

0456

(b) The Lessor may discharge his obligation under this clause to workers in any classification for which the wage determination decision contains

(1) ~~DELETED~~ by making payment at not less than such basic hourly rate, except as otherwise provided in the Copeland Regulation.

(2) ~~DELETED~~ and fringe benefits payments, by making payment in cash, by irrevocably making contributions pursuant to a fund, plan, or program, and/or by assuming an enforceable commitment to bear the cost of, bona fide fringe benefits contemplated by 40 U.S.C. 276a, or by any combination thereof. Contributions made, or costs assumed, on other than a weekly basis shall be considered as having been constructively made or assumed during a weekly period to the extent that they apply to such period. Where a fringe benefit is expressed in a wage determination in any manner other than as an hourly rate and the Lessor pays a cash equivalent or provides an alternative fringe benefit, the Lessor shall submit with his payroll showing how he determined that the cost incurred to make the cash payment or to provide the alternative fringe benefit is equal to the cost of the wage determination fringe benefit. In any case where the Lessor provides a fringe benefit other than that contained in the wage determination, he shall similarly show how he arrived at the hourly rate shown therefor. In the event of a dispute among the interested parties as to an equivalent of any fringe benefit, the Contracting Officer shall submit the question, together with his recommendation, to the Secretary of Labor for final determination.

(c) ~~DELETED~~ an enforceable commitment to bear the cost of fringe benefits, or the provision of any fringe benefits not expressly stated in the wage determination decision or in the wage determination decision forming a part of the contract, may be considered as payment of fringe benefits for purposes of the Copeland Regulation of the Secretary of Labor pursuant to a written request by the Lessor. The Secretary of Labor may require the Lessor to set aside assets, in a separate account, to meet his obligations under any unfunded plan or program.

(d) ~~DELETED~~ ensure that any class of laborers or mechanics which is not listed in the wage determination decision and which is not covered by the contract shall be classified or reclassified conformably to the wage determination decision, and shall report the action taken to the Secretary of Labor. If the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers or mechanics to be used, the Contracting Officer shall submit the question, together with his recommendation, to the Secretary of Labor for final determination.

(e) Apprentices shall be permitted to work as such only when they are registered, individually, under a bona fide apprenticeship program registered with the State Apprenticeship Agency which is recognized by the Bureau of Apprenticeship and Training, United States Department of Labor. If no such agency exists in a State, under a program registered with the aforesaid Bureau of Apprenticeship and Training. The ratio of apprentices to journeymen in any craft classification shall be not greater than the ratio permitted to the Lessor as to his own construction projects registered with the Bureau of Apprenticeship and Training. Any employee listed on a payroll (at an apprentice wage rate) who is not registered as above, shall be paid the wage rate determined by the Secretary of Labor for the classification of work he actually performed. The Lessor shall furnish written evidence of the registration of his program and apprentices as well as of the ratios allowed and the wage rates required to be paid thereunder for the area of construction, prior to using any apprentices in the work.

(f) ~~DELETED~~ bills and basic records relating thereto during the course of the work and shall preserve them for a period of three years. The Lessor shall maintain records for laborers and mechanics employed in the work covered by this clause. Such records shall contain the name and address of each worker, his classification, rate of pay (including rates of contributions for, or costs assumed to provide, fringe benefits), daily hours worked, deductions made and actual wages paid. Whenever the Lessor has obtained approval from the Secretary of Labor as provided in paragraph (c) of this clause, he shall maintain records which show the commitment, its approval, written communication of the plan or program to the laborers or mechanics affected, and the costs anticipated or incurred under the plan or program.

(g) ~~DELETED~~ copy of all payrolls to the Contracting Officer. The Lessor shall be responsible for the submission of copies of payrolls to the Contracting Officer. Each copy shall be accompanied by a statement signed by the Lessor indicating that the payrolls are correct and complete, that the rates of pay contained therein are not less than those determined by the Secretary of Labor, and that the classifications set forth therein conform with the work he performed. Submission of the "Weekly Statement of Compliance" required under this Agreement shall satisfy the requirement for submission of the above statement. The Lessor shall submit also a copy of any approval by the Secretary of Labor with respect to fringe benefits which is required by paragraph (c) of this clause.

(h) ~~DELETED~~ records required under this clause available for inspection by authorized representatives of the Contracting Officer and the Secretary of Labor, and shall permit such representatives to interview employees during working hours on the job.

(i) ~~DELETED~~ the Copeland Regulations of the Secretary of Labor (29 CFR Part 3) which are incorporated herein by reference.

(j) The Contracting Officer may withhold or cause to be withheld from the Lessor so much of the accrued payments or advances as may be considered due to the Lessor for laborers and mechanics employed by the Lessor or any subcontractor on the work the full amount of wages required by the contract.

(k) ~~DELETED~~ shall be suspended from working on the site of the work, all or part of the wages required by the contract, the Contracting Officer may, at his discretion, suspend the Lessor, take such action as may be necessary to cause suspension of any further payments or advances.

4528 RV-2