



PREP ASSIGNMENT
SEASON 2023, EPISODE FOURTEEN
FAR PARTS 22 & 23:
LABOR AND OTHER WORKPLACE-
RELATED LAWS

Preparation Assignment (20 points each)

Fill In the Blank Questions:

1. Contractors shall perform all contracts, so far as practicable, without using overtime, particularly as a regular employment practice, except when lower overall costs to the Government will result or when it is necessary to meet urgent program needs. [Hint: Check out **FAR 22.103**]
2. Contractors and subcontractors, when entering into contracts and subcontracts subject to the Rehabilitation Act of 1973, are required to-
 - (a) Take affirmative action to employ, and advance in employment, qualified individuals with disabilities, and to otherwise treat qualified individuals without discrimination based on their physical or mental disability;
 - (b) Undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities; and
 - (c) Compare the utilization of individuals with disabilities in their workforces to the utilization goal, as prescribed in the regulations of the Secretary of Labor, on an annual basis. [Hint: Check out **FAR 22.14**]
3. The contracting officer must incorporate only the appropriate wage determinations in solicitations and contracts and must designate the work to which each determination or part thereof applies. [Hint: Check out **FAR 22.404**]
4. [FAR 23.1] does not apply to the following *acquisitions*:
 - (a) Contracts Performed Outside or
 - (b) Weapon Systems. [Hint: Check out **FAR 23.1**]
5. Cost; availability of competition; performance; services; delivery; use; composed; recovered material; biobased content; recovered materials; biobased content; EPA- or USDA- [Hint: Check out **FAR 23.4**]

“Look ‘Em Ups” (Enter the FAR cite and Answer)

1. Identify the two (2) types of wage determinations used in construction contracts subject to FAR Part 22. Additionally, explain how they are different.

FAR 22.404-1

- (a) General wage determinations.

(1) A general wage determination contains prevailing wage rates for the types of construction designated in the determination, and is used in contracts performed within a specified geographical area. General wage determinations contain no expiration date and remain valid until modified, superseded, or canceled by the Department of Labor. Once incorporated in a contract, a general wage determination normally remains effective for the life of the contract, unless the contracting officer exercises an option to extend the term of the contract (see [22.404-12](#)). These determinations shall be used whenever possible. They are issued at the discretion of the Department of Labor either upon receipt of an agency request or on the Department of Labor's own initiative.

(2) General wage determinations are published on the *Wage Determinations at SAM.gov website*. General wage determinations are effective on the publication date of the wage determination or upon receipt of the wage determination by the contracting agency, whichever occurs first. "Publication" within the meaning of this section shall occur on the first date the wage determination is published on the *Wage Determinations at SAM.gov*. Archived Construction Wage Rate Requirements statute general wage determinations that are no longer current may be accessed in the "Archived DB WD" database on *Wage Determinations at SAM.gov website* for information purposes only. Contracting officers may not use an archived wage determination in a contract action without obtaining prior approval of the Department of Labor. To obtain prior approval, contact the Department of Labor, Wage and Hour Division, using <https://www.sam.gov>

, or contact the procurement agency labor advisor listed on <https://www.sam.gov>

(b) *Project wage determinations*. A project wage determination is issued at the specific request of a contracting agency. It is used only when no general wage determination applies, and is effective for 180 calendar days from the date of the determination. However, if a determination expires before contract award, it may be possible to obtain an extension to the 180-day life of the determination (see [22.404-5\(b\)\(2\)](#)). Once incorporated in a contract, a project wage determination normally remains effective for the life of the contract, unless the contracting officer exercises an option to extend the term of the contract (see [22.404-12](#)).

2. What subpart of the FAR implements the requirements of Executive Order 13513? What is the name of the subpart and the policy required by the subpart?

FAR 23.11 - Encouraging Contractor Policies to Ban Text Messaging While Driving

Agencies shall encourage contractors and subcontractors to adopt and enforce policies that ban text messaging while driving-

(a) Company-owned or rented vehicles or Government-owned vehicles; or

(b) Privately-owned vehicles when on official Government business or when performing any work for or on behalf of the Government.

FAR Question: Identify the seven (7) categories of contracts that are exempt from the equal employment opportunity obligations even though they may contain the Equal Opportunity clause?

FAR 22.807

Transactions of \$10,000 or less

Work outside the US

Contracts with State or Local Governments

Work on or near Indian reservations

Commented [FF1]: FAR 23.11 - Encouraging Contractor Policies to Ban Text Messaging While Driving

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Commented [SD2]: FAR 22.807

Transactions of \$10,000 or less
Work outside the US
Contracts with State or Local Governments
Work on or near Indian reservations
Facilities not connected with contracts
ID/IQ contracts
Contracts with religious entities

Facilities not connected with contracts

ID/IQ contracts

Contracts with religious entities

FUN Question: Speaking of seven (7), one of my favorite Greek myths involved the release of the “seven deadly sins” upon mankind. What are the names of the sins identified in the myth. For an additional twenty (20) “fun” points tell me the name of the 1960s sitcom starring Bob Denver that supposedly had each character represent a specific “deadly sin.”

- 1. **Pride**
- 2. **Envy**
- 3. **Wrath**
- 4. **Gluttony**
- 5. **Lust**
- 6. **Sloth**
- 7. **Greed**

Gilligan's Island

Commented [SD3]: 1.Pride
2.Envy
3.Wrath
4.Gluttony
5.Lust
6.Sloth
7.Greed

Gilligan's Island