



LIVING WAGE ACT FACT SHEET

The “Living Wage Act of 2006,” Title I of D.C. Law 16-18, (D.C. Official Code §§2-220.01-.11) became effective June 9, 2006. It provides that District of Columbia government contractors and recipients of government assistance (grants, loans, tax increment financing) in the amount of \$100,000 or more shall pay affiliated employees wages no less than the current living wage rate.

Effective January 1, 2008, the living wage rate is \$12.10 per hour.

Subcontractors of D.C. government contractors who receive \$15,000 or more from the contract and subcontractors of the recipients of government assistance who receive \$50,000 or more from the assistance are also required to pay their affiliated employees no less than the current living wage rate.

“Affiliated employee” means any individual employed by a recipient who receives compensation directly from government assistance or a contract with the District of Columbia government, including any employee of a contractor or subcontractor of a recipient who performs services pursuant to government assistance or a contract. The term “affiliated employee” does not include those individuals who perform only intermittent or incidental services with respect to the government assistance or contract, or who are otherwise employed by the contractor, recipient or subcontractor.

Exemptions – The following contracts and agreements are exempt from the Living Wage Act:

1. Contracts or other agreements that are subject to higher wage level determinations required by federal law (i.e., if a contract is subject to the Service Contract Act and certain wage rates are lower than the District’s current living wage, the contractor must pay the higher of the two rates);
2. Existing and future collective bargaining agreements, provided that the future collective bargaining agreement results in the employee being paid no less than the current living wage;
3. Contracts for electricity, telephone, water, sewer or other services provided by a regulated utility;
4. Contracts for services needed immediately to prevent or respond to a disaster or eminent threat to public health or safety declared by the Mayor;
5. Contracts or other agreements that provide trainees with additional services including, but not limited to, case management and job readiness services, provided that the trainees do not replace employees subject to the Living Wage Act;

6. An employee, under 22 years of age, employed during a school vacation period, or enrolled as full-time student, as defined by the respective institution, who is in high school or at an accredited institution of higher education and who works less than 25 hours per week; provided that he or she does not replace employees subject to the Living Wage Act;
7. Tenants or retail establishments that occupy property constructed or improved by receipt of government assistance from the District of Columbia; provided, that the tenant or retail establishment did not receive direct government assistance from the District of Columbia;
8. Employees of nonprofit organizations that employ not more than 50 individuals and qualify for taxation exemption pursuant to Section 501 (c) (3) of the Internal Revenue Code of 1954, approved August 16, 1954 (68A Stat. 163; 26. U.S.C. §501(c)(3));
9. Medicaid provider agreements for direct care services to Medicaid recipients, provided, that the direct care service is not provided through a home care agency, a community residence facility, or a group home for mentally retarded persons as those terms are defined in section 2 of the Health-Care and Community Residence Facility, Hospice, and Home Care Licensure Act of 1983, effective February 24, 1984 (D.C. Law 5-48; D.C. Official Code §44-501); and
10. Contracts or other agreements between managed care organizations and the Health Care Safety Net Administration or the Medicaid Assistance Administration to provide health services.

Enforcement

The Department of Employment Services (DOES) and the D.C. Office of Contracting and Procurement (OCP) share monitoring responsibilities.

If you learn that a contractor subject to this law is not paying at least the current living wage you should report it to the Contracting Officer.

If you believe that your employer is subject to this law and is not paying you at least the current living wage, you may file a complaint with the DOES Office of Wage – Hour, located at 64 New York Ave., NE, Room 3105, (202) 671-1880.

For questions and additional information, contact the Office of Contracting and Procurement at (202) 727-0252 or the Department of Employment Services on (202) 671-1880.

Please note: *This fact sheet is for informational purposes only as required by Section 106 of the Living Wage Act. It should not be relied on as a definitive statement of the Living Wage Act or any regulations adopted pursuant to the law.*

WD 05-2103 (Rev.-7) was first posted on www.wdol.gov on 03/24/2009

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT ADMINISTRATION By direction of the Secretary of Labor 2103 Shirley F. Ebbesen Division of Director Wage Determinations 03/16/2009	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2005- Revision No.: 7 Date Of Revision:
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States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince
 George's, St
 Mary's
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church,
 Fauquier, King
 George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.05
01012 - Accounting Clerk II	15.78
01013 - Accounting Clerk III	20.27
01020 - Administrative Assistant	28.55
01040 - Court Reporter	19.95
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	16.94

01070 - Document Preparation Clerk
14.21
01090 - Duplicating Machine Operator
14.21
01111 - General Clerk I
13.92
01112 - General Clerk II
15.32
01113 - General Clerk III
18.74
01120 - Housing Referral Assistant
25.29
01141 - Messenger Courier
12.38
01191 - Order Clerk I
14.85
01192 - Order Clerk II
16.29
01261 - Personnel Assistant (Employment) I
17.31
01262 - Personnel Assistant (Employment) II
19.36
01263 - Personnel Assistant (Employment) III
21.66
01270 - Production Control Clerk
22.03
01280 - Receptionist
14.12
01290 - Rental Clerk
16.55
01300 - Scheduler, Maintenance
17.49
01311 - Secretary I
17.49
01312 - Secretary II
19.70
01313 - Secretary III
25.29
01320 - Service Order Dispatcher
16.10
01410 - Supply Technician
28.55
01420 - Survey Worker
19.46
01531 - Travel Clerk I
12.92
01532 - Travel Clerk II
13.89
01533 - Travel Clerk III
14.92
01611 - Word Processor I
14.21
01612 - Word Processor II
16.65

01613 - Word Processor III
19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
25.26
05010 - Automotive Electrician
23.51
05040 - Automotive Glass Installer
22.15
05070 - Automotive Worker
22.15
05110 - Mobile Equipment Servicer
19.04
05130 - Motor Equipment Metal Mechanic
24.78
05160 - Motor Equipment Metal Worker
22.15
05190 - Motor Vehicle Mechanic
24.78
05220 - Motor Vehicle Mechanic Helper
18.49
05250 - Motor Vehicle Upholstery Worker
21.63
05280 - Motor Vehicle Wrecker
22.15
05310 - Painter, Automotive
23.51
05340 - Radiator Repair Specialist
22.15
05370 - Tire Repairer
14.44
05400 - Transmission Repair Specialist
24.78
07000 - Food Preparation And Service Occupations
07010 - Baker
13.48
07041 - Cook I
11.97
07042 - Cook II
13.28
07070 - Dishwasher
9.82
07130 - Food Service Worker
10.66
07210 - Meat Cutter
17.04
07260 - Waiter/Waitress
9.70
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
18.05
09040 - Furniture Handler
12.78

09080 - Furniture Refinisher
18.39
09090 - Furniture Refinisher Helper
14.11
09110 - Furniture Repairer, Minor
16.31
09130 - Upholsterer
18.05
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
10.50
11060 - Elevator Operator
10.50
11090 - Gardener
16.22
11122 - Housekeeping Aide
11.25
11150 - Janitor
11.25
11210 - Laborer, Grounds Maintenance
12.47
11240 - Maid or Houseman
11.03
11260 - Pruner
11.37
11270 - Tractor Operator
14.66
11330 - Trail Maintenance Worker
12.47
11360 - Window Cleaner
11.68
12000 - Health Occupations
12010 - Ambulance Driver
19.46
12011 - Breath Alcohol Technician
18.55
12012 - Certified Occupational Therapist Assistant
21.01
12015 - Certified Physical Therapist Assistant
21.01
12020 - Dental Assistant
16.97
12025 - Dental Hygienist
40.68
12030 - EKG Technician
25.95
12035 - Electroneurodiagnostic Technologist
25.95
12040 - Emergency Medical Technician
20.41
12071 - Licensed Practical Nurse I
18.82
12072 - Licensed Practical Nurse II
21.09

12073 - Licensed Practical Nurse III
23.47
12100 - Medical Assistant
14.89
12130 - Medical Laboratory Technician
18.04
12160 - Medical Record Clerk
16.06
12190 - Medical Record Technician
18.27
12195 - Medical Transcriptionist
18.77
12210 - Nuclear Medicine Technologist
34.18
12221 - Nursing Assistant I
10.47
12222 - Nursing Assistant II
11.77
12223 - Nursing Assistant III
13.02
12224 - Nursing Assistant IV
14.62
12235 - Optical Dispenser
20.17
12236 - Optical Technician
14.41
12250 - Pharmacy Technician
16.47
12280 - Phlebotomist
14.62
12305 - Radiologic Technologist
28.28
12311 - Registered Nurse I
26.73
12312 - Registered Nurse II
32.41
12313 - Registered Nurse II, Specialist
32.41
12314 - Registered Nurse III
38.98
12315 - Registered Nurse III, Anesthetist
38.98
12316 - Registered Nurse IV
46.73
12317 - Scheduler (Drug and Alcohol Testing)
19.75
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
19.86
13012 - Exhibits Specialist II
24.61
13013 - Exhibits Specialist III
30.09

13041 - Illustrator I
20.48
13042 - Illustrator II
25.38
13043 - Illustrator III
31.03
13047 - Librarian
30.80
13050 - Library Aide/Clerk
14.21
13054 - Library Information Technology Systems Administrator
27.82
13058 - Library Technician
19.89
13061 - Media Specialist I
18.73
13062 - Media Specialist II
20.95
13063 - Media Specialist III
23.36
13071 - Photographer I
16.14
13072 - Photographer II
18.90
13073 - Photographer III
23.67
13074 - Photographer IV
28.65
13075 - Photographer V
30.69
13110 - Video Teleconference Technician
19.35
14000 - Information Technology Occupations
14041 - Computer Operator I
18.54
14042 - Computer Operator II
20.74
14043 - Computer Operator III
23.12
14044 - Computer Operator IV
25.69
14045 - Computer Operator V
28.45
14071 - Computer Programmer I (1)
25.43
14072 - Computer Programmer II (1)
14073 - Computer Programmer III (1)
14074 - Computer Programmer IV (1)
14101 - Computer Systems Analyst I (1)
14102 - Computer Systems Analyst II (1)
14103 - Computer Systems Analyst III (1)
14150 - Peripheral Equipment Operator
18.54

14160 - Personal Computer Support Technician
25.69
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
35.71
15020 - Aircrew Training Devices Instructor (Rated)
43.84
15030 - Air Crew Training Devices Instructor (Pilot)
52.55
15050 - Computer Based Training Specialist / Instructor
34.39
15060 - Educational Technologist
32.75
15070 - Flight Instructor (Pilot)
52.55
15080 - Graphic Artist
26.80
15090 - Technical Instructor
25.08
15095 - Technical Instructor/Course Developer
30.67
15110 - Test Proctor
20.20
15120 - Tutor
20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.44
16030 - Counter Attendant
9.44
16040 - Dry Cleaner
12.21
16070 - Finisher, Flatwork, Machine
9.44
16090 - Presser, Hand
9.44
16110 - Presser, Machine, Drycleaning
9.44
16130 - Presser, Machine, Shirts
9.44
16160 - Presser, Machine, Wearing Apparel, Laundry
9.44
16190 - Sewing Machine Operator
13.07
16220 - Tailor
13.90
16250 - Washer, Machine
10.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
19.22
19040 - Tool And Die Maker
23.38
21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator
17.90
21030 - Material Coordinator
22.03
21040 - Material Expediter
22.03
21050 - Material Handling Laborer
12.92
21071 - Order Filler
13.87
21080 - Production Line Worker (Food Processing)
17.90
21110 - Shipping Packer
14.46
21130 - Shipping/Receiving Clerk
14.46
21140 - Store Worker I
11.44
21150 - Stock Clerk
16.46
21210 - Tools And Parts Attendant
17.90
21410 - Warehouse Specialist
17.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
25.68
23021 - Aircraft Mechanic I
24.46
23022 - Aircraft Mechanic II
25.68
23023 - Aircraft Mechanic III
26.97
23040 - Aircraft Mechanic Helper
16.61
23050 - Aircraft, Painter
23.42
23060 - Aircraft Servicer
18.71
23080 - Aircraft Worker
19.90
23110 - Appliance Mechanic
21.62
23120 - Bicycle Repairer
14.43
23125 - Cable Splicer
25.61
23130 - Carpenter, Maintenance
20.99
23140 - Carpet Layer
19.33
23160 - Electrician, Maintenance
27.43

23181 - Electronics Technician Maintenance I
23.70
23182 - Electronics Technician Maintenance II
25.15
23183 - Electronics Technician Maintenance III
26.50
23260 - Fabric Worker
19.01
23290 - Fire Alarm System Mechanic
22.78
23310 - Fire Extinguisher Repairer
17.52
23311 - Fuel Distribution System Mechanic
22.81
23312 - Fuel Distribution System Operator
19.38
23370 - General Maintenance Worker
21.43
23380 - Ground Support Equipment Mechanic
24.46
23381 - Ground Support Equipment Servicer
18.71
23382 - Ground Support Equipment Worker
19.90
23391 - Gunsmith I
17.52
23392 - Gunsmith II
20.38
23393 - Gunsmith III
22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic
22.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research
Facility)
24.37
23430 - Heavy Equipment Mechanic
22.78
23440 - Heavy Equipment Operator
22.78
23460 - Instrument Mechanic
22.59
23465 - Laboratory/Shelter Mechanic
21.62
23470 - Laborer
14.27
23510 - Locksmith
21.11
23530 - Machinery Maintenance Mechanic
22.99
23550 - Machinist, Maintenance
21.78
23580 - Maintenance Trades Helper
16.61

23591 - Metrology Technician I
22.59
23592 - Metrology Technician II
23.80
23593 - Metrology Technician III
24.96
23640 - Millwright
28.19
23710 - Office Appliance Repairer
22.96
23760 - Painter, Maintenance
21.62
23790 - Pipefitter, Maintenance
23.19
23810 - Plumber, Maintenance
20.99
23820 - Pneudraulic Systems Mechanic
22.78
23850 - Rigger
22.78
23870 - Scale Mechanic
20.38
23890 - Sheet-Metal Worker, Maintenance
22.78
23910 - Small Engine Mechanic
20.38
23931 - Telecommunications Mechanic I
27.74
23932 - Telecommunications Mechanic II
29.24
23950 - Telephone Lineman
26.38
23960 - Welder, Combination, Maintenance
22.78
23965 - Well Driller
22.78
23970 - Woodcraft Worker
22.78
23980 - Woodworker
17.52
24000 - Personal Needs Occupations
24570 - Child Care Attendant
12.79
24580 - Child Care Center Clerk
17.77
24610 - Chore Aide
10.52
24620 - Family Readiness And Support Services Coordinator
15.68
24630 - Homemaker
18.43
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
27.10

25040 - Sewage Plant Operator
20.73
25070 - Stationary Engineer
27.10
25190 - Ventilation Equipment Tender
19.08
25210 - Water Treatment Plant Operator
20.73
27000 - Protective Service Occupations
27004 - Alarm Monitor
20.57
27007 - Baggage Inspector
12.66
27008 - Corrections Officer
22.25
27010 - Court Security Officer
23.33
27030 - Detection Dog Handler
20.57
27040 - Detention Officer
22.25
27070 - Firefighter
22.39
27101 - Guard I
12.66
27102 - Guard II
20.57
27131 - Police Officer I
26.14
27132 - Police Officer II
28.99
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.59
28042 - Carnival Equipment Repairer
14.63
28043 - Carnival Equipment Worker
9.24
28210 - Gate Attendant/Gate Tender
13.01
28310 - Lifeguard
11.59
28350 - Park Attendant (Aide)
14.56
28510 - Recreation Aide/Health Facility Attendant
10.62
28515 - Recreation Specialist
18.04
28630 - Sports Official
11.59
28690 - Swimming Pool Operator
18.21
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer
23.13
29020 - Hatch Tender
23.13
29030 - Line Handler
23.13
29041 - Stevedore I
21.31
29042 - Stevedore II
24.24
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (2)
38.00
30011 - Air Traffic Control Specialist, Station (HFO) (2)
26.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)
28.86
30021 - Archeological Technician I
18.93
30022 - Archeological Technician II
21.11
30023 - Archeological Technician III
27.56
30030 - Cartographic Technician
27.56
30040 - Civil Engineering Technician
24.01
30061 - Drafter/CAD Operator I
19.89
30062 - Drafter/CAD Operator II
22.25
30063 - Drafter/CAD Operator III
24.80
30064 - Drafter/CAD Operator IV
30.52
30081 - Engineering Technician I
21.63
30082 - Engineering Technician II
24.29
30083 - Engineering Technician III
27.17
30084 - Engineering Technician IV
33.66
30085 - Engineering Technician V
41.16
30086 - Engineering Technician VI
49.81
30090 - Environmental Technician
24.92
30210 - Laboratory Technician
23.38
30240 - Mathematical Technician
28.94

30361 - Paralegal/Legal Assistant I
21.36
30362 - Paralegal/Legal Assistant II
26.47
30363 - Paralegal/Legal Assistant III
32.36
30364 - Paralegal/Legal Assistant IV
39.16
30390 - Photo-Optics Technician
27.56
30461 - Technical Writer I
21.84
30462 - Technical Writer II
26.70
30463 - Technical Writer III
32.31
30491 - Unexploded Ordnance (UXO) Technician I
24.15
30492 - Unexploded Ordnance (UXO) Technician II
29.22
30493 - Unexploded Ordnance (UXO) Technician III
35.03
30494 - Unexploded (UXO) Safety Escort
24.15
30495 - Unexploded (UXO) Sweep Personnel
24.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)
24.80
30621 - Weather Observer, Senior (2)
27.56
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide
13.02
31030 - Bus Driver
18.95
31043 - Driver Courier
12.71
31260 - Parking and Lot Attendant
10.07
31290 - Shuttle Bus Driver
14.69
31310 - Taxi Driver
13.98
31361 - Truckdriver, Light
14.69
31362 - Truckdriver, Medium
17.18
31363 - Truckdriver, Heavy
18.42
31364 - Truckdriver, Tractor-Trailer
18.42
99000 - Miscellaneous Occupations
99030 - Cashier
10.03

99050 - Desk Clerk
11.58
99095 - Embalmer
23.05
99251 - Laboratory Animal Caretaker I
11.30
99252 - Laboratory Animal Caretaker II
12.35
99310 - Mortician
31.73
99410 - Pest Controller
16.01
99510 - Photofinishing Worker
12.75
99710 - Recycling Laborer
16.82
99711 - Recycling Specialist
20.65
99730 - Refuse Collector
14.91
99810 - Sales Clerk
12.09
99820 - School Crossing Guard
13.43
99830 - Survey Party Chief
21.94
99831 - Surveying Aide
13.63
99832 - Surveying Technician
20.85
99840 - Vending Machine Attendant
14.43
99841 - Vending Machine Repairer
18.73
99842 - Vending Machine Repairer Helper
14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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 ordinance, 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. 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

“THE LIVING WAGE ACT OF 2006”

Title I, D.C. Law No. 16-118, (D.C. Official Code §§ 2-220.01-11)

Effective June 9, 2006, recipients of new contracts or government assistance shall pay affiliated employees and subcontractors who perform services under the contracts no less than the current living wage.

Effective January 1, 2008, the living wage rate is \$12.10 per hour.

The requirement to pay a living wage applies to:

- All recipients of contracts in the amount of \$100,000 or more; and, all subcontractors of these recipients receiving \$15,000 or more from the funds received by the recipient from the District of Columbia, and,
- All recipients of government assistance in the amount of \$100,000 or more; and, all subcontractors of these recipients of government assistance receiving \$50,000 or more in funds from government assistance received from the District of Columbia.

“Contract” means a written agreement between a recipient and the District government.

“Government assistance” means a grant, loan or tax increment financing that result in a financial benefit from an agency, commission, instrumentality, or other entity of the District government.

“Affiliated employee” means any individual employed by a recipient who received compensation directly from government assistance or a contract with the District of Columbia government, including any employee of a contractor or subcontractor of a recipient who performs services pursuant to government assistance or contract. The term “affiliated employee” does not include those individuals who perform only intermittent or incidental services with respect to the contract or government assistance or who are otherwise employed by the contractor, recipient or subcontractor.

Certain exceptions may apply where contracts or agreements are subject to wage determinations required by federal law which are higher than the wage required by this Act; contracts for electricity, telephone, water, sewer other services delivered by regulated utility; contracts for services needed immediately to prevent or respond to a disaster or eminent threat to the public health or safety declared by the Mayor; contracts awarded to recipients that provide trainees with additional services provided the trainee does not replace employees; tenants or retail establishments that occupy property constructed or improved by government assistance, provided there is no receipt of direct District government assistance; Medicaid provider agreements for direct care services to Medicaid recipients, provided that the direct care service is not provided through a home care agency, a community residential facility or a group home for mentally retarded persons; and contracts or other agreements between managed care organizations and the Health Care Safety Net Administration or the Medicaid Assistance Administration to provide health services.

Exemptions are provided for employees under 22 years of age employed during a school vacation period, or enrolled as a full-time student who works less than 25 hours per week, provided that other employees are not replaced, and for employees of nonprofit organizations that employ not more than 50 individuals.

Each recipient and subcontractor of a recipient shall provide this notice to each affiliate employee covered by this notice, and shall also post this notice concerning these requirements in a conspicuous site in the place of business.

All recipients and subcontractors shall retain payroll records created and maintained in the regular course of business under District of Columbia law for a period of at least 3 years.

This is a summary of the “Living Wage Act of 2006”. For the complete text go to:

www.does.dc.gov or www.ocp.dc.gov

To file a complaint contact: Department of Employment Services

Office of Wage-Hour

64 New York Avenue, N.E., Room 3105, Washington, D.C. 20002

(202) 671-1880



Scotchlite™

High Intensity Grade Reflective Sheeting

Series 3870 With Pressure Sensitive Adhesive

Product Bulletin 3870

November 1999

Replaces PB 3800 dated February 1996

Health and Safety Information

Read all health hazard, precautionary and first aid statements found in the Material Safety Data Sheet, and/or product label of chemicals prior to handling or use.

3M™ Scotchlite™ High Intensity Grade Reflective Sheeting Series 3870 is also described in the Scotchlite high intensity grade reflective sheeting product bulletin. These products conform to the following specification:

U.S. Department of Transportation, Federal Highway Administration, STANDARD SPECIFICATIONS FOR CONSTRUCTION OF ROADS AND BRIDGES ON FEDERAL HIGHWAY PROJECTS, 1985 FP-92, Type IIIA, Section 718.01.

Description

Series 3870 is primarily intended for reflectorizing traffic control signs, and delineators which are exposed vertically in service. Applied to properly prepared sign backings, High Intensity Grade sheeting provides long term reflectivity and durability.

Series 3870 sheeting is available in the following colors.

Table 1 - Color and Product Code

<u>Color</u>	<u>Product Code</u>
White	3870
Yellow	3871
Red	3872
Blue	3875
Green	3877
Brown	3879

Sheeting colors conform to Federal Specifications FP-92 Sec. 718.01 (c) and ATM D4956 (replaces L-S-300C).

Application

Series 3870 sheeting with pressure sensitive adhesive is recommended for application by one of the following methods:

1. Mechanical Squeeze Roll Applicator with approved heater. See Information Folder 1.4.
2. Hand Squeeze Roll Applicator. See Information Folder 1.6.
3. Hand Application. See Information Folder 1.5. Table II lists recommended application procedures. They vary with liner color and substrate.

Screen Processed signs must be protected with SCW 568 slipsheet paper. Place the glossy side of the slipsheeting against the sign face and pad the face with closed cell packaging foam. Double faced signs must have the glossy side of the slipsheet against each face of the sign.

Unmounted screened faces must be stored flat and interleaved with SCW 568 slipsheet, glossy side against the sign face. Packages of finished sign faces must include sufficient nylon washers for mounting.

Table II
Scotchlite™ Reflective Sheeting High Intensity
Grade

Application and Screening Guide

Process all sheetings according to their liner color and procedure below:

High Intensity Grade Sheeting Color/Code	Recommended Application Temperature			Screen Processing Color Series	
	Application Equipment	Aluminum and FRP	HDOP Plywood	Before Application	After Application
Pressure Sensitive White 3870 Yellow 3871	SRA	RT	110°F CR/ "on" RT nominal 18" and narrower width*	880 Rapid Dry	880 Rapid Dry
Red 3872 Blue 3875 Green 3877 Brown 3879	SRA or HSRA	RT	120°F CR/ "on"	Not Applicable (Cutout	Not Applicable Letters)

FRP - Fiber Reinforced Plastic

HDOP - High Density Overlay Plywood

SRA - Squeeze Roll Applicator

110° - 120°F - Use Temperature Indicator RAA 28.

RT - Room Temperature Application. If substrate is 65°F or above, apply without heater. If lower than 65°F, apply with heater aimed at substrate and adjust speed to obtain minimum of 65°F.

CR - Cal-Rod Type heater on squeeze roll applicator.

Notice: Post screening of 880 Rapid Dry colors is limited to Pressure Sensitive Materials applied as described above or post screen cracking will result.

Process Colors

3M™ Scotchlite™ High Intensity Grade Reflective Sheeting Series 3870 may be screen processed before mounting on a sign substrate using 3M™ Scotchlite™ Process Color Series 880.

Series 3870 sheeting may be screen processed after mounting on a substrate using Scotchlite process color series 880 as indicated in Table II. See Product Bulletin 880 for available Process Colors, Thinners and Clears. For screen processing of traffic signs, screen using PE 157 screen mesh using a fill pass. See Information Folder 1.8 for details.

General Performance Considerations

The performance and durability of Scotchlite reflective sheeting will depend upon a number of factors including (but not limited to) substrate selection and preparation, compliance with recommended application procedures, sign placement, geographic area, exposure conditions, atmospheric conditions (e.g. fog, snow, rain), surface deposits (e.g. dirt, dew, frost), maintenance and age.

Maximum durability of Series 3870 sheeting can be expected in applications subject to vertical exposure on stationary objects when processed and applied according to 3M recommendations to properly prepared aluminum according to Information Folder 1.7 on Sign Base Surface Preparation.

The user must determine the suitability of any nonmetallic sign backing for its intended use. Applications to unprimed, excessively rough or non-weather-resistant surfaces, or exposure to severe or unusual conditions can shorten the durability of such applications.

Signs in mountainous areas that are covered by snow for prolonged periods may also have reduced durability.

Scotchlite process colors, when used according to 3M recommendations, are generally expected to provide performance comparable to colored reflective sheeting, except for certain lighter colors, such as yellow, gold, or heavily toned colors or blends containing yellow or gold, whose durability depend on how much of each color is used. Dilution of color and atmospheric conditions in certain geographical areas may result in reduced durability. 3M™ Scotchcal™ Film 3650-12 Black, Scotchcal™ Film 7720-12, 3M™ Controltac™ Film 180-12 Black, and 3M™ Scotchlite™ ElectroCut™ Film Series 1170 can be expected to perform satisfactorily for the life of the sign when direct applied to Series 3870 sheeting, except where shortened performance is stated in the literature.

Warranty

This warranty is in effect on Scotchlite™ High Intensity Grade Reflective Sheeting Series 2870/3870/9800/3860 when requested in a specification, bid or purchase document.

Minnesota Mining and Manufacturing Company (3M) warrants that Scotchlite™ High Intensity Grade Reflective Sheeting to be sold by 3M to be used as components for traffic control and guidance signs in the United States and Canada will remain effective for its intended use and meet the stated minimum values for coefficient of retroreflection for ten years, subject to the following provisions:

**Minimum Coefficient of Retroreflection
Candelas per Foot Candle per Square Foot
Candelas per Lux per Square Meter
(.2° observation and -4° entrance angle)**

Sheeting Color	Min. Coeff of Retro. (Seven Years)	Min. Coeff. of Retro. (Ten Years)
White	212	200
Yellow	144	136
Green	38	36
Red	38	36
Blue	17	16
Brown	10	9

*All measurements shall be made after sign cleaning according to 3M recommendations and in accordance with ASTM E 810 "Standard Test Method for Coefficient of Retroreflection of Retroreflective Sheeting." For screenprinted transparent colored areas on white sheeting, the coefficients of retroreflection shall not be less than 70% of the values for the corresponding color in the above table.

If a Scotchlite high intensity grade sign surface is processed and applied to sign blank materials in accordance with all 3M application and fabrication procedures provided in 3M's product bulletins, information folders and technical memos (which will be furnished to the agency upon request), including the exclusive use of 3M matched component systems, process colors, clear coatings, electronic cuttable films, protective overlay films, and recommended application equipment; and If the sign deteriorates due to natural causes to the extent that: 1) the sign is ineffective for its intended purpose when viewed from a moving vehicle under normal day and night driving conditions by drivers with normal vision, or 2) the coefficient of retroreflection is less than the minimum herein specified, 3M's sole responsibility and purchaser's and user's exclusive remedy shall be: If the failure occurs within the first 7 years from the date of fabrication, 3M will, at its expense, restore the sign surface to its original effectiveness. If the failure occurs from the 8th through the 10th year from the date of fabrication, 3M will furnish the necessary amount of high intensity grade sheeting to restore the sign surface to its original effectiveness.

Conditions

Such failure must be solely the result of design or manufacturing defects in the Scotchlite high intensity grade reflective sheeting and not of outside causes such as: improper fabrication, handling, maintenance or installation; use of process colors, thinners, coatings, or overlay films and sheetings not made by 3M; use of application equipment not recommended by 3M; failure of sign substrate; exposure to chemicals, abrasion and other mechanical damage from fasteners used to mount the sign; snow burial; collisions, vandalism or malicious mischief.

3M reserves the right to determine the method of replacement.

Replacement sheeting will carry the unexpired warranty of the sheeting it replaces.

Claims made under this warranty will be honored only if the signs have been dated at the time of sheeting application, which constitutes the start of the warranty period.

Claims made under this warranty will be honored only if 3M is notified of a failure within a reasonable time, reasonable information requested by 3M is provided, and 3M is permitted to verify the cause of the failure.

Limitation of Liability

3M's liability under this warranty is limited to replacement as stated herein, and 3M assumes no liability for any incidental or consequential damages, such as lost profits, business or revenues in any way related to the product regardless of the legal theory on which the claim is based. THIS WARRANTY IS MADE IN LIEU OF ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY, OF FITNESS FOR A PURPOSE, AND ANY IMPLIED WARRANTY ARISING OUT OF A COURSE OF DEALING OR OF PERFORMANCE, CUSTOM OR USAGE OF TRADE.

Literature Reference

- PB 880 Series 880 Colors and Clears
- IF 1.1 Instructions for Heat Lamp Vacuum Applicators
- IF 1.2 Application Instructions for Heat Lamp Vacuum Applicators
- IF 1.3 Instructions for Squeeze Roll Applicator
- IF 1.4 Application Instructions for Squeeze Roll Application
- IF 1.5 Hand Application Instructions
- IF 1.6 Instructions for Hand Squeeze Roll Application
- IF 1.7 Sign Base Materials
- IF 1.8 Color Application Instructions
- IF 1.9 Application of 9800 Series System 5
- IF 1.10 Cutting and Matching Instructions Premasking and Prespacing
- IF 1.11 Storage, Maintenance & Removal Instructions

Additional References

- Standard Specification for ASTM D 4956 Retroreflective Sheeting for Traffic Control Type III
- Federal Specification, FP 92, 1992 Section 718.01 Retroreflective Sheeting FP-92 (FHWA)
- Color Measurement ASTM E 1347 and ASTM E 1349
- Gloss Measurement ASTM D 523
- Retroreflection Measurement ASTM E 810
- Impact Resistance ASTM D 2794

FOR INFORMATION OR ASSISTANCE

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1-800-553-1380

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