Attachment J-6

Wage Determinations – Service Contract Labor Standards (formerly known as the Service Contract Act [SCA]) and Construction Wage Rate Requirements (formerly known as the Davis-Bacon Act [DBA])

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Service Contract Act (SCA) Wage Determination 2015-4643, Rev. 14, Dated 06/18/2020

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          "REGISTER OF WAGE DETERMINATIONS UNDER  |        U.S. DEPARTMENT OF LABOR
       THE SERVICE CONTRACT ACT                   |  EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor            |         WAGE AND HOUR DIVISION
                                                  |         WASHINGTON D.C.  20210
                                                  |
                                                  |
                                                  |
                                                  | Wage Determination No.: 2015-4643
Daniel W. Simms          Division of              |           Revision No.: 14
Director            Wage Determinations           |  Date Of Last Revision: 06/18/2020
_________________________________________________|_____________________________________
Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the
Service Contract Act for which the contract is awarded (and any solicitation
was issued) on or after January 1 2015. If this contract is covered by the EO
 the contractor must pay all workers in any classification listed on this wage
determination at least $10.80 per hour (or the applicable wage rate listed on
this wage determination if it is higher) for all hours spent performing on
the contract in calendar year 2020. The EO minimum wage rate will be adjusted
annually. Additional information on contractor requirements and worker
protections under the EO is available at www.dol.gov/whd/govcontracts.



_____________________________________________________________________________________
State: Tennessee



Area: Tennessee Counties of Anderson Blount Campbell Grainger Knox Loudon
 Morgan Roane Union
_____________________________________________________________________________________

          **Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE                                    FOOTNOTE              RATE

01000 - Administrative Support And Clerical Occupations
  01011 - Accounting Clerk I                                                     14.69
  01012 - Accounting Clerk II                                                    16.49
  01013 - Accounting Clerk III                                                   18.45
  01020 - Administrative Assistant                                               25.30
  01035 - Court Reporter                                                         18.71
  01041 - Customer Service Representative I                                      11.69
  01042 - Customer Service Representative II                                     13.13
  01043 - Customer Service Representative III                                    14.33
  01051 - Data Entry Operator I                                                  14.54
  01052 - Data Entry Operator II                                                 15.86
  01060 - Dispatcher Motor Vehicle                                              17.17
  01070 - Document Preparation Clerk                                             14.05
  01090 - Duplicating Machine Operator                                           14.05
  01111 - General Clerk I                                                        12.23
  01112 - General Clerk II                                                       13.34
  01113 - General Clerk III                                                      14.97
  01120 - Housing Referral Assistant                                             20.86
  01141 - Messenger Courier                                                      14.17
  01191 - Order Clerk I                                                          14.36
  01192 - Order Clerk II                                                         16.52
  01261 - Personnel Assistant (Employment) I                                     15.94
  01262 - Personnel Assistant (Employment) II                                    17.84
  01263 - Personnel Assistant (Employment) III                                   19.89
  01270 - Production Control Clerk                                               24.30
  01290 - Rental Clerk                                                           13.05
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01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.71
01313 - Secretary III	20.86
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	25.30
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	17.28
01532 - Travel Clerk II	18.39
01533 - Travel Clerk III	19.81
01611 - Word Processor I	14.90
01612 - Word Processor II	16.72
01613 - Word Processor III	18.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.72
05010 - Automotive Electrician	16.76
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.11
05130 - Motor Equipment Metal Mechanic	17.66
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.66
05220 - Motor Vehicle Mechanic Helper	13.23
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter Automotive	18.18
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	14.67
05400 - Transmission Repair Specialist	17.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.48
07042 - Cook II	14.10
07070 - Dishwasher	9.72
07130 - Food Service Worker	10.12
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.76
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.09
11060 - Elevator Operator	11.25
11090 - Gardener	16.29
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	9.38
11260 - Pruner	11.71
11270 - Tractor Operator	15.27
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	17.09
12012 - Certified Occupational Therapist Assistant	29.40
12015 - Certified Physical Therapist Assistant	27.18
12020 - Dental Assistant	18.65
12025 - Dental Hygienist	37.35
12030 - EKG Technician	24.08

12035 - Electroneurodiagnostic Technologist		24.08
12040 - Emergency Medical Technician		14.54
12071 - Licensed Practical Nurse I		16.12
12072 - Licensed Practical Nurse II		18.04
12073 - Licensed Practical Nurse III		20.10
12100 - Medical Assistant		15.27
12130 - Medical Laboratory Technician		20.20
12160 - Medical Record Clerk		16.95
12190 - Medical Record Technician		18.97
12195 - Medical Transcriptionist		16.96
12210 - Nuclear Medicine Technologist		32.71
12221 - Nursing Assistant I		11.51
12222 - Nursing Assistant II		12.95
12223 - Nursing Assistant III		14.13
12224 - Nursing Assistant IV		15.86
12235 - Optical Dispenser		19.87
12236 - Optical Technician		15.08
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		16.14
12305 - Radiologic Technologist		23.90
12311 - Registered Nurse I		22.90
12312 - Registered Nurse II		28.02
12313 - Registered Nurse II Specialist		28.02
12314 - Registered Nurse III		33.90
12315 - Registered Nurse III Anesthetist		33.90
12316 - Registered Nurse IV		40.63
12317 - Scheduler (Drug and Alcohol Testing)		21.16
12320 - Substance Abuse Treatment Counselor		18.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.79
13012 - Exhibits Specialist II		23.27
13013 - Exhibits Specialist III		28.46
13041 - Illustrator I		18.79
13042 - Illustrator II		23.27
13043 - Illustrator III		28.46
13047 - Librarian		25.77
13050 - Library Aide/Clerk		13.06
13054 - Library Information Technology Systems Administrator		23.27
13058 - Library Technician		16.46
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.79
13063 - Media Specialist III		20.94
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13090 - Technical Order Library Clerk		16.40
13110 - Video Teleconference Technician		23.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.79
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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		15.79
14160 - Personal Computer Support Technician		21.88

14170 - System Support Specialist	27.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.18
15020 - Aircrew Training Devices Instructor (Rated)	35.30
15030 - Air Crew Training Devices Instructor (Pilot)	42.28
15050 - Computer Based Training Specialist / Instructor	29.18
15060 - Educational Technologist	30.83
15070 - Flight Instructor (Pilot)	42.28
15080 - Graphic Artist	22.66
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.28
15086 - Maintenance Test Pilot Rotary Wing	42.28
15088 - Non-Maintenance Test/Co-Pilot	42.28
15090 - Technical Instructor	21.69
15095 - Technical Instructor/Course Developer	26.53
15110 - Test Proctor	17.51
15120 - Tutor	17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.66
16030 - Counter Attendant	10.66
16040 - Dry Cleaner	13.53
16070 - Finisher Flatwork Machine	10.66
16090 - Presser Hand	10.66
16110 - Presser Machine Drycleaning	10.66
16130 - Presser Machine Shirts	10.66
16160 - Presser Machine Wearing Apparel Laundry	10.66
16190 - Sewing Machine Operator	14.48
16220 - Tailor	15.43
16250 - Washer Machine	11.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.01
19040 - Tool And Die Maker	23.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.12
21030 - Material Coordinator	24.30
21040 - Material Expediter	24.30
21050 - Material Handling Laborer	13.81
21071 - Order Filler	12.12
21080 - Production Line Worker (Food Processing)	16.12
21110 - Shipping Packer	14.99
21130 - Shipping/Receiving Clerk	14.99
21140 - Store Worker I	13.23
21150 - Stock Clerk	17.91
21210 - Tools And Parts Attendant	16.12
21410 - Warehouse Specialist	16.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.58
23019 - Aircraft Logs and Records Technician	22.97
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	28.58
23023 - Aircraft Mechanic III	30.08
23040 - Aircraft Mechanic Helper	20.30
23050 - Aircraft Painter	25.72
23060 - Aircraft Servicer	22.97
23070 - Aircraft Survival Flight Equipment Technician	25.72
23080 - Aircraft Worker	24.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.11
23110 - Appliance Mechanic	20.15
23120 - Bicycle Repairer	18.56
23125 - Cable Splicer	35.72
23130 - Carpenter Maintenance	18.62
23140 - Carpet Layer	20.98
23160 - Electrician Maintenance	24.84

23181 - Electronics Technician Maintenance I	23.79
23182 - Electronics Technician Maintenance II	25.01
23183 - Electronics Technician Maintenance III	26.36
23260 - Fabric Worker	19.69
23290 - Fire Alarm System Mechanic	23.13
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	25.61
23312 - Fuel Distribution System Operator	20.45
23370 - General Maintenance Worker	17.94
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	22.97
23382 - Ground Support Equipment Worker	24.46
23391 - Gunsmith I	18.57
23392 - Gunsmith II	20.98
23393 - Gunsmith III	23.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.05
23430 - Heavy Equipment Mechanic	23.60
23440 - Heavy Equipment Operator	19.36
23460 - Instrument Mechanic	27.34
23465 - Laboratory/Shelter Mechanic	22.07
23470 - Laborer	13.81
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	25.67
23550 - Machinist Maintenance	24.16
23580 - Maintenance Trades Helper	14.44
23591 - Metrology Technician I	27.34
23592 - Metrology Technician II	28.82
23593 - Metrology Technician III	30.34
23640 - Millwright	22.50
23710 - Office Appliance Repairer	19.50
23760 - Painter Maintenance	17.03
23790 - Pipefitter Maintenance	22.61
23810 - Plumber Maintenance	21.45
23820 - Pneudraulic Systems Mechanic	23.25
23850 - Rigger	23.24
23870 - Scale Mechanic	20.98
23890 - Sheet-Metal Worker Maintenance	21.46
23910 - Small Engine Mechanic	16.33
23931 - Telecommunications Mechanic I	26.96
23932 - Telecommunications Mechanic II	28.28
23950 - Telephone Lineman	24.21
23960 - Welder Combination Maintenance	19.69
23965 - Well Driller	23.26
23970 - Woodcraft Worker	23.25
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.59
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.98
24610 - Chore Aide	10.96
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	20.31
25210 - Water Treatment Plant Operator	22.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.52
27007 - Baggage Inspector	13.28

27008 - Corrections Officer	16.65
27010 - Court Security Officer	19.18
27030 - Detection Dog Handler	15.32
27040 - Detention Officer	16.65
27070 - Firefighter	21.71
27101 - Guard I	13.28
27102 - Guard II	15.32
27131 - Police Officer I	20.06
27132 - Police Officer II	22.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.73
28210 - Gate Attendant/Gate Tender	13.94
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.38
28515 - Recreation Specialist	19.32
28630 - Sports Official	12.42
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.08
29020 - Hatch Tender	25.08
29030 - Line Handler	25.08
29041 - Stevedore I	23.55
29042 - Stevedore II	26.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.58
30023 - Archeological Technician III	22.87
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	22.23
30051 - Cryogenic Technician I	25.33
30052 - Cryogenic Technician II	27.98
30061 - Drafter/CAD Operator I	16.50
30062 - Drafter/CAD Operator II	17.58
30063 - Drafter/CAD Operator III	21.02
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.73
30095 - Evidence Control Specialist	22.87
30210 - Laboratory Technician	23.16
30221 - Latent Fingerprint Technician I	24.78
30222 - Latent Fingerprint Technician II	27.37
30240 - Mathematical Technician	23.72
30361 - Paralegal/Legal Assistant I	19.21
30362 - Paralegal/Legal Assistant II	23.79
30363 - Paralegal/Legal Assistant III	29.10
30364 - Paralegal/Legal Assistant IV	35.21
30375 - Petroleum Supply Specialist	27.98
30390 - Photo-Optics Technician	22.87
30395 - Radiation Control Technician	27.98
30461 - Technical Writer I	23.66
30462 - Technical Writer II	28.95
30463 - Technical Writer III	35.02
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67

30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.33
30502 - Weather Forecaster II		30.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer Senior	(see 2)	22.87
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.06
31030 - Bus Driver		16.52
31043 - Driver Courier		15.65
31260 - Parking and Lot Attendant		10.30
31290 - Shuttle Bus Driver		16.69
31310 - Taxi Driver		11.23
31361 - Truckdriver Light		16.69
31362 - Truckdriver Medium		17.70
31363 - Truckdriver Heavy		20.40
31364 - Truckdriver Tractor-Trailer		20.40
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		10.00
99050 - Desk Clerk		10.96
99095 - Embalmer		25.37
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		11.14
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		25.90
99310 - Mortician		25.37
99410 - Pest Controller		19.60
99510 - Photofinishing Worker		14.54
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		13.25
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		14.72
99830 - Survey Party Chief		22.65
99831 - Surveying Aide		15.00
99832 - Surveying Technician		20.59
99840 - Vending Machine Attendant		15.38
99841 - Vending Machine Repairer		18.53
99842 - Vending Machine Repairer Helper		15.38

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

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

SCA Wage Determination No. CBA-2019-12626, Rev. 0, Dated 07/23/2019

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REGISTER OF WAGE DETERMINATION UNDER   |  U.S. DEPARTMENT OF LABOR
   THE SERVICE CONTRACT ACT            |EMPLOYMENT STANDARDS ADMINISTRATION
   By direction of the Secretary       |  WAGE AND HOUR DIVISION
          of Labor                     |         WASHINGTON D.C.  20210
                                       |
                                       |
                                       |
                                       | Wage Determination No.: CBA-2019-12626
Diane Koplewski          Division of   |           Revision No.: 0
Director            Wage Determinations|  Date Of Last Revision: 07/23/2019
_____________________________________|_____________________________________
State: Tennessee

Area: Anderson

_____________________________________________________________________

Employed on Energy, Department of contract for Production, maintenance and service at Y-12..

Collective Bargaining Agreement between contractor: URS/CH2M Oak Ridge (UCOR) Y-12 Plant, and
union: Atomic Trades adn labor Council AFL-CIO Local , effective 05/09/2018 through 06/30/2021.

In accordance with Section 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).
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SCA Wage Determination No. CBA-2019-12627, Rev. 0, Dated 07/23/2019

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REGISTER OF WAGE DETERMINATION UNDER   |  U.S. DEPARTMENT OF LABOR
   THE SERVICE CONTRACT ACT            |EMPLOYMENT STANDARDS ADMINISTRATION
   By direction of the Secretary       |  WAGE AND HOUR DIVISION
          of Labor                     |         WASHINGTON D.C.  20210
                                       |
                                       |
                                       |
                                       | Wage Determination No.: CBA-2019-12627
Diane Koplewski          Division of   |           Revision No.: 0
Director            Wage Determinations|  Date Of Last Revision: 07/23/2019
_____________________________________|_____________________________________
State: Tennessee

Area: Anderson

_____________________________________________________________________________

Employed on Field Office, Oak Ridge contract for Fire protection, inspectors, transportation, stores/receiving,
production process, maintenance, cafeteria, laundry, and janitorial..

Collective Bargaining Agreement between contractor: URS/CH2M Oak Ridge (UCOR), and
union: Atomic Trades adn Labor Council AFL-CIO Local , effective 05/09/2018 through 06/30/2021.

In accordance with Section 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).
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SCA Wage Determination No. CBA-2019-12628, Rev. 0, Dated 07/23/2019

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REGISTER OF WAGE DETERMINATION UNDER   |  U.S. DEPARTMENT OF LABOR
   THE SERVICE CONTRACT ACT            |EMPLOYMENT STANDARDS ADMINISTRATION
   By direction of the Secretary       |  WAGE AND HOUR DIVISION
          of Labor                     |         WASHINGTON D.C.  20210
                                       |
                                       |
                                       |
                                       | Wage Determination No.: CBA-2019-12628
Diane Koplewski          Division of   |           Revision No.: 0
Director            Wage Determinations|  Date Of Last Revision: 07/23/2019
_____________________________________|_____________________________________
State: Tennessee

Area: Anderson

_____________________________________________________________________________

Employed on Energy, Department of contract for All hourly employees excluding guards and salaried employees
performing work at the East Tennessee Technology Park..

Collective Bargaining Agreement between contractor: UCOR Oak Ridge East Tennessee Technology Park, and
union: United Steel Workers International Union (USW) Local 9-288, effective 09/01/2016 through 08/31/2020.

In accordance with Section 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).
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SCA Wage Determination No. CBA-2019-12629, Rev. 0, Dated 07/23/2019

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REGISTER OF WAGE DETERMINATION UNDER   |  U.S. DEPARTMENT OF LABOR
   THE SERVICE CONTRACT ACT            |EMPLOYMENT STANDARDS ADMINISTRATION
   By direction of the Secretary       |  WAGE AND HOUR DIVISION
          of Labor                     |         WASHINGTON D.C.  20210
                                       |
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                                       |
                                       | Wage Determination No.: CBA-2019-12629
Diane Koplewski          Division of   |           Revision No.: 0
Director            Wage Determinations|  Date Of Last Revision: 07/23/2019
_____________________________________|_____________________________________
State: Tennessee

Area: Anderson

_____________________________________________________________________
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Employed on Energy, Department of contract for Construction and construction-like work (dismantling, demolition a decontamination for continued or future use).

Collective Bargaining Agreement between contractor: UCOR & CNS, and
union: Knoxvfille Building & Construction Trades Council Local , effective 10/01/2016 through 09/30/2021.

In accordance with Section 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).

DBA Wage Determination General Decision Number: TN20200141, Dated 06/12/2020

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          "General Decision Number: TN20200141 06/12/2020

Superseded General Decision Number: TN20190141

State: Tennessee

Construction Type: Heavy
Including Water and Sewer Line Construction

Counties: Anderson, Blount and Loudon Counties in Tennessee.


HEAVY CONSTRUCTION PROJECTS (including sewer/water
construction).

Note: Under Executive Order (EO) 13658, an hourly minimum wage
of $10.80 for calendar year 2020 applies to all contracts
subject to the Davis-Bacon Act for which the contract is
awarded (and any solicitation was issued) on or after January
1, 2015.  If this contract is covered by the EO, the contractor
must pay all workers in any classification listed on this wage
determination at least $10.80 per hour (or the applicable wage
rate listed on this wage determination, if it is higher) for
all hours spent performing on the contract in calendar year
2020.  If this contract is covered by the EO and a
classification considered necessary for performance of work on
the contract does not appear on this wage determination, the
contractor must pay workers in that classification at least the
wage rate determined through the conformance process set forth
in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate,if it is
higher than the conformed wage rate).  The EO minimum wage rate
will be adjusted annually.  Please note that this EO applies to
the above-mentioned types of contracts entered into by the
federal government that are subject to the Davis-Bacon Act
itself, but it does not apply to contracts subject only to the
Davis-Bacon Related Acts, including those set forth at 29 CFR
5.1(a)(2)-(60). Additional information on contractor
requirements and worker protections under the EO is available
at www.dol.gov/whd/govcontracts.


Modification Number     Publication Date
          0              01/03/2020
          1              06/12/2020

* ELEC0760-010 06/01/2020

                                  Rates          Fringes

ELECTRICIAN.......................$ 26.87           12.05
----------------------------------------------------------------
 ENGI0917-026 05/01/2017

                                  Rates          Fringes

Operating Engineers:
     Backhoe, Excavator,
     Trackhoe, Bulldozer, and
     Crane........................$ 28.26           10.10
     Forklift.....................$ 25.97           10.10
----------------------------------------------------------------
 LABO0818-003 05/01/2017

                                  Rates          Fringes
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LABORER:  Common or General......$ 19.77            6.53
-----------------------------------------------------------------
  SUTN2009-140 12/02/2009

                                  Rates          Fringes

LABORER:  Flagger................$  8.73            0.00

LABORER:  Pipelayer..............$ 11.75            0.00

OPERATOR:  Loader................$ 13.50            0.00

TRUCK DRIVER:  Dump Truck........$ 10.76            0.00
-----------------------------------------------------------------

WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

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

Unlisted classifications needed for work not included within
the scope of the classifications listed may be added after
award only as provided in the labor standards contract clauses
(29CFR 5.5 (a) (1) (ii)).


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The body of each wage determination lists the classification
and wage rates that have been found to be prevailing for the
cited type(s) of construction in the area covered by the wage
determination. The classifications are listed in alphabetical
order of ""identifiers"" that indicate whether the particular
rate is a union rate (current union negotiated rate for local),
a survey rate (weighted average rate) or a union average rate
(weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed
in dotted lines beginning with characters other than ""SU"" or
""UAVG"" denotes that the union classification and rate were
prevailing for that classification in the survey. Example:
PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of
the union which prevailed in the survey for this
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classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

* an existing published wage determination
* a survey underlying a wage determination
* a Wage and Hour Division letter setting forth a position on a wage determination matter
* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests

for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

DBA Wage Determination General Decision Number: TN20200076, Dated 06/12/2020

"General Decision Number: TN20200076 06/12/2020

Superseded General Decision Number: TN20190076

State: Tennessee

Construction Type: Building

County: Anderson County in Tennessee.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate,if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/03/2020
1	06/12/2020

BOIL0453-003 03/01/2018

	Rates	Fringes
BOILERMAKER.....	$ 30.07	21.61

BRTN0005-006 05/01/2019

	Rates	Fringes
BRICKLAYER.....	$ 28.03	2.39

CARP0050-002 05/01/2016

	Rates	Fringes
CARPENTER (Includes Scaffold Building and Excludes Drywall Hanging).....	$ 25.33	11.41

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* ELEC0760-006 06/01/2020

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                                    Rates          Fringes

ELECTRICIAN (Including
Electrical Installer (Alarms)....$ 26.87            12.05
-----------------------------------------------------------------
 ENGI0917-016 05/01/2017

                                    Rates          Fringes

Power Equipment Operator
     Backhoe/Trackhoe/Excavator..$ 28.26            10.10
     Bulldozer...................$ 28.26            10.10
     Crane.......................$ 28.26            10.10
     Forklift....................$ 25.97            10.10
     Grader/Blade................$ 25.97            10.10
-----------------------------------------------------------------
 IRON0384-005 05/01/2019

                                    Rates          Fringes

IRONWORKER, STRUCTURAL AND
REINFORCING.....................$ 28.02            14.97
-----------------------------------------------------------------
 LABO0818-001 05/01/2017

                                    Rates          Fringes

Laborers:
     GROUP 1.....................$ 19.77             6.53
     GROUP 2.....................$ 20.12             6.53

GROUP 1:   Common or General,  Landscaping

GROUP 2:  Form Work

-----------------------------------------------------------------
 PAIN0437-009 05/01/2015

                                    Rates          Fringes

PAINTER (Including Brush,
Roller, Spray and Drywall
Finishing/Taper)................$ 26.43            10.05
-----------------------------------------------------------------
 PLAS0078-001 05/01/2015

                                    Rates          Fringes

CEMENT MASON/CONCRETE FINISHER...$ 31.00              .06
-----------------------------------------------------------------
* PLUM0102-004 05/01/2020

                                    Rates          Fringes

PIPEFITTER, Includes  HVAC
Pipe Installation...............$ 30.77            14.40
-----------------------------------------------------------------
* PLUM0102-009 05/01/2020

                                    Rates          Fringes

PLUMBER (Excluding HVAC Pipe
Installation)...................$ 30.77            14.40
-----------------------------------------------------------------
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 SHEE0005-012 05/01/2019

                                  Rates          Fringes

SHEET METAL WORKER (Including
Metal Building Erector (Metal
Siding/Wall Panel and HVAC
Duct Installation (Excluding
Metal Roof Installation).........$ 27.73            14.87
----------------------------------------------------------------
  SUTN2009-075 09/21/2009

                                  Rates          Fringes

CARPENTER (Drywall Hanging
Only)............................$ 13.00             0.25

HVAC MECHANIC (Installation
of HVAC Unit Only, Excludes
Installation of HVAC Pipe and
Duct)............................$ 12.75             1.49

LABORER:  Mason Tender - Brick...$ 12.82             0.00

LABORER:  Roof Tearoff...........$  9.75             0.49

OPERATOR:  Bobcat/Skid
Steer/Skid Loader................$ 17.05             0.00

OPERATOR:  Mechanic..............$ 18.33             3.67

OPERATOR:  Paver  (Asphalt,
Aggregate, and Concrete).........$ 13.50             0.00

OPERATOR:  Roller................$ 13.98             0.00

ROOFER:  Built up Roof...........$ 12.74             0.00

ROOFER:  Rubber Roof.............$ 16.82             4.77

ROOFER:  Single Ply Roof.........$ 16.50             0.32

SHEET METAL WORKER (Metal
Roofs Installation)..............$ 15.64             0.00

TILE FINISHER....................$ 10.00             0.74

TRUCK DRIVER:  Dump Truck........$ 12.56             0.00
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WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

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

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

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A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

* an existing published wage determination
* a survey underlying a wage determination
* a Wage and Hour Division letter setting forth a position on a wage determination matter
* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"