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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
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Daniel W. Simms     Division of Wage   | Wage Determination No: 1992-0334
Director            Determinations     |      Revision No: 35
                                       |   Date Of Revision: 07/25/2017
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.20 for
calendar year 2017 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
$10.20 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
2017. 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: California
Area: California Counties of Marin, San Francisco, San Mateo
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**Fringe Benefits Required Follow the Occupational Listing**


OCCUPATION CODE - TITLE                        FOOTNOTE            RATE

Food & Lodging:
  07041 - Cook I                                                  13.85
  07042 - Cook II                                                 16.62
  07070 - Dishwasher                                               9.63
  07130 - Food Service Worker                                     10.77
  07260 - Waiter/Waitress                                          9.63
  11060 - Elevator Operator                                        9.63
  11210 - Laborer, Grounds Maintenance                            10.77
  11240 - Maid or Houseman                                        10.77
  99030 - Cashier                                                 10.77
  99050 - Desk Clerk                            (see 1)           10.77

Halfway House & Residential Community Treatment:
  01011 - Accounting Clerk I                                      13.03
  01012 - Accounting Clerk II                                     14.01
  01111 - General Clerk I                                         11.48
  01311 - Secretary I                                             15.26
  01611 - Word Processor I                                        11.48
  07041 - Cook I                                                  13.85
  07042 - Cook II                                                 16.62
  07070 - Dishwasher                                               9.63
  07130 - Food Service Worker                                     10.77
  11150 - Janitor                                                 10.77
  11210 - Laborer, Grounds Maintenance                            10.77
  11240 - Maid or Houseman                                        10.77
  23370 - General Maintenance Worker                              14.44
  27101 - Guard I                                                 11.85
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  27102 - Guard II                                                    12.83
  99050 - Desk Clerk                                  (see 1)         11.48

Moving & Storage:
  21020 - Forklift Operator                                          13.85
  21050 - Material Handling Laborer                                  11.90
  21110 - Shipping Packer                                            13.85
  21410 - Warehouse Specialist                                       13.85
  31361 - Truckdriver, Light                                         13.85
  31362 - Truckdriver, Medium                                        14.44
  31363 - Truckdriver, Heavy                                         15.53
  31364 - Truckdriver, Tractor-Trailer                              16.62
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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: $4.41 per hour or $176.40 per week or $764.40 per month

HEALTH & WELFARE EO 13706: $4.13 per hour, or $165.20 per week, or $715.87 per
month

VACATION: 1 week paid vacation after 6 months of service with a contractor or
successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10
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 eleven paid holidays per year: New Year's Day, Martin
Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Rates are applicable only under the appropriate occupational category.


** 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. A 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/.

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.