Section 1.

Successorship obligations shall be governed by the Labor Standards for Federal Service Contracts (Title 29, Part 4 of Code of Regulations) and applicable federal labor law.

ARTICLE 15 — SEPARABILITY CLAUSE

Section 1.

The provisions of this Agreement are deemed to be separable to the extent that if and when a Court or Government Agency of competent jurisdiction adjudges any provision of this Agreement to be in conflict with any law, rule or regulation issued thereunder, such decision shall not affect the validity of the remaining provisions of this Agreement, but such remaining provisions shall continue in full force and effect

Section 2.

It is further provided that in the event any provisions are so declared to be in conflict with such law, rule or regulation, both parties shall meet within thirty (30) days for the purpose of renegotiating the provision or provisions so invalidated.

ARTICLE 16 — NO STRIKE, NO LOCKOUT

Section 1.

It is agreed that during the term of this Agreement the Union, its officers or members shall not sanction or participate in any strike, slowdown or work stoppage or sympathy strike. It is also agreed that during the term of this Agreement there shall be no lockout of employees by the Employer.

Any employee found guilty of participating in any strike, slowdown or work stoppage will be subject to immediate discharge.

ARTICLE 17 — FUNERAL LEAVE

Section 1.

In case of death in an employee's immediate family (i.e., spouse, mother father, sister, brother, step children, children, grandparents, grandchildren, mother-in-law, father-in-law), the Employer shall grant such employee up to two (2) days off with pay for attending or arranging the funeral. Proof of death shall be provided if requested by the Employer. In the event of a death in the immediate family, an employee on vacation shall be extended by two (2) days.

Section 2.

An employee may request an unpaid leave to arrange or attend the funeral of a relative who is not a member of the immediate family. The Employer will make every effort to honor the request.

ARTICLE 18 — VISITATION BY AUTHORIZED AGENTS AND STEWARDS

Section 1.

Upon advance notice to the Employer and with the Employer's permission which shall not be unreasonably withheld, an authorized agent of the Union shall have reasonable access to the Employer's premises for the purpose of investigating grievances or other legitimate business concerning matters covered by this Agreement, provided the Union agent does not interfere with the conduct of the Employer's business. If requested, such Union agent may be accompanied by an Employer representative and shall be subject to and comply with all security and access requirements of the facility.

Section 2.

A. The Employer agrees to recognize stewards as appointed by the Union. There shall be no more than one (1) steward and alternate per shift at any one time during the life of this Agreement.

B. The steward or alternate may assist in the investigation, presentation and settling of grievances during non-work hours, unless authorized by the Site Manager to do so during work hours. Steward or alternate shall not be discriminated against in discharging duties assigned them by the Union.

C. Shop steward or alternate have no authority to take strike action or any other work stoppage interrupting the Employer's business.

D. The Employer shall supply new employees with the name of the steward and alternate, and shall inform the steward or alternate and the Union of any hires, layoffs, discharges and recalls.

ARTICLE 19— LEAVE OF ABSENCE

Section 1.

A personal leave of absence is an excused absence without pay and without loss of seniority. All personal leaves must be requested in writing, and submitted to the Site Manager. A personal leave of absence may be granted in writing by the Employer for reasonable cause. Copies shall be sent to the Union. Leave of absence may be granted up to a maximum of three (3) months. A leave of absence will not be granted for the purpose of taking jobs, except a Union position. Military leave will be granted by the Employer to employees in accordance with Federal regulations.

A leave of absence due to disability associated with pregnancy shall be granted up to a maximum of four (4) months. Employees must provide medical documentation certifying the disability period.

ARTICLE 20— NON-DISCRIMINATION

Section 1.

The Employer and the Union will not allow any discrimination against any employee because of sex, race, color, religion, age, disability, national origin, sexual orientation, marital status, veterans and Vietnam-era veterans. Nothing in this Agreement shall be interpreted to conflict with the Employer's obligations under the Americans with Disabilities Act.

ARTICLE 21 — NOTICE OF LAYOFF

Section 1.

In the event of layoff of any full time employee exceeding sixty (60) calendar days, the Employer shall give one (1) week's advance notice of layoff or one (1) week's pay in lieu thereof; provided that where the layoff is necessitated by a reduction or cessation of contract requirements, the Employer has received the same advanced notice from the customer.

ARTICLE 22 — PAY CHECKS

Section 1.

Errors in pay checks must be corrected within seventy-two (72) hours if possible for hours shown on time cards.

ARTICLE 23 — MANAGEMENT RIGHTS

Section 1.

The employer retains the exclusive right to manage the business, to direct, control and schedule its operations and work force and to make any and all decisions affecting the business, whether or not specifically mentioned herein and whether or not previously exercised, except as expressly limited by this Agreement, and shall be under the terms and conditions herein.

Section 2.

Management functions shall include but not be limited to the sole and exclusive right to hire, promote, demote, layoff, assign, transfer, suspend, discharge and discipline employees; select and determine the number of its employees, including the number assigned to any particular work; to increase or decrease that number; direct and schedule the work force; determine the location and type of operation including the programs, methods, procedures and operations to be utilized or to discontinue their performance by employees of the Employer in whole or in part and/or to sub-contract the same; determine and schedule when overtime shall be worked; install or remove equipment; introduce new or improved methods of operation; transfer or relocate any or all of the operations or business to any location or to discontinue such operations, by sale or otherwise, in whole or in part at any time; determine the work duties of employees and require duties other than those normally assigned to be performed; to establish, modify and enforce policies, work rules and practices (including drug and alcohol testing).

Section 3.

The foregoing statement of the rights of management are not all inclusive but are indicative of the types of matters or rights which belong to and are inherent in management, and shall not be construed in any way to exclude other Employer functions not specifically enumerated. Any other rights or authority the Employer had when there was no collective bargaining agreement are retained by the Employer and may be exercised without prior notice to or consultation with the Union except those expressly limited by this Agreement.

ARTICLE 24 — SCOPE OF BARGAINING

The Employer and Union acknowledge that this Agreement constitutes the sole and entire agreement between the parties and expresses all obligations and restrictions imposed on each of the respective parties during its term.

ARTICLE 25 — TERM OF AGREEMENT

This Agreement shall be effective from October 28, 2002 to October 28, 2007, and shall continue from year to year thereafter unless either party indicates a desire to modify or terminate this Agreement by serving written notice on the other party at least sixty (60) days prior to the expiration date.

TEAMSTERS LOCAL NO. 542

TRAJEN, INC.





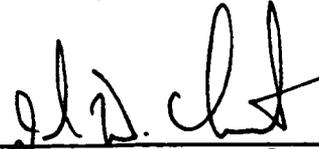




EXHIBIT A

Wage Determination Occupation Title	Trajen Classification	Minimum Hourly Wage Rate
Heating, Refrigeration, and Air Conditioning Mechanic	Liquid oxygen (LOX)	\$18.76
Fuel Distribution System Operator	Tank Farm	\$17.67
Truck Driver, Tractor Trailer	Driver	\$15.36
Computer Operator IV	Dispatcher	\$20.39
Aircraft Servicer II	Hotsite	\$16.81

LETTER OF UNDERSTANDING

BETWEEN

TEAMSTERS LOCAL 542 AND TRAJEN INC.

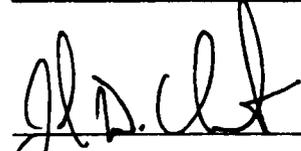
Teamsters Local 542 and Trajen Inc. agree that any casual employees who work sixteen (16) hours or less per month will not pay monthly dues for that month.

Casual employees who work more than sixteen (16) hours in a month shall pay one-fourth of the dues rate per day up to a maximum of monthly dues equal to two and one-half (2 1/2) times the hourly rate.

Upon completion of eighty (80) hours in any one month period, casual employees will pay an initiation fee to Teamsters Local 542.

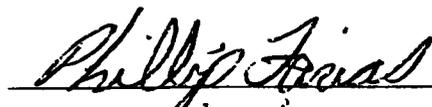
The company further agrees to provide the union with a list outlining the number of hours worked each month for each casual employee as well as any dues owed by each employee.

FOR THE COMPANY:



DATE 28 OCT 02

FOR THE UNION:



DATE 10/28/02

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.: 1994-2057
Revision No.: 29
Date of Last Revision: 09/05/2002

State: California

Area: California Counties of Imperial, San Diego

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.92
01012	Accounting Clerk II	11.91
01013	Accounting Clerk III	13.91
01014	Accounting Clerk IV	17.29
01030	Court Reporter	15.05
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.87
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	13.39
01115	General Clerk I	7.56
01116	General Clerk II	8.49
01117	General Clerk III	11.15
01118	General Clerk IV	13.40
01120	Housing Referral Assistant	18.99
01131	Key Entry Operator I	10.96
01132	Key Entry Operator II	12.43
01191	Order Clerk I	11.38
01192	Order Clerk II	14.19
01261	Personnel Assistant (Employment) I	13.30
01262	Personnel Assistant (Employment) II	15.50
01263	Personnel Assistant (Employment) III	17.08
01264	Personnel Assistant (Employment) IV	19.98
01270	Production Control Clerk	16.45
01290	Rental Clerk	13.10
01300	Scheduler, Maintenance	13.10
01311	Secretary I	13.10
01312	Secretary II	14.50
01313	Secretary III	18.99
01314	Secretary IV	21.47
01315	Secretary V	25.37
01320	Service Order Dispatcher	13.43
01341	Stenographer I	11.52

01342	Stenographer II	12.95
01400	Supply Technician	21.47
01420	Survey Worker (Interviewer)	14.36
01460	Switchboard Operator-Receptionist	11.13
01510	Test Examiner	14.50
01520	Test Proctor	14.50
01531	Travel Clerk I	10.26
01532	Travel Clerk II	11.22
01533	Travel Clerk III	12.32
01611	Word Processor I	12.67
01612	Word Processor II	15.57
01613	Word Processor III	18.97
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	11.06
03041	Computer Operator I	12.61
03042	Computer Operator II	14.11
03043	Computer Operator III	16.93
03044	Computer Operator IV	20.39
03045	Computer Operator V	22.57
03071	Computer Programmer I (1)	17.89
03072	Computer Programmer II (1)	22.17
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.31
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.78
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	20.03
05010	Automotive Glass Installer	17.45
05040	Automotive Worker	17.45
05070	Electrician, Automotive	18.13
05100	Mobile Equipment Servicer	16.06
05130	Motor Equipment Metal Mechanic	18.76
05160	Motor Equipment Metal Worker	17.45
05190	Motor Vehicle Mechanic	18.43
05220	Motor Vehicle Mechanic Helper	15.06
05250	Motor Vehicle Upholstery Worker	16.81
05280	Motor Vehicle Wrecker	17.45
05310	Painter, Automotive	18.46
05340	Radiator Repair Specialist	17.45
05370	Tire Repairer	15.52
05400	Transmission Repair Specialist	18.76
07000	Food Preparation and Service Occupations	
	Food Service Worker	8.28
07010	Baker	12.00

07041	Cook I	11.04
07042	Cook II	12.00
07070	Dishwasher	8.28
07130	Meat Cutter	13.85
07250	Waiter/Waitress	8.96
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.13
09040	Furniture Handler	13.02
09070	Furniture Refinisher	18.13
09100	Furniture Refinisher Helper	15.06
09110	Furniture Repairer, Minor	16.81
09130	Upholsterer	18.13
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.52
11060	Elevator Operator	8.28
11090	Gardener	11.04
11121	House Keeping Aid I	8.01
11122	House Keeping Aid II	8.84
11150	Janitor	8.38
11210	Laborer, Grounds Maintenance	9.86
11240	Maid or Houseman	8.34
11270	Pest Controller	11.56
11300	Refuse Collector	9.52
11330	Tractor Operator	10.36
11360	Window Cleaner	9.72
12000	Health Occupations	
12020	Dental Assistant	14.61
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.27
12071	Licensed Practical Nurse I	12.34
12072	Licensed Practical Nurse II	13.84
12073	Licensed Practical Nurse III	15.52
12100	Medical Assistant	10.73
12130	Medical Laboratory Technician	13.67
12160	Medical Record Clerk	13.89
12190	Medical Record Technician	14.58
12221	Nursing Assistant I	7.83
12222	Nursing Assistant II	8.86
12223	Nursing Assistant III	9.60
12224	Nursing Assistant IV	10.80
12250	Pharmacy Technician	13.21
12280	Phlebotomist	13.04
12311	Registered Nurse I	23.10
12312	Registered Nurse II	27.21
12313	Registered Nurse II, Specialist	27.21
12314	Registered Nurse III	32.33

12315	Registered Nurse III, Anesthetist	32.33
12316	Registered Nurse IV	38.74
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	19.52
13011	Exhibits Specialist I	16.76
13012	Exhibits Specialist II	19.53
13013	Exhibits Specialist III	23.89
13041	Illustrator I	17.97
13042	Illustrator II	20.93
13043	Illustrator III	25.61
13047	Librarian	23.60
13050	Library Technician	13.58
13071	Photographer I	13.02
13072	Photographer II	16.76
13073	Photographer III	19.53
13074	Photographer IV	23.89
13075	Photographer V	28.91
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.38
15030	Counter Attendant	7.38
15040	Dry Cleaner	9.03
15070	Finisher, Flatwork, Machine	7.38
15090	Presser, Hand	7.38
15100	Presser, Machine, Drycleaning	7.38
15130	Presser, Machine, Shirts	7.38
15160	Presser, Machine, Wearing Apparel, Laundry	7.38
15190	Sewing Machine Operator	9.61
15220	Tailor	10.18
15250	Washer, Machine	7.88
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.13
19040	Tool and Die Maker	22.25
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	17.67
21020	Material Coordinator	14.10
21030	Material Expediter	14.10
21040	Material Handling Laborer	9.82
21050	Order Filler	10.36
21071	Forklift Operator	13.28
21080	Production Line Worker (Food Processing)	12.65
21100	Shipping/Receiving Clerk	11.26
21130	Shipping Packer	11.86
21140	Store Worker I	9.64
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.58
21210	Tools and Parts Attendant	11.77

21400	Warehouse Specialist	12.95
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	20.38
23040	Aircraft Mechanic Helper	15.06
23050	Aircraft Quality Control Inspector	21.25
23060	Aircraft Servicer	16.81
23070	Aircraft Worker	17.45
23100	Appliance Mechanic	18.13
23120	Bicycle Repairer	15.52
23125	Cable Splicer	21.57
23130	Carpenter, Maintenance	18.13
23140	Carpet Layer	17.45
23160	Electrician, Maintenance	19.95
23181	Electronics Technician, Maintenance I	12.94
23182	Electronics Technician, Maintenance II	20.68
23183	Electronics Technician, Maintenance III	24.77
23260	Fabric Worker	16.81
23290	Fire Alarm System Mechanic	18.76
23310	Fire Extinguisher Repairer	16.06
23340	Fuel Distribution System Mechanic	20.64
23370	General Maintenance Worker	17.45
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430	Heavy Equipment Mechanic	20.37
23440	Heavy Equipment Operator	24.28
23460	Instrument Mechanic	19.30
23470	Laborer	10.95
23500	Locksmith	18.13
23530	Machinery Maintenance Mechanic	22.42
23550	Machinist, Maintenance	18.96
23580	Maintenance Trades Helper	15.06
23640	Millwright	21.42
23700	Office Appliance Repairer	18.13
23740	Painter, Aircraft	18.46
23760	Painter, Maintenance	18.13
23790	Pipefitter, Maintenance	18.76
23800	Plumber, Maintenance	18.13
23820	Pneudraulic Systems Mechanic	18.76
23850	Rigger	18.76
23870	Scale Mechanic	17.45
23890	Sheet-Metal Worker, Maintenance	18.76
23910	Small Engine Mechanic	17.45
23930	Telecommunication Mechanic I	18.76
23931	Telecommunication Mechanic II	21.75
23950	Telephone Lineman	18.76
23960	Welder, Combination, Maintenance	18.76
23965	Well Driller	19.74
23970	Woodcraft Worker	18.76
23980	Woodworker	16.06

24000	Personal Needs Occupations	
24570	Child Care Attendant	8.88
24580	Child Care Center Clerk	12.39
24600	Chore Aid	9.19
24630	Homemaker	15.53
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.64
25040	Sewage Plant Operator	21.59
25070	Stationary Engineer	22.34
25190	Ventilation Equipment Tender	15.06
25210	Water Treatment Plant Operator	21.59
27000	Protective Service Occupations	
	Police Officer	23.40
27004	Alarm Monitor	18.05
27006	Corrections Officer	19.87
27010	Court Security Officer	21.07
27040	Detention Officer	21.07
27070	Firefighter	18.83
27101	Guard I	8.43
27102	Guard II	16.10
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.80
28020	Hatch Tender	14.66
28030	Line Handler	14.66
28040	Stevedore I	14.76
28050	Stevedore II	16.52
29000	Technical Occupations	
21150	Graphic Artist	20.28
29010	Air Traffic Control Specialist, Center (2)	29.27
29011	Air Traffic Control Specialist, Station (2)	20.18
29012	Air Traffic Control Specialist, Terminal (2)	22.23
29023	Archeological Technician I	17.17
29024	Archeological Technician II	19.21
29025	Archeological Technician III	23.80
29030	Cartographic Technician	22.77
29035	Computer Based Training (CBT) Specialist/ Instructor	23.75
29040	Civil Engineering Technician	22.87
29061	Drafter I	13.34
29062	Drafter II	14.98
29063	Drafter III	19.27
29064	Drafter IV	22.46
29081	Engineering Technician I	14.99
29082	Engineering Technician II	16.83
29083	Engineering Technician III	20.26

29084	Engineering Technician IV	24.68
29085	Engineering Technician V	30.06
29086	Engineering Technician VI	36.39
29090	Environmental Technician	18.18
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	23.75
29210	Laboratory Technician	16.61
29240	Mathematical Technician	21.38
29361	Paralegal/Legal Assistant I	17.86
29362	Paralegal/Legal Assistant II	22.39
29363	Paralegal/Legal Assistant III	27.39
29364	Paralegal/Legal Assistant IV	33.13
29390	Photooptics Technician	19.93
29480	Technical Writer	25.34
29491	Unexploded Ordnance (UXO) Technician I	18.60
29492	Unexploded Ordnance (UXO) Technician II	22.51
29493	Unexploded Ordnance (UXO) Technician III	26.98
29494	Unexploded (UXO) Safety Escort	18.60
29495	Unexploded (UXO) Sweep Personnel	18.60
29620	Weather Observer, Senior (3)	19.32
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.40
29622	Weather Observer, Upper Air (3)	17.40
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.05
31260	Parking and Lot Attendant	7.60
31290	Shuttle Bus Driver	10.57
31300	Taxi Driver	8.64
31361	Truckdriver, Light Truck	10.30
31362	Truckdriver, Medium Truck	14.37
31363	Truckdriver, Heavy Truck	15.36
31364	Truckdriver, Tractor-Trailer	15.36
99000	Miscellaneous Occupations	
99020	Animal Caretaker	9.66
99030	Cashier	10.45
99041	Carnival Equipment Operator	11.56
99042	Carnival Equipment Repairer	12.32
99043	Carnival Worker	8.28
99050	Desk Clerk	10.06
99095	Embalmer	19.62
99300	Lifeguard	9.78
99310	Mortician	19.62
99350	Park Attendant (Aide)	12.28
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.63
99500	Recreation Specialist	13.95
99510	Recycling Worker	13.15
99610	Sales Clerk	10.40

99620	School Crossing Guard (Crosswalk Attendant)	8.28
99630	Sport Official	9.78
99658	Survey Party Chief (Chief of Party)	21.91
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
99660	Surveying Aide	14.31
99690	Swimming Pool Operator	12.34
99720	Vending Machine Attendant	11.63
99730	Vending Machine Repairer	13.46
99740	Vending Machine Repairer Helper	11.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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.