

AMENDMENT OF SOLICITATION/MODIFICATION		CONTRACT		CONTRACT ID CODE		PAGE OF PAGES	
2 AMENDMENT/MODIFICATION NO 0002		3 EFFECTIVE DATE 12/01/2010		4 REQUISITION/PURCHASE REQ NO		5 PROJECT NO (if applicable)	
ISSUED BY AMQ240-ARC		CODE AMQ240-ARC		7 ADMINISTERED BY (if other than Item 6) AMQ-240 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 302 OKLAHOMA CITY OK 73125		CODE AMQ240-ARC	
6 NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code) CNI AVIATION INC 7919 MID AMERICA BLVD STE 100 OKLAHOMA CITY OK 73135				<input checked="" type="checkbox"/> 8A AMENDMENT OF SOLICITATION NO <input type="checkbox"/> 8B DATED (SEE ITEM 11) <input checked="" type="checkbox"/> 8C MODIFICATION OF CONTRACT/ORDER NO DTEAAC-11-D-00013 <input type="checkbox"/> 8D DATED (SEE ITEM 13) 11/03/2010			
CODE		FACILITY CODE					

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers _____ is extended _____ is not extended _____
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment number. FAILURE OF YOUR ACKNOWLEDGEMENT 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)

See Schedule \$0.00

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

<input checked="" type="checkbox"/>	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
<input type="checkbox"/>	B THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation code, etc.) SET FORTH IN ITEM 14
<input checked="" type="checkbox"/>	C THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF AMS Clause 2.10.1-14 Changes, Time & Materials or Labor Hr
<input type="checkbox"/>	D OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor _____ is not is required to sign this document and return _____ 1 _____ copies to the issuing office.

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

Customer Service Center, Office Automation Services and Custom Solutions Division Support Services Contract
 NISTP: IS

THE PURPOSE OF THIS MODIFICATION IS TO INCORPORATE THE FOLLOWING CHANGE(S):

ORIGINAL

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

15A NAME AND TITLE OF CONTRACTING OFFICER (Type or print) JERRY M. WICKENZIE, PMP Manager, CNI Aviation LLC Chickasaw Nation Industries		15B CONTRACT AUTHORITY	
15C DATE SIGNED 10 FEB 11		15D DATE SIGNED 2-18-2011	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFAAC-11-D- 13/0002

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2 2

NAME OF OFFEROR OR CONTRACTOR

CNI AVIATION INC.

Q.	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>FIRST: As a result of Modification 0001 and the incorporation of WD 2005-2432 Rev. 14 (dated 11/3/2010), the negotiated labor rates for the following skill categories are increased effective 12/01/2010 as follows:</p> <p>Help Desk Specialist I - Regular Hrs FROM: ██████ TO: ██████ Help Desk Specialist I - Premium Hrs FROM: ██████ TO: ██████ Help Desk Specialist II - Regular Hrs FROM: ██████ TO: ██████ Help Desk Specialist II - Premium Hrs FROM: ██████ TO: ██████</p> <p>SECOND: The estimated value for the Basic Option Year is hereby increased as follows: BY: \$23,544.96 FROM: \$4,038,685.24 TO: \$4,062,230.20</p> <p>THIRD: As a result of Items FIRST and SECOND, the total estimated contract value is hereby increased as follows: BY: \$23,544.96 FROM: \$21,866,843.12 TO: \$21,890,388.08</p> <p>FOURTH: All other terms and conditions remain unchanged and in full force and effect.</p> <p>Payment: FAA AC ACCTG OFC DOT/FAA AMZ-110 EO BOX 25710 OKLAHOMA CITY OK 73125</p> <p>FOB: Destination Period of Performance: 12/01/2010 to 09/30/2015</p> <p>Change Item 0001 to read as follows (amount shown is the coligated amount): ESC Support Services (follow-on contract) for Customer Service Center, Office Automation Services & Custom Solutions Division</p> <p>0001 Base Period: Enterprise Service Center Customer Service Center, Office Automation Services and Custom Solutions Division Support Services follow-on Contract ISO9000: N Electronic & IT: 02</p>				

WD 05-2432 (Rev.-14) was first posted on www.wdol.gov on 11/09/2010

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

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

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2432
Revision No.: 14
Date Of Revision: 11/03/2010

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		13.04
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		18.28
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		18.46
01040 - Court Reporter		11.69
01051 - Data Entry Operator I		12.76
01052 - Data Entry Operator II		17.05
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		13.46
01090 - Duplicating Machine Operator		13.10
01111 - General Clerk I		14.30
01112 - General Clerk II		18.00
01113 - General Clerk III		18.77
01120 - Housing Referral Assistant		10.67
01141 - Messenger Courier		12.71
01191 - Order Clerk I		14.08
01192 - Order Clerk II		14.35
01261 - Personnel Assistant (Employment) I		16.05
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.96
01270 - Production Control Clerk		12.74
01280 - Receptionist		14.04
01290 - Rental Clerk		14.04
01300 - Scheduler, Maintenance		14.04
01311 - Secretary I		16.20
01312 - Secretary II		18.77
01313 - Secretary III		15.05
01320 - Service Order Dispatcher		22.58
01410 - Supply Technician		17.05
01420 - Survey Worker		12.32
01531 - Travel Clerk I		13.14
01532 - Travel Clerk II		13.77
01533 - Travel Clerk III		12.54
01611 - Word Processor I		14.07
01612 - Word Processor II		15.80
01613 - Word Processor III		
05000 - Automotive Service Occupations		18.14
05005 - Automobile Body Repairer, Fiberglass		17.24
05010 - Automotive Electrician		16.31
05040 -Automotive Glass Installer		

05070 - Automotive Worker	14.84
05110 - Mobile Equipment Servicer	13.22
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	14.84
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.63
05250 - Motor Vehicle Upholstery Worker	14.03
05280 - Motor Vehicle Wrecker	14.84
05310 - Painter, Automotive	15.67
05340 - Radiator Repair Specialist	14.84
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation And Service Occupations	11.05
07010 - Baker	8.70
07041 - Cook I	10.01
07042 - Cook II	8.18
07070 - Dishwasher	8.20
07130 - Food Service Worker	13.28
07210 - Meat Cutter	8.77
07260 - Waiter/Waitress	
09000 - Furniture Maintenance And Repair Occupations	14.86
09010 - Electrostatic Spray Painter	10.57
09040 - Furniture Handler	14.86
09080 - Furniture Refinisher	11.83
09090 - Furniture Refinisher Helper	13.35
09110 - Furniture Repairer, Minor	14.86
09130 - Upholsterer	
11000 - General Services And Support Occupations	11.06
11030 - Cleaner, Vehicles	10.81
11060 - Elevator Operator	12.86
11090 - Gardener	10.47
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	8.42
11240 - Maid or Houseman	10.20
11260 - Pruner	12.10
11270 - Tractor Operator	10.82
11330 - Trail Maintenance Worker	10.42
11360 - Window Cleaner	
12000 - Health Occupations	13.70
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	25.26
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	14.41
12020 - Dental Assistant	29.89
12025 - Dental Hygienist	20.95
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	13.70
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	17.35
12072 - Licensed Practical Nurse II	19.35
12073 - Licensed Practical Nurse III	12.33
12100 - Medical Assistant	16.14
12130 - Medical Laboratory Technician	13.88
12160 - Medical Record Clerk	15.53
12190 - Medical Record Technician	12.04
12195 - Medical Transcriptionist	34.29
12210 - Nuclear Medicine Technologist	9.70
12221 - Nursing Assistant I	10.91
12222 - Nursing Assistant II	11.91
12223 - Nursing Assistant III	13.36
12224 - Nursing Assistant IV	14.41
12235 - Optical Dispenser	11.84
12236 - Optical Technician	

12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.36
12305 - Radiologic Technologist	22.09
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II, Specialist	30.22
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III, Anesthetist	36.56
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	21.50
13000 - Information And Arts Occupations	18.53
13011 - Exhibits Specialist I	20.67
13012 - Exhibits Specialist II	24.88
13013 - Exhibits Specialist III	20.86
13041 - Illustrator I	25.12
13042 - Illustrator II	30.74
13043 - Illustrator III	20.37
13047 - Librarian	10.85
13050 - Library Aide/Clerk	18.40
13054 - Library Information Technology Systems Administrator	12.31
13058 - Library Technician	13.27
13061 - Media Specialist I	14.85
13062 - Media Specialist II	16.56
13063 - Media Specialist III	13.27
13071 - Photographer I	15.16
13072 - Photographer II	18.78
13073 - Photographer III	22.98
13074 - Photographer IV	27.80
13075 - Photographer V	14.89
13110 - Video Teleconference Technician	
14000 - Information Technology Occupations	14.91
14041 - Computer Operator I	16.74
14042 - Computer Operator II	18.70
14043 - Computer Operator III	20.75
14044 - Computer Operator IV	22.97
14045 - Computer Operator V	24.07
14071 - Computer Programmer I	(see 1)
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	14.91
14160 - Personal Computer Support Technician	20.75
15000 - Instructional Occupations	29.92
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.20
15020 - Aircrew Training Devices Instructor (Rated)	39.82
15030 - Air Crew Training Devices Instructor (Pilot)	29.92
15050 - Computer Based Training Specialist / Instructor	22.71
15060 - Educational Technologist	39.82
15070 - Flight Instructor (Pilot)	20.81
15080 - Graphic Artist	17.74
15090 - Technical Instructor	21.70
15095 - Technical Instructor/Course Developer	15.76
15110 - Test Proctor	15.76
15120 - Tutor	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	8.47
16010 - Assembler	8.47
16030 - Counter Attendant	10.79
16040 - Dry Cleaner	8.47
16070 - Finisher, Flatwork, Machine	8.47
16090 - Presser, Hand	

16110 - Presser, Machine, Drycleaning	8.47
16130 - Presser, Machine, Shirts	8.47
16160 - Presser, Machine, Wearing Apparel, Laundry	8.47
16190 - Sewing Machine Operator	11.56
16220 - Tailor	12.34
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	19.79
19010 - Machine-Tool Operator (Tool Room)	24.73
19040 - Tool And Die Maker	
21000 - Materials Handling And Packing Occupations	15.25
21020 - Forklift Operator	22.82
21030 - Material Coordinator	22.82
21040 - Material Expediter	11.10
21050 - Material Handling Laborer	12.77
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	13.76
21110 - Shipping Packer	13.76
21130 - Shipping/Receiving Clerk	13.94
21140 - Store Worker I	16.90
21150 - Stock Clerk	15.25
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	24.37
23000 - Mechanics And Maintenance And Repair Occupations	23.35
23010 - Aerospace Structural Welder	24.37
23021 - Aircraft Mechanic I	25.40
23022 - Aircraft Mechanic II	16.96
23023 - Aircraft Mechanic III	20.19
23040 - Aircraft Mechanic Helper	19.19
23050 - Aircraft, Painter	20.33
23060 - Aircraft Servicer	16.59
23080 - Aircraft Worker	12.12
23110 - Appliance Mechanic	24.43
23120 - Bicycle Repairer	18.10
23125 - Cable Splicer	17.15
23130 - Carpenter, Maintenance	18.93
23140 - Carpet Layer	21.73
23160 - Electrician, Maintenance	24.54
23181 - Electronics Technician Maintenance I	25.71
23182 - Electronics Technician Maintenance II	17.12
23183 - Electronics Technician Maintenance III	18.63
23260 - Fabric Worker	16.13
23290 - Fire Alarm System Mechanic	23.73
23310 - Fire Extinguisher Repairer	17.99
23311 - Fuel Distribution System Mechanic	17.04
23312 - Fuel Distribution System Operator	22.99
23370 - General Maintenance Worker	18.78
23380 - Ground Support Equipment Mechanic	19.89
23381 - Ground Support Equipment Servicer	16.13
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	19.84
23392 - Gunsmith II	18.92
23393 - Gunsmith III	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.92
23430 - Heavy Equipment Mechanic	18.50
23440 - Heavy Equipment Operator	24.92
23460 - Instrument Mechanic	18.93
23465 - Laboratory/Shelter Mechanic	11.10
23470 - Laborer	18.24
23510 - Locksmith	21.77
23530 - Machinery Maintenance Mechanic	18.92
23550 - Machinist, Maintenance	

23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	20.03
23710 - Office Appliance Repairer	19.09
23760 - Painter, Maintenance	17.94
23790 - Pipefitter, Maintenance	19.97
23810 - Plumber, Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	19.84
23850 - Rigger	19.84
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	22.90
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.84
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.73
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	15.39
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	15.39
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.57
28042 - Carnival Equipment Repairer	11.39
28043 - Carnival Equipment Worker	8.28
28210 - Gate Attendant/Gate Tender	13.14
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	17.93
28630 - Sports Official	11.71
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.94
29020 - Hatch Tender	20.94
29030 - Line Handler	20.94
29041 - Stevedore I	19.94
29042 - Stevedore II	22.08
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.03
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		21.77
30210 - Laboratory Technician		19.34
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30390 - Photo-Optics Technician		25.22
30461 - Technical Writer I		18.40
30462 - Technical Writer II		22.51
30463 - Technical Writer III		27.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.71
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		14.66
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.68
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		10.60
31361 - Truckdriver, Light		14.03
31362 - Truckdriver, Medium		15.85
31363 - Truckdriver, Heavy		19.47
31364 - Truckdriver, Tractor-Trailer		19.47
99000 - Miscellaneous Occupations		
99030 - Cashier		8.66
99050 - Desk Clerk		8.70
99095 - Embalmer		25.43
99251 - Laboratory Animal Caretaker I		10.69
99252 - Laboratory Animal Caretaker II		11.36
99310 - Mortician		25.43
99410 - Pest Controller		13.65
99510 - Photofinishing Worker		12.45
99710 - Recycling Laborer		15.53
99711 - Recycling Specialist		17.42
99730 - Refuse Collector		14.64
99810 - Sales Clerk		11.59
99820 - School Crossing Guard		10.88
99830 - Survey Party Chief		23.62
99831 - Surveying Aide		13.28

99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	12.16
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.50 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 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.

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

<http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.