

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

2. AMENDMENT/MODIFICATION NO. 37		3. EFFECTIVE DATE November 1, 2003		4. REQUISITION/PURCHASE NO. N/A		5. PROJECT NO. (If applicable)	
6. ISSUED BY ASA Glenn Research Center Attn: Marc Hudson Services and Construction Branch 21000 Brookpark Road, Mail Stop 500-312 Cleveland, OH 44135-3191				7. ADMINISTERED BY (If other than Item 6) CODE			
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and Zip Code) InDyne, Inc. 21000 Brookpark Road, MS 21-10 Cleveland, OH 44135				E-1		9A. AMENDMENT OF SOLICITATION NO.	
						9B. DATED (SEE ITEM 11)	
				OWN		10A. MODIFICATION OF CONTRACT/ORDER NO. NAS3-99179	
CODE BX 34		FACILITY CODE				10B. DATED (SEE ITEM 13) November 1, 1999	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

- A THIS CHANGE ORDER IS ISSUED PURSUANT TO (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO IN ITEM 10A.
- B THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (Such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
- C HIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
he clause entitled Option to Extend the Term of the Contract (FAR 17.209) and Service Contract Act of 1965, as amended, and the Award Fee for Service Contracts clause (1852.216-76)
OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor ® is not, 11 is required to sign this document and return - copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

- A. The third Option period is hereby exercised extending the Contract by one year from November 1, 2003 Through October 31, 2004.
- B. Wage Determination 1994-2416, Revision 18 dated August 28, 2003 is attached hereto and made a part of the contract effective November 1, 2003 (ten pages).

(Continued on Next Page)

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

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Marc Hudson, Contracting Officer	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)		16B. UNITED STATES OF AMERICA BY Signature of Contracting Officer	
15C. DATE SIGNED		16C. DATE SIGNED	

A. Adjust baseline for 7th Period Fee earned and lost.

	Estimated Cost	Cost Fee	Tech Fee	Award Fee	Target Cost
Baseline for Contract to Date					
Phase In	144,622	0	0	0	144,622
Task 1.0 & 5.0	25,117,061	122,555	568,231	346,933	26,154,780
Task 2.0, 3.0, 4.0	19,889,762	144,527	1,373,160	434,353	21,841,802
Task 6.0 & 7.0	32,763,747	259,655	321,038	704,242	34,048,682
Reporting	0	0	22,891	0	22,891
Award Fee	0	0	0	(1,351)	(1,351)
Option 2 Baseline from Mod 35	77,915,192	526,737	2,285,320	1,484,177	82,211,426
7th Period Fee Adjustment					
Option Year 2					
Task 1.0 & 5.0	0	0	15,899	(4,059)	11,840
Task 2.0, 3.0, 4.0	0	0	28,041	(4,761)	23,280
Task 6.0 & 7.0	0	0	4,821	(8,751)	(3,930)
Option Year 2 Changes	0	0	48,761	(17,571)	31,190
New Amounts					
Phase In	144,622	0	0	0	144,622
Task 1.0 & 5.0	25,117,061	122,555	584,130	342,874	26,166,620
Task 2.0, 3.0, 4.0	19,889,762	144,527	1,401,201	429,592	21,865,082
Task 6.0 & 7.0	32,763,747	259,655	325,859	695,491	34,044,752
Reporting	0	0	22,891	0	22,891
Award Fee	0	0	0	(1,351)	(1,351)
Total Baseline	77,915,192	526,737	2,334,081	1,466,606	82,242,616

B. Exercise Option 3

	Estimated Cost	Cost Fee	Tech Fee	Award Fee	Target Cost
Baseline for Contract to Date					
Phase In	144,622	0	0	0	144,622
Task 1.0 & 5.0	25,117,061	122,555	584,130	342,874	26,166,620
Task 2.0, 3.0, 4.0	19,889,762	144,527	1,401,201	429,592	21,865,082
Task 6.0 & 7.0	32,763,747	259,655	325,859	695,491	34,044,752
Reporting	0	0	22,891	0	22,891
Award Fee	0	0	0	(1,351)	(1,351)
Baseline from Mod 37 A.	77,915,192	526,737	2,334,081	1,466,606	82,242,616
Option Year 3					
Task 1.0 & 5.0	5,872,518	0	145,019	108,436	6,125,973
Task 2.0, 3.0, 4.0	5,309,085	0	379,387	139,751	5,828,223
Task 6.0 & 7.0	8,891,773	0	90,126	254,652	9,236,551
Total Option Year 3	20,073,376	0	614,532	502,839	21,190,747
New Amounts					
Phase In	144,622	0	0	0	144,622
Task 1.0 & 5.0	30,989,579	122,555	729,149	451,310	32,292,593
Task 2.0, 3.0, 4.0	25,198,847	144,527	1,780,588	569,343	27,693,305
Task 6.0 & 7.0	41,655,520	259,655	415,985	950,143	43,281,303
Reporting	0	0	22,891	0	22,891
Award Fee	0	0	0	(1,351)	(1,351)
Total Baseline	97,988,568	526,737	2,948,613	1,969,445	103,433,363

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.: 1994-2416
Revision No.: 18
Date of Last Revision: 08/28/2003

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.00
01012	Accounting Clerk II	11.57
01013	Accounting Clerk III	12.97
01014	Accounting Clerk IV	15.12
01030	Court Reporter	16.67
01050	Dispatcher, Motor Vehicle	14.49
01060	Document Preparation Clerk	11.84
01070	Messenger (Courier)	8.95
01090	Duplicating Machine Operator	11.84
01110	Film/Tape Librarian	12.82
01115	General Clerk I	9.00
01116	General Clerk II	10.12
01117	General Clerk III	11.05
U-1 ~8	General Clerk I ~8	13.39
01120	Housing Referral Assistant	16.69
01131	Key Entry Operator I	9.99
01132	Key Entry Operator II	11.99
01191	Order Clerk I	10.88
01192	Order Clerk II	12.93
01261	Personnel Assistant (Employment) I	11.82
01262	Personnel Assistant (Employment) II	13.28
01263	Personnel Assistant (Employment) III	15.59
01264	Personnel Assistant (Employment) IV	17.53
01270	Production Control Clerk	16.07
01290	Rental Clerk	11.52
01300	Scheduler, Maintenance	13.23
01311	Secretary I	13.23
01312	Secretary II	15.23
01313	Secretary III	17.02
01314	Secretary IV	18.59
01315	Secretary V	21.72
01320	Service Order Dispatcher	12.67

01341	Stenographer I	11.80
01342	Stenographer II	12.97
01400	Supply Technician	18.23
01420	Survey Worker (Interviewer)	12.98
01460	Switchboard Operator-Receptionist	11.42
01510	Test Examiner	16.42
01520	Test Proctor	16.42
01531	Travel Clerk I	10.24
01532	Travel Clerk II	10.98
01533	Travel Clerk III	11.79
01611	Word Processor I	11.07
01612	Word Processor II	15.75
01613	Word Processor III	17.17
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	10.39
03041	Computer Operator I	10.39
03042	Computer Operator If	13.66
03043	Computer Operator III	16.19
03044	Computer Operator IV	19.35
03045	Computer Operator V	21.43
03071	Computer Programmer I (1)	18.29
03072	Computer Programmer II (1)	20.44
03073	Computer Programmer III (1)	25.94
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.97
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.09
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	19.36
05010	Automotive Glass Installer	18.02
05040	Automotive Worker	18.02
05070	Electrician, Automotive	18.73
05100	Mobile Equipment Servicer	16.45
05130	Motor Equipment Metal Mechanic	19.36
05160	Motor Equipment Metal Worker	18.02
05190	Motor Vehicle Mechanic	19.36
05220	Motor Vehicle Mechanic Helper	15.71
05250	Motor Vehicle Upholstery Worker	17.21
05280	Motor Vehicle Wrecker	18.02
05310	Painter, Automotive	18.73
05340	Radiator Repair Specialist	18.02
05370	Tire Repairer	15.89
05400	Transmission Repair Specialist	19.36
07000	Food Preparation and Service Occupations	
	Food Service Worker	8.44

07010	Baker	11.47
07041	Cook I	10.46
07042	Cook 11	11.47
07070	Dishwasher	8.80
07130	Meat Cutter	13.09
07250	Waiter/Waitress	9.04
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.73
09040	Furniture Handler	13.89
09070	Furniture Refinisher	18.73
09100	Furniture Refinisher Helper	15.71
09110	Furniture Repairer, Minor	17.22
09130	Upholsterer	18.73
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.49
11060	Elevator Operator	9.96
11090	Gardener	11.51
11121	House Keeping Aid I	8.25
11122	House Keeping Aid II	9.49
11150	Janitor	10.96
11210	Laborer, Grounds Maintenance	9.99
11240	Maid or Houseman	7.89
11270	Pest Controller	13.22
11300	Refuse Collector	9.99
11330	Tractor Operator	11.30
11360	Window Cleaner	10.83
12000	Health Occupations	
12020	Dental Assistant	13.40
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
12071	Licensed Practical Nurse I	11.69
12072	Licensed Practical Nurse II	13.11
12073	Licensed Practical Nurse III	14.67
12100	Medical Assistant	11.03
12130	Medical Laboratory Technician	13.60
12160	Medical Record Clerk	11.40
12190	Medical Record Technician	13.54
† 2221	Nursing Assistant 1	8.36
† 2222	Nursing Assistant 11	9.39
† 2223	Nursing Assistant III	10.26
12224	Nursing Assistant IV	11.50
12250	Pharmacy Technician	12.11
12280	Phlebotomist	12.36
12311	Registered Nurse I	18.84
† 2312	Registered Nurse 11	22.14
12313	Registered Nurse 11, Specialist	22.14

12314	Registered Nurse III	26.79
12315	Registered Nurse III, Anesthetist	26.79
12316	Registered Nurse IV	32.08
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.56
13011	Exhibits Specialist I	17.01
13012	Exhibits Specialist II	19.80
13013	Exhibits Specialist III	22.82
13041	Illustrator I	17.05
13042	Illustrator If	19.84
13043	Illustrator III	22.86
13047	Librarian	23.32
13050	Library Technician	13.61
13071	Photographer I	13.73
13072	Photographer If	17.35
13073	Photographer III	20.19
13074	Photographer IV	23.27
13075	Photographer V	27.15
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.65
15030	Counter Attendant	7.65
15040	Dry Cleaner	9.61
15070	Finisher, Flatwork, Machine	7.65
15090	Presser, Hand	7.65
15100	Presser, Machine, Drycleaning	7.65
15130	Presser, Machine, Shirts	7.65
15160	Presser, Machine, Wearing Apparel, Laundry	7.65
15190	Sewing Machine Operator	10.26
15220	Tailor	10.Q1
15250	Washer, Machine	8.30
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	19.36
19040	Tool and Die Maker	22.14
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	18.12
21020	Material Coordinator	16.38
21030	Material Expediter	16.38
21040	Material Handling Laborer	12.74
21050	Order Filler	11.02
21071	Forklift Operator	15.19
21080	Production Line Worker (Food Processing)	13.97
21100	Shipping/Receiving Clerk	14.23
21130	Shipping Packer	14.23
21140	Store Worker I	11.68
21150	Stock Clerk (Shelf Stocker; Store Worker II)	15.67

21210	Tools and Parts Attendant	15.19
21400	Warehouse Specialist	15.19
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.36
23040	Aircraft Mechanic Helper	15.71
23050	Aircraft Quality Control Inspector	20.07
23060	Aircraft Servicer	17.21
23070	Aircraft Worker	18.02
23100	Appliance Mechanic	18.73
23120	Bicycle Repairer.	15.89
23125	Cable Splicer	22.54
23130	Carpenter, Maintenance	18.73
23140	Carpet Layer	18.28
23160	Electrician, Maintenance	22.02
23181	Electronics Technician, Maintenance I	16.11
23182	Electronics Technician, Maintenance II	20.54
23183	Electronics Technician, Maintenance III	26.65
23260	Fabric Worker	17.21
23290	Fire Alarm System Mechanic	19.36
23310	Fire Extinguisher Repairer	16.45
23340	Fuel Distribution System Mechanic	18.63
23370	General Maintenance Worker	18.02
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.36
23430	Heavy Equipment Mechanic	19.36
23440	Heavy Equipment Operator	19.79
23460	Instrument Mechanic	21.20
23470	Laborer	13.23
23500	Locksmith	18.73
23530	Machinery Maintenance Mechanic	20.75
23550	Machinist, Maintenance	
23580	Maintenance Trades Helper	15.71
23640	Millwright	22.74
23700	Office Appliance Repairer	18.73
23740	Painter, Aircraft	18.73
23760	Painter, Maintenance	18.73
23790	Pipefitter, Maintenance	22.65
23800	Plumber, Maintenance	20.49
23820	Pneudraulic Systems Mechanic	19.36
23850	Rigger	19.36
23870	Scale Mechanic	18.02
23890	Sheet-Metal Worker, Maintenance	19.36
23910	Small Engine Mechanic	18.02
23930	Telecommunication Mechanic I	19.36
23931	Telecommunication Mechanic II	20.06
23950	Telephone Lineman	19.36
23960	Welder, Combination, Maintenance	19.36
23965	Well Driller	19.36
23970	Woodcraft Worker	19.36

23980	Woodworker
24000	Personal Needs Occupations
24570	Child Care Attendant
24580	Child Care Center Clerk
24600	Chore Aid
24630	Homemaker
25000	Plant and System Operation Occupations
25010	Boiler Tender
25040	Sewage Plant Operator
25070	Stationary Engineer
25190	Ventilation Equipment Tender
25210	Water Treatment Plant Operator
27000	Protective Service Occupations
	Police Officer
27004	Alarm Monitor
27006	Corrections Officer
27010	Court Security Officer
27040	Detention Officer
27070	Firefighter
27101	Guard I
27102	Guard II
28000	Stevedoring/Longshoremen Occupations
28010	Blocker and Bracer
28020	Hatch Tender
28030	Line Handler
28040	Stevedore I
28050	Stevedore II
29000	Technical Occupations
21150	Graphic Artist
29010	Air Traffic Control Specialist, Center (2)
29011	Air Traffic Control Specialist, Station (2)
29012	Air Traffic Control Specialist, Terminal (2)
29023	Archeological Technician I
29024	Archeological Technician II
29025	Archeological Technician III
29030	Cartographic Technician
29035	Computer Based Training (CBT) Specialist/ Instructor
29040	Civil Engineering Technician
29061	Drafter I
29062	Drafter II
29063	Drafter III
29064 -	Drafter IV
29081	Engineering Technician I

29082	Engineering Technician II	15.61
29083	Engineering Technician III	18.05
29084	Engineering Technician IV	20.98
29085	Engineering Technician V	25.23
29086	Engineering Technician VI	29.73
29090	Environmental Technician	20.50
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	21.18
29210	Laboratory Technician	15.89
29240	Mathematical Technician	19.03
29361	Paralegal/Legal Assistant I	14.93
29362	Paralegal/Legal Assistant If	19.04
29363	Paralegal/Legal Assistant III	23.31
29364	Paralegal/Legal Assistant IV	28.19
29390	Photooptics Technician	22.49
29480	Technical Writer	20.67
29491	Unexploded Ordnance (UXO) Technician I	18.78
29492	Unexploded Ordnance (UXO) Technician II	22.72
29493	Unexploded Ordnance (UXO) Technician III	27.23
29494	Unexploded (UXO) Safety Escort	18.78
29495	Unexploded (UXO) Sweep Personnel	18.78
29620	Weather Observer, Senior (3)	23.55
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	19.70
29622	Weather Observer, Upper Air (3)	19.70
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	16.54
31260	Parking and Lot Attendant	7.86
31290	Shuttle Bus Driver	13.33
313_00	Taxi Driver	9.52
31361	Truckdriver, Light Truck	12.79
31362	Truckdriver, Medium Truck	16.32
31363	Truckdriver, Heavy Truck	16.84
31364	Truckdriver, Tractor-Trailer	17.86
99000	Miscellaneous Occupations	
99020	Animal Caretaker	9.42
99030	Cashier	8.90
99041	Carnival Equipment Operator	10.00
99042	Carnival Equipment Repairer	10.46
99043	Carnival Worker	8.25
99050	Desk Clerk	10.13
99095	Embalmer	20.31
99300	Lifeguard	9.87
99310	Mortician	22.35
99350	Park Attendant (Aide)	12.39
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03

99500	Recreation Specialist	14.04
99510	Recycling Worker	12.10
99610	Sales Clerk	9.35
99620	School Crossing Guard (Crosswalk Attendant)	9.99
99630	Sport Official	9.87
99658	Survey Party Chief (Chief of Party)	16.42
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.22
99660	Surveying Aide	9.47
99690	Swimming Pool Operator	13.19
99720	Vending Machine Attendant	11.60
99730	Vending Machine Repairer	13.19
99740	Vending Machine Repairer Helper	11.50

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

" UNIFORM ALLOWANCE"

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, 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)1

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 class if ication(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.