



U.S. AIR FORCE

AIR FORCE LABOR ADVISORS SAF/AQCA

Mission: Provide optimal labor solutions to both internal and external stakeholders by ensuring proper labor standard application in an effort to eliminate contract labor disruption, ensuring delivery of services critical to the USAF

Vision: Be the pre-eminent federal Labor Advisor group, proactively providing guidance and direction, serving as labor

policy leaders to all customers and stakeholders

What do the AF Labor Advisors do?

- Provide expertise on the Service Contract, Davis-Bacon Acts, and related laws, policies, and executive orders to AF contracting and acquisition organizations and related offices
- Provide daily responses to field requests for help on contract labor issues impacting contracts, including the federal wage laws (SCA, DBA, others), contract administration issues, contractor labor relations
- Assist the AF during strikes affecting AF programs
- Develop policy, regulations, instructions, and guides
- Develop curriculum and provide training seminars for contracting personnel on contract labor standards and labor relations
- Assist in responding to inquiries from unions, DoL, and other parties

- Liaison with the Department of Labor and other agency labor advisors

Did you know?

- That each service or construction contract should contain a wage determination specifying the minimum wages and benefits that are payable to employees working on the contract?
- That there are exemptions to the Service Contract Act?
- That commercial services are NOT exempt from the Service Contract Act
- That the contracting officer, NOT DoL, is charged with enforcing the Davis-Bacon Act, including withholding wages and ensuring employees have been properly paid
- That a collective bargaining agreement from a predecessor contract will carry forward into the first term of a successor contract
- That the USAF is neutral in all labor-management disputes, including strikes

- Failing to maintain neutrality during labor disputes can have severe consequences for the USAF?

WE ARE THE SOURCE FOR ON-SITE TRAINING AND CONSULTATION:

- We provide generalized labor law (Service Contract Act, Davis-Bacon Act) training primarily to contracting organizations
- We provide targeted/tailored training on price adjustments, strike mitigation, labor risk assessment and mitigation for acquisition strategy
- Problem-specific consultation- from price adjustments to “help me draft a special clause for my contract” to reviewing collective bargaining agreements
- Training translates to savings and more proficient contracting personnel
- **We provide solutions to problems- every discussion, every question however simple, means one fewer**

potential mistake that could cost the USAF

- From major programs to installation-level contracts, guidance and help delivers results- more than \$200M in savings since FY11

USEFUL LINKS/REFERENCES:

AF Labor Advisors public webpage- contains desktop guides to price adjustments, DBA
<http://ww3.safaq.hq.af.mil/contracting/>

***Wage Determinations On-Line- one-stop shop for any or all wage determinations**
<https://sam.gov/content/wage-determinations>

***Reference Library- Links to all sorts of reference data, including DoL regs and interpretative guidance, conformance guides, list of agency labor advisors/POCs**
<https://www.dol.gov/agencies/whd/government-contracts/>

DoL- Wage and Hour division- contains guidance on all labor laws, FMLA, employee classification, etc
<http://www.dol.gov/whd/>

Supply vs Services Tool
<https://usaf.dps.mil/sites/SAFAQ/projects/services/sst/default.aspx>

How to find us/request training:

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