

**SERVICE CONTRACT ACT (SCA) MINIMUM WAGES  
AND FRINGE BENEFITS (5-89)**

An SCA wage determination applicable to this work has been requested from the U.S. Department of Labor. If an SCA wage determination is not incorporated herein, offerors shall consider the economic terms of the collective bargaining agreement (CBA) between the incumbent subcontractor, \_\_\_\_\_ and the

\_\_\_\_\_ (union). If the economic terms of the collective bargaining agreement or the collective bargaining agreement itself is not attached to the solicitation, copies can be obtained from the Company. Pursuant to Department of Labor Regulation, 29 CFR 4.1b and paragraph (g) of the clause entitled Service Contract Act of 1965, as amended, the economic terms of that agreement will apply to the subcontract resulting from this solicitation, notwithstanding the absence of a wage determination reflecting such terms, unless it is determined that the agreement was not the result of arm's length negotiations or that after a hearing pursuant to Section 4(c) of the Act, the economic terms of the agreement are substantially at variance with the wages prevailing in the area.