

AUG 0 1 2014



UNITED STATES DEPARTMENT OF COMMERCE  
Chief Financial Officer and  
Assistant Secretary for Administration  
Washington, D.C. 20230

PROCUREMENT MEMORANDUM 2014-05

ACTION

MEMORANDUM FOR: BUREAU PROCUREMENT OFFICIALS  
HEADS OF CONTRACTING OFFICES

FROM: *Barry Berkowitz*  
Barry E. Berkowitz  
Senior Procurement Executive  
and Director for Acquisition Management

SUBJECT: **Class Deviation from the Federal Acquisition Regulation (FAR) to  
Implement Executive Order 13658, Establishing a Minimum Wage for  
Contractors**

**Purpose**

The purpose of this Procurement Memorandum is to implement Executive Order 13658, dated February 12, 2014, and OMB Policy Memorandum M-14-09, "Implementation of the President's Executive Order Establishing a Minimum Wage for Contractors," dated June 12, 2014. The OMB Memorandum requires the Federal Acquisition Regulatory Council (FAR Council) to provide standard wording for a clause to be used pending issuance of Department of Labor and FAR regulations.

**Background**

Executive Order (E.O.) 13658, Establishing a Minimum Wage for Contractors, signed February 12, 2014 seeks to increase efficiency and cost savings in the work performed by parties who contract with the Federal Government by increasing to \$10.10 the hourly minimum wage paid by those contractors. Pursuant to the E.O., OMB Policy Memorandum M-14-09 requested the FAR Council to provide standard wording for a clause to be used pending issuance of Department of Labor and FAR regulations to ensure that individuals working pursuant to those contracts are paid an hourly wage of at least \$10.10 per hour beginning January 1, 2015. The resultant action taken by the FAR Council is approval to issue the attached clause, **52.222-99, Establishing a Minimum Wage for Contractors. (DEVIATION)**.

**Required Actions**

Effective immediately, contracting officers shall use the attached clause to require payment, beginning January 1, 2015, of an hourly wage of at least \$10.10 to contractor employees. Accordingly, for solicitations and resultant contracts that include the FAR Clause 52.222-6 and/or 52.222-41, and work will be performed in whole or in part in the United States (the 50 States and the District of Columbia), contracting officers shall insert the clause at Attachment 1 in-

- Solicitations issued on or after the date this deviation is signed; and
- To the maximum extent practicable, solicitations issued on or after the date of the Executive Order and before the date of this deviation, if the solicitation is otherwise being amended.

**52.222-99, Establishing a Minimum Wage for Contractors (DEVIATION)**

The contracting officer shall insert the following clause in solicitations and resultant contracts that include the FAR clause 52.222-6 and/or 52.222-41, and work is to be performed in whole or in part in the United States (the 50 States and the District of Columbia).

**ESTABLISHING A MINIMUM WAGE FOR CONTRACTORS  
(DEVIATION)(JUNE 2014)**

This clause implements Executive Order 13658, Establishing a Minimum Wage for Contractors, dated February 12, 2014, and OMB Policy Memorandum M-14-09, Implementation of the President's Executive Order Establishing a Minimum Wage for Contractors, dated June 12, 2014.

- (a) Each service employee, laborer, or mechanic employed in the United States (the 50 States and the District of Columbia) in the performance of this contract by the prime Contractor or any subcontractor, regardless of any contractual relationship which may be alleged to exist between the Contractor and service employee, laborer, or mechanic, shall be paid not less than the applicable minimum wage under Executive Order 13658. The minimum wage required to be paid to each service employee, laborer, or mechanic performing work on this contract between January 1, 2015, and December 31, 2015, shall be \$10.10 per hour.
  - (b) The Contractor shall adjust the minimum wage paid under this contract each time the Secretary of Labor's annual determination of the applicable minimum wage under section 2(a)(ii) of Executive Order 13658 results in a higher minimum wage. Adjustments to the Executive Order minimum wage under section 2(a)(ii) of Executive Order 13658 will be effective for all service employees, laborers, or mechanics subject to the Executive Order beginning January 1 of the following year. The Secretary of Labor will publish annual determinations in the Federal Register no later than 90 days before such wage is to take effect. The Secretary will also publish the applicable minimum wage on [www.wdol.gov](http://www.wdol.gov) (or any successor website). The applicable published minimum wage is incorporated by reference into this contract.
  - (c) The Contracting Officer will adjust the contract price or contract unit price under this clause only for the increase in labor costs resulting from the annual inflation increases in the Executive order 13658 minimum wage beginning on January 1, 2016. The Contracting Officer shall consider documentation as to the specific costs and workers impacted in determining the amount of adjustment.
  - (d) The Contracting Officer will not adjust the contract price under this clause for any costs other than those identified in paragraph (c) of this clause, and will not provide price adjustments under this clause that result in duplicate price adjustments with the respective clause of this contract implementing the Service Contract Labor Standards statute (formerly known as the Service Contract Act) or the Wage Rate Requirements (Construction) statute (formerly known as the Davis Bacon Act).
  - (e) The Contractor shall include the substance of this clause, including this paragraph (e) in all subcontracts.
- (End of Clause)*