

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003AB OPTION	Administration Area Services FFP	1	Lump Sum		
This unit price should be quoted as one lump sum for the two week period.					

NET AMT

Funded Amount

FOB: Destination

PERFORMANCE WORK STATEMENT

**PARK CUSTODIAN
DAMSITE PARK/ADMINISTRATION AREAS
POMME DE TERRE LAKE PROJECT**

Notice to Vendors

1. Vendors must quote on all items and entire quantities contained in the basic contract period and all renewal options to be considered. Quotes received not complying with this requirement will be considered nonresponsive and will be rejected. All vendors must be registered through the Central Contractor Registration System (CCR) prior to contract award and during performance.
2. Vendors attention is directed to EFAR 52.214-5000, wherein are procedures for correction of Apparent Clerical Mistakes. The Government will proceed on the assumption that the quoter intends his quote to be evaluated on the basis of the unit prices.
3. This is a flood control project. Occasional retention of floodwaters may inundate portions of the public use areas, other areas, or access roads thereto, being serviced by this contract/purchase order. In the event that inundation materially affects the scope of work, the Contractor will be requested to submit a pricing proposal covering the unserviceable or affected portion of his work in order that an equitable adjustment to contract/purchase order price can be negotiated and an adjustment made in accordance with the appropriate contract clause entitled "Changes." Payment for services not performed as a result of conditions stated above will be initially withheld until execution of an equitable adjustment can be made by contract modification.
4. The Government will award a contract resulting from this solicitation to the responsible quoter whose quote, conforming to the solicitation, will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers: (1) Past Performance/Experience; (2) Price; (3) Equipment.
5. For the purpose of pre-award evaluation, persons submitting quotes must provide a telephone number at which they can be contacted for a period of not less than one (1) week following the

closing date of this solicitation. It shall be the responsibility of the quoter to notify the project office of any changes. Quotes from persons who cannot be contacted by telephone over a two-day period during normal office hours (8 a.m. thru 4 p.m., C.S.T.) within the one week period following quote closing will be considered nonresponsive and removed from further consideration, and the next quote will be considered.

6. Quoters should be aware that first cleanings (after facilities have been closed for a period of time) may require more time and effort than services performed at other times.

7. Quoters are urged, but not required, to inspect the site where services are to be performed and to satisfy themselves regarding all general and local conditions that may affect the cost of contract performance. In no event shall failure to inspect the site constitute grounds for a claim after contract award.

8. The Contractor should be aware of a high iron content in the water system at Damsite Park. As a result of this condition, rust may readily accumulate on facilities if not constantly maintained. The Contractor should note that additional high strength cleansers may be required to satisfactorily maintain the facilities.

9. Special Events: The Pomme de Terre Rendezvous is held annually in the Outlet Park the first weekend (Saturday and Sunday) in May. Many participants in the Rendezvous stay overnight in the Outlet Park, which does not have shower or laundry facilities. The Rendezvous participants are allowed to use the shower/latrines/laundry facilities in Damsite Park. The Contractor should be aware of increased use of facilities during this time period and may require extra effort to maintain in a satisfactory manner. Some incidental use of these facilities can be expected throughout the season.

11. VISA IMPAC cards can be used to pay individual invoices (up to \$25K) and is the preferred method of payment.

PERFORMANCE WORK STATEMENT (PWS) DAMISTE PARK/ADMINISTRATION AREA

1. General Information

1.1 Background Park Custodian procurements utilized by the Pomme de Terre Lake Project, Kansas City District, Corps of Engineers, encompass cleaning of facilities, restocking of consumables, and miscellaneous duties.

1.2 Scope of Work

The Contractor shall serve as a live-in Park Custodian and must be over 21 years of age. The Contractor shall furnish labor, equipment, and supplies to provide custodial services in the Damsite Park and Administration Area at Pomme de Terre Lake Project, near Hermitage,

Missouri as described in the attached performance work statement (PWS) and elsewhere in the contract.

1.3 Dates of Performance Actual duties will be performed during the recreation season beginning 16 April and continuing through 16 October. This contract shall be effective on the date of award and shall remain in full force and effect through 30 September. Effective dates for full-year renewal options (if exercised) shall be from 1 October through 16 October and 16 April through 30 September of the following year. Effective dates for partial year renewal (if exercised) shall be from 1 October through 16 October.

1.4 Hours of Operation At least one person shall be performing duties in the park area six days per week during the hours of scheduled services in paragraph 5.2. Wednesday shall be the Contractor's day off, except when Wednesday is the first or last day of the service period. On-site overnight occupancy shall be required on Friday, Saturday, and holiday evenings to handle any occurrences that may occur during heavily used times. Contractor will service any area upon request when a non-routine occurrence is created to minimize customer complaints.

1.5 Post-Award Conference

After award, but prior to commencement of work, the Contractor shall contact the Contracting Officer's Representative, to arrange a mutually agreeable time to meet to review the requirements and details of the work.

1.6 Quality Control

1.6.1 The Contractor will develop a Quality Control Plan designed to demonstrate how the Contractor will meet the needs of the project and will be submitted for approval prior to work on this contract. The contractor must provide and maintain an inspection system acceptable to the government covering the services under this contract. Complete records of all inspection work performed by the contractor must be maintained and made available to the government during contract performance.

1.6.2 The Contractor shall designate, in writing if other than the contractor, a responsible on-site representative of each work crew who shall serve as the contact for matters involving quality and performance or nonperformance of the required work assigned to that crew. The government reserves the right to discuss park custodian matters regarding quality, performance or nonperformance with any employee on-site and currently employed by the contractor.

1.6.3 The Contractor shall submit in writing, for approval of the Contracting Officer, a detailed work schedule, including order of facilities serviced, with an approximate time of performance for cleanups. The purpose of the schedule is to insure that quality assurance inspection by Government personnel is compatible with the Contractor's work schedule. The work schedule shall be submitted within 15 days after starting date of the service requirement. Any proposed deviation from the approved schedule shall be submitted in writing to the Contracting Officer for approval prior to change.

1.7 Quality Assurance

1.7.1 A Quality Assurance Surveillance Plan (QASP) will be used during the life of the contract to ensure that the Contractor is performing the services required by this PWS in an acceptable manner. The Government develops the QASP and administers the Plan through Quality Assurance Evaluators (QAE)s.

1.7.2 The government has the right to inspect and test all services called for by the contract, to the extent practicable at all times and places during the term of the contract. The government shall perform inspections and tests in a manner that shall not unduly delay the work.

1.7.3 If any of the services do not conform to contract requirements, the government may require the contractor to perform the services again in conformity with contract requirements, at no increase in contract amount. When the defects in services cannot be corrected by re-performance, the government may (1) require the contractor to take necessary action to ensure that future performance conforms to contract requirements and (2) reduce the contract price to reflect the reduced value of the services performed.

1.7.4 If the contractor fails to promptly perform the services again or to take the necessary action to ensure future performance in conformity with contract requirements, the government may (1) by contract, or otherwise, perform the services and charge to the contractor any cost incurred by the government that is directly related to the performance of such service or (2) terminate the contract in whole or in part.

1.8 Coordination with the Project Office

1.8.1 The Contractor shall move onto the site location a minimum of two but not more than five days prior to the start of the service period. All costs for moving onto and from the location shall be borne by the Contractor. The Contractor shall remove his trailer and all personal property from Government furnished campsite not later than seven days after the end of the service period. Water service may be terminated anytime after the end of the service period.

1.8.2 The Contractor's representative at the job shall enter the time work began and completed on a Contractor's Daily Worksheet. Completed and signed worksheets shall be delivered each day work is performed, as directed by the Contracting Officer's Representative. Contractor Daily Worksheet forms shall be furnished by the Government.

1.8.3 Day to day contact with Government personnel, and telephone communication shall normally provide adequate information exchange. The Government reserves the right to schedule meetings at the Project Office as necessary to insure strict compliance with the terms of this contract. Such meetings shall be scheduled, to the extent possible, at mutually convenient times. However, upon notice, the Contractor shall attend meetings regarding matters affecting this contract.

1.8.4 To assist the visiting public in reclaiming lost articles, all property left by visitors and found during cleanup operations shall be turned in to the park attendant booth, or a member of the Pomme de Terre Ranger Staff. Found property shall be documented on the daily worksheet.

1.8.5 Any evidence of vandalism, instances of facilities not operating properly, or are in need of repair, and any safety hazard shall be promptly reported to project personnel.

1.9 Contractor Personnel

1.9.1 All Contractor personnel shall be fully clothed, at all times, while performing these services. Clothing shall be clean and neat in appearance.

1.9.2 Contractor personnel shall utilize tact, diplomacy and courtesy at all times during contact with the public.

1.10 Safety Requirements

The Contractor will be expected to take a vital interest in safety hazards, and educate their employees to work and plan their work safely, and comply with all pertinent provisions of the Federal, State, and local regulations. Proper driving techniques and defensive driving will be practiced to prevent vehicle accidents and property damage.

1.10.1 The contractor shall display a sign reading "CLOSED FOR CLEANING" at the entrance of all facilities during cleaning operations.

1.11 Insurance The Contractor shall provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required below. The Contractor shall furnish proof of required insurance in the form of a copy of the insurance policy, a binder issued by the insurer, or a vehicle insurance card. Proof of proper insurance shall be delivered to the Contracting Officer either at the post award conference or prior to starting work. Information regarding State requirements may be obtained by contacting Division of Insurance, 573-751-4126 or www.insurance.state.mo.us

<u>Type of Insurance</u>	<u>Amount</u>
Workers Compensation	In accordance with applicable State Statute
Employers Liability	In accordance with applicable State Statute
Commercial General Liability	In accordance with applicable State Statute
Commercial Automobile Liability	In accordance with applicable State Statute

1.12 Payment will be made monthly by the Disbursing Officer, U.S. Army Engineer District, Millington, Tennessee, in accordance with the Prompt Payment Act (Public Law 100-496). As stated in this law, the Government has 30 days after the date of invoice receipt in the correct office, or after constructive acceptance whichever of the two dates is last, to issue payment. Constructive acceptance is deemed to occur on the 7th calendar day after delivery. Under the terms of this contract, invoices are to be submitted monthly to the U.S. Army Corps of Engineers, Pomme de Terre Project, Route 2 Box 2160, Hermitage, Missouri, 65668-9509.

1.13 Other Contractors The Government may undertake or award other contracts for additional work, and the Contractor shall fully cooperate with such other contractors and Government employees. All work must be carefully planned and fitted not to interfere with such other work. The Contractor shall not commit or permit any act that will interfere with the performance of work by other contractors or by Government employees.

2. Definitions and Acronyms The following definitions and descriptions apply wherever the word, phrase, or acronym is used in this performance work statement.

Clean: As used generally, means free of all foreign matter, film, spots, streaks, dirt or impurities. As used for acceptance of work means gleaming, free from dirt, contamination, or impurities, unsoiled, unstained, neat and tidy.

Contracting officer's representative: means an individual designated and authorized in writing by the contracting officer to perform specific technical or administrative functions.

Debris: Any articles, or parts thereof, such as paper, gum, litter, strings, cigarette butts, leaves, and sand.

Dirt: Particles of sand, soil, grit, or pebbles; mud, dust, tar, liquid stains, vomit, feces and/or ashes.

Foreign Matter: Any articles, or parts thereof, not belonging to the place found.

Fully-Clothed: Deemed to mean that a sleeved shirt (or T-shirt), trousers, and shoes shall be worn at all times: except that this requirement shall not be construed to replace or eliminate the necessity for the wearing of appropriate protective clothing or devices as may be required for the application of various chemicals.

Performance-Based Contract: (FAR 2.101) Structuring all aspects of an acquisition around the purpose of the work to be performed with the contract requirements set forth in clear, specific, and objective terms with measurable outcomes as opposed to either the manner by which the work is to be performed or broad and imprecise.

Quality Control (QC): A method used by the Contractor to control the quality of goods and services provided.

Quality Assurance (QA): A method used by the Government to provide some measure of control over the quality of purchased goods and services received.

3. Government-Furnished Equipment, Materials and Supplies Government-Furnished materials and supplies are provided to the Contractor only for use in performing work specified in this

contract. Damages or loss while in the Contractor's possession shall be reported to the Contracting Officer or his authorized representative within 24 hours.

3.1 The Government shall provide a campsite for the Contractor's trailer, and utility consisting of water, electricity, sewer and telephone hookup. In addition, the campsite shall include a storage building, picnic table, and refuse container. Refuse collection service is provided at the park dumpster. Keys to facilities will be loaned during performance of contract.

3.2 The following consumable items shall be furnished to the Contractor by the Government from stock. The Government shall retain control of expendables, to be dispensed on an as-needed basis for use in performance of the contract.

1. Toilet tissue
2. Plastic trash bags
3. Paper towels (for dispenser use only)
4. Water for cleaning
5. Wood chips for compost toilet
6. Contractor Daily Worksheets
7. Cap and name tags

4. Contractor Furnished Equipment and Supplies The Contractor shall furnish all equipment and supplies not identified in paragraph 3 of this PWS as Government-Furnished supplies and equipment and as specifically identified in this section. All contractor-furnished equipment and supplies must be approved by the Contracting Officer prior to initial use.

4.1 A mobile travel trailer, motor home or approved equal, containing sanitary facilities and all equipment necessary for habitation. Tents or "Pop-Up" type tent campers shall not be permitted. If self-propelled units are utilized, they shall remain on jacks (blocked up for the duration of contract), and shall not be used as transportation. The unit shall present a neat appearance when parked at a location designated by the Contracting Officer. The Contractor shall maintain the area where the trailer is parked in a clean manner at all times. No animal pens will be allowed. The Contractor's pets shall be confined on a leash of six feet or less in length. Flower or vegetable gardens will be allowed in the immediate area, as approved by the Contracting Officer.

4.2 Transportation vehicle(s), other than specified in 4.1 above, for use in performing the requirements of this contract.

4.3 A pressure water pump and tank for water supply that is approved by the Contracting Officer. The pump shall be capable of delivering an adequate stream of water at 1200 psi minimum to flush/rinse facilities being serviced. NOTE: The use of a pressure water pump is not mandatory if the Contractor is able to obtain satisfactory results by hand. The government reserves the right to require the use of a pressure water pump, at any time, if it becomes apparent that satisfactory results are not being maintained.

4.4 The Contractor shall furnish all necessary equipment and supplies such as brooms, brushes, squeegees, cleansers, sign reading "CLOSED FOR CLEANING," and all other equipment necessary to accomplish the required work.

4.5 Telephone and installation at trailer site or cell phone.

5. Specific Tasks

5.1 General Information

Cleanup of facilities is directly related to public health and sanitation; therefore, it is essential that all facilities be serviced as specified. In the event that an area or facilities within an area are missed, or are not properly cleaned, the Contractor shall re-clean the area or affected facilities immediately upon receipt of such notice from the Contracting Officer or his Authorized Representative.

Equipment breakdown shall not relieve the Contractor of the responsibility of performing the work as specified. The Contractor shall assure that he has, or can obtain on short notice, sufficient backup equipment to continue the services as specified without interruption in the event of mechanical failure of his primary equipment.

5.2 Scheduled Services

5.2.1 All scheduled services, daily or bi-weekly, shall begin on April 16 regardless of the day of the week and shall be performed on October 16 regardless of the day of the week. All facilities will require a minimum of once daily cleaning. Facilities requiring cleaning two times per day shall be completed by approximately 8:00 a.m. and at 5:00 p.m. Facilities requiring cleaning three times per day shall be completed by approximately 6:00 a.m., at 12:00 noon, and at 6:00 p.m.

5.2.2 The following facilities shall be cleaned twice daily on Saturday and Sunday for the period of 16 April through 15 May and 16 – 30 September, and 1 – 16 October (if exercised):

Shower/Latrine/Laundry Buildings (2).

For the period of 16 May through 15 September the Shower/Latrine/Laundry Buildings (2) shall be cleaned twice daily on Monday, Tuesday, Thursday, and Friday; and shall be cleaned three times daily on Saturday, Sunday, and holidays.

All facilities in the Administration/Overlook Areas will be serviced on a daily basis for the service period of 16 April through 15 May, 16-30 September, and 1-16 October (if exercised). For the service period of 16 May through 15 September these facilities shall be serviced once daily on Friday and Saturday. Servicing of these facilities shall be completed by 10:00 a.m.

Final cleanings of the Shower/Latrine/Laundry Buildings shall be completed after 6:00 p.m. on October 16. Contractor shall lock these facilities after final cleaning and unused supplies and keys will be returned to the Contracting Officer on October 17.

5.2.3 All work shall be accomplished within the timeframes specified above. Services rendered outside the time periods specified shall not be compensated unless specifically approved in writing by the Contracting Officer or his authorized representative.

5.3 Schedule of Duties

5.3.1 Daily Perform cleanup each day services are required to include all facilities.

All facilities shall be checked daily and cleaned (See Section 2. Definitions) as necessary.

5.3.2 Bi-Weekly

Provide services bi-weekly on Monday and Friday to clean the following areas: Shower/Latrines; Composting, Vault Type Toilets; Group Shelters; Litter Pickup; Water Fountains; Grills and Firerings, and Refuse Containers. Bi-Weekly cleanings are in addition to daily cleanings and are construed to be more detailed cleanings of all aspects of the facilities as opposed to the daily cleaning service. The bi-weekly cleaning will be the first scheduled service on days designated with more than one servicing.

5.4 Service Facilities / Areas

Quantities Facilities	Administration/ Damsite Overlook		Total
	Park	Areas	
Group Shelters (tables)	0	3 (22)	3 (22)
Overlook Shelters	0	2	2
Dump Station	1	0	1
Vault Toilets	3	0	3
Flush Toilet	0	1	1
Shower/Latrines (w/laundry)	2	0	2
Compost Toilet	0	1	1
Water Fountains	4	2	6
Water Hydrants	10	3	13
Amphitheater	1	0	1
Bulletin Boards	2	0	2
Refuse Containers (cans)**	7	5	12
Grills and Firerings**	130	2	132
Litter Pickup	60 acres*	1 acres	61 acres*
Accessible Fishing Docks	0	2	2
Sidewalks	415 sq.yds.*	30 sq.yds.*	445 sq.yds.*

***NOTE:** Quantities are estimated. The Contractor shall be responsible for determining quantities and conditions affecting the performance of this contract.

**Total number of grills, firerings, and refuse containers shall be subject to a variation of +/- 10% at no change in contract price.

5.5 Shower/latrines, vault, flush-type and compost toilets:

5.5.1 Ceilings - Clean ceilings on inside and overhang on outside of buildings to remove spider webs, dust, bird and insect nests, dirt, and insect spots. If soap or disinfectant is used, rinse with clean water.

5.5.2 Walls, shower stalls, benches, partitions, stools (flush-type), wash basins, doors and refuse containers – Clean and disinfect to ensure free of all dirt, oil, lotions, soap residue, calcium deposits or other foreign matter. All surfaces including soap trays, faucets, stool lids, handicap bars, etc. shall present a dried polished appearance free of cleaning solution, disinfectant, water spots, etc. Exterior walls shall have spider webs, dust, bird and insect nests, debris and foreign matter removed.

5.5.3 Floors and floor drain plates – Shall be disinfected and free of all foreign matter, trash, and excess water.

5.5.4 Mirrors – Shall be free of dirt, dust, smudges and streaks.

5.5.5 Stools – Non-waterborne (vault-type) - Risers inside and outside, seats and lids shall be cleaned and disinfected to provide a surface free of foreign matter. Seats shall present a dry appearance free of disinfectant and water spots.

5.5.6 Stools – Non-waterborne (compost-type) - Risers outside, seats and lids shall be cleaned and disinfected to provide a surface free of foreign matter. Seats shall present a dry appearance free of disinfectant and water spots. Risers inside shall be cleaned with water only or a bio-compatible cleaner. Extreme care shall be taken not to let any cleanser or disinfectant into the compost toilet units. Non-bio-compatible elements allowed in the composter will destroy the composting process.

5.5.7 Washers and dryers – Both the inside and outside shall be maintained in a clean condition free of dirt or detergent residue. Lint screens of dryers shall be cleaned during each bi-weekly cleaning.

5.5.8 Light Fixtures - Remove all dirt, dust, bugs, cobwebs, smudges, and streaks from fixtures, bulbs and covers. Reinstall covers.

5.5.9 Toilet Paper and Paper Towel Dispensers - All paper dispensers on structures serviced under this contract shall be kept fully supplied.

5.5.9.1 All paper shall be protected to prevent wetting during cleaning operations. Care shall be taken to avoid wetting of hand dryers, and electrical fixtures during cleaning.

5.6 Group Shelters Note: Pressure water pump and/or garden hose will be needed to obtain satisfactory results at picnic shelters.

5.6.1 Ceiling, beams, trusses, and overhang shall be clean and free of all dirt, spider webs, dust, bird and insect nests, and foreign matter and provide a clean condition.

5.6.2 Table tops, seats, and floor slabs shall be cleaned and disinfected to ensure a condition free of all dirt, food particles, foreign matter, and excess water.

5.7 Refuse and litter handling (facilities):

5.7.1 All trash, litter, debris or residue (including but not limited to cigarette butts, bottle caps, snap tabs and paper) within or immediately adjacent to the facility being serviced shall be removed. At no time shall trash or debris be swept or washed out of a facility and left.

5.7.2 Refuse containers located within the facility being serviced shall have all trash, litter, debris or residue removed. The containers shall present a clean and odor free condition. Plastic liners shall be replaced.

5.7.3 Exterior refuse containers (excluding dumpsters) placed at various locations throughout the park area shall be cleaned and emptied and the refuse placed in centrally located dumpsters. A new plastic liner shall be installed in containers (as needed) and the lids reinstalled on the containers. Exterior refuse containers and holders shall present a clean odor free condition. When odor becomes prevalent in trash containers or they become full prior to regular scheduled servicing the Contractor shall empty and wash containers and holders as needed to provide sanitary conditions for the public.

5.8 Refuse and litter handling (park areas, roadways, playgrounds, fishing docks, and parking areas):

5.8.1 All mowed park areas, on and adjacent to roadways, and parking areas, and on and adjacent roadways and parking areas, and on and adjacent to fishing dock areas shall be free of litter and debris. Litter and debris shall be placed in the nearest refuse container

5.8.2 The contractor shall ensure that campsites are free of all trash and debris left on or near the site.

5.9 Sidewalks:

5.9.1 All sidewalks shall be free of debris, stains, and residue (any) excess water shall be removed

5.9.2 Cracks between sidewalk sections, and along buildings and/or graveled or paved areas within 10 feet of facility being serviced shall be kept free of grass and weeds. Grass and weeds removed shall be disposed of in brush or wooded areas outside the normal park mowing areas. Grass or weeds shall not be placed in a refuse container or dumpster.

5.10 Water fountains - Shall be cleaned and disinfected to remove all residue and stains.

5.11 Water hydrants - shall be cleaned to remove all cobwebs and debris from the fixtures and from the immediate vicinity.

5.12 Dump station - shall be cleaned and disinfected.

5.13 Fishing docks - shall be cleaned and disinfected as necessary and shall be free of debris, stains, and residue, any excess water shall be removed.

5.14 Charcoal grills, fire rings, and picnic tables:

5.14.1 Grills, fire rings, and cooking surfaces shall be cleaned of debris, ashes, food particles, and other foreign matter. Remove all debris, litter, ashes and coals on the ground in the immediate vicinity of grills and fire rings. Grills, and firerings containing live ashes or warm coals shall be left undisturbed and shall be cleaned at the next regularly scheduled cleaning.

5.14.2 Picnic tables on unoccupied campsites and unoccupied tables in visitor areas shall be checked each day services are performed to ensure that clean conditions exist. Tables shall be cleaned by removing all foreign matter to include cleaning solution residue.

5.15 Park benches, playground equipment, amphitheater, phone shelter and bulletin boards: shall be kept clean and free from cobwebs, bird droppings, insect nests foreign matter, and debris. The outside glass of visitor bulletin boards glass shall be free of dust, smudges and streaks.

5.16 Miscellaneous Duties:

5.16.1 To insure proper operation of the composting toilets the contractor shall add wood chips (government furnished) to the compost as directed by the Contracting Officer but not exceeding once daily.

5.16.2 Dispense plastic trash bags (government furnished) to campers in serviced areas on Park Attendant's days off.

6. Applicable Publications and Forms Attached

6.1 Performance Requirements Summary

6.2 MAP: Information on Pomme de Terre Lake be found on the Internet at http://www.nwk.usace.army.mil/pommedeterre/pomme_home.htm

6.3 Jobsite Diagrams

6.4 Contractor Daily Worksheet

6.5 Department of Labor Wage Rates

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