



Service Contract Act Resource Guide

February 2024

The McNamara–O’Hara Service Contract Act (SCA) requires certain pay and benefit standards for service employees who work on covered government contracts. Since it first became law back in 1965, the SCA is a well-established U.S. labor law. However, the regulations may be new to moving industry service providers who perform military moves. The SCA **does apply** under the Global Household Goods Contract (GHC).

What is the Service Contract Act?

According to the Department of Labor (DOL), the SCA “requires contractors and subcontractors performing services on prime contracts in excess of \$2,500 to pay service employees in various classes no less than the wage rates and fringe benefits found prevailing in the locality, or the rates (including prospective increases) contained in a predecessor contractor’s collective bargaining agreement.”

The SCA applies to service providers who perform moves under the GHC according to **Federal Acquisitions Requirements (FAR) clauses 52.222.41 [Service Contract Labor Standards] and 52.222-43 [Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment Multiple Year and Option Contracts]**. These clauses are included in HomeSafe Alliance’s Terms and Conditions under the Service Provider Special Conditions ([Flowdown of U.S. Government Contract Clauses](#)). The full text of these clauses can be found [here](#).

Wage Determination

The DOL makes wage determinations about the minimum wage and fringe benefits a company must provide based on an employee’s occupation code title and the location where a service is provided. To access the DOL’s wage determinations under GHC, follow these steps.

1. Access this [spreadsheet](#). Use it to search for the relevant location. Note the SCA WD number associated with that state (county/township), listed in the far-right column.
2. Download the GHC Wage Determination zip file, located on the HomeSafe Alliance [website](#).
3. Open the download and then open the “Wage Determination” folder.
4. Scroll through the list of folders labeled with number ranges. Select the folder with the range that contains the county’s SCA WD number.
5. Click into the file that lists the county’s SCA WD number.

SCA Compliance

The DOL provides many online resources about compliance under the SCA, including these:

- [General Guidance](#)
- [Prevailing Wage Resource Guidebook](#)
- [Fact Sheets](#)
- [E-Tools](#)
- [PowerPoint Presentations](#) (Scroll down to the section labeled “McNamara–O’Hara Service Contract Act”)

Questions?

If you have questions, contact a [DOL CORPS – Community Outreach Resource Planning Specialist](#) in your state or call the DOL Wage and Hour Division’s toll-free help line: 1-866-4-USWAGE (1-866-487-9243)

Disclaimer: HomeSafe is providing this information to facilitate access to information on the McNamara–O’Hara Service Contract Act. This is general information only and does not carry the force of legal opinion. The Federal Register and the Code of Federal Regulations remain the official sources for regulatory information published by the Department of Labor.