

Significant Changes For the GSA Multiple Award Schedule (MAS) Solicitation (Interact post attachment)

DISCLAIMER: GSA FAS is posting this notification of a planned solicitation refresh or mass modification as a courtesy to industry. All comments on the attached DRAFT document must be submitted in the “Comments” section below within ten (10) business days of this posting. Comments provided elsewhere or after 10 business days will not be considered. GSA FAS will consider all relevant comments and make changes to the DRAFT as appropriate but will not issue a formal response to industry comments or related inquiries. Interested parties should thoroughly review the final version of the solicitation refresh or mass modification for changes made to this DRAFT.

GSA anticipates that the refresh will occur in March 2025.

Summary of Planned Changes Below is a high-level description of significant changes to be included in the upcoming MAS refresh and mass modification. Be sure to review the final solicitation refresh and mass modification for full details.

A: Changes to Overall MAS Solicitation:

1. All Large Categories:

- a. Add the following advisories to the “**General Information**” section of each Large Category solicitation attachment -
 - i. In accordance with sections 3(e) and (g) of Executive Order 14168, [“Defending Women from gender ideology extremism and restoring biological truth to the federal government!”](#) dated January 20, 2025, “[a]gencies shall take all necessary steps, as permitted by law, to end the Federal funding of gender ideology” and “Federal funds shall not be used to promote gender ideology.” Any products, services, or solutions that violate the aforementioned provisions of the Executive Order are excluded from the scope of the MAS program.
 - ii. In light of [E.O. 14148, Initial Rescissions of Harmful Executive Orders and Actions](#), dated January 20, 2025, which revokes, among others, [E.O. 14057, Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability](#), the MAS program is removing all references to

non-statutory sustainability requirements, programs, and preferences from its SIN instructions and descriptions.

- iii. In accordance with Section 2 of [E.O. 14208, Ending Procurement and Forced Use of Paper Straws](#), dated February 10, 2025, “[a]gencies shall take all appropriate action to eliminate the procurement of paper straws and otherwise ensure that paper straws are no longer provided within agency buildings.” Any products, services, or solutions that violate the aforementioned provisions of the Executive Order are excluded from the scope of the MAS program.

Note: These advisories will also be added to the **GSA Multiple Award Schedules Desk Reference** which is located on [gsa.gov](https://www.gsa.gov) and buy.gsa.gov.

2. Incorporate clause and provision updates as follows:
 - a. Incorporate the provision and clause deviations, in place of the standard deviations, and remove the clauses, as specified in [CD-2025-04](#), FAR Class Deviation for Revoked Executive Order 11246, Equal Employment Opportunity.

The following clauses/provisions will be **ADDED**:

1. FAR 52.212-3, Offeror Representations and Certifications Commercial Products and Commercial Services (MAY 2024) (DEVIATION FEB 2025)
2. FAR 52.212-5, Contract Terms and Conditions Required To Implement Statutes or Executive Orders Commercial Products and Commercial Services (JAN 2025) (DEVIATION FEB 2025)
3. FAR 52.222-9, Apprentices and Trainees (JUL 2005) (DEVIATION FEB 2025)

The following clauses/provisions will be **DELETED**:

1. 52.212-3 Offeror Representations and Certifications- Commercial Products and Commercial Services (FEB 2024)
2. 52.212-5 Contract Terms and Conditions Required to Implement Statutes or Executive Orders- Commercial Products and Commercial Services (NOV 2024)
3. 52.222-21 Prohibition of Segregated Facilities (APR 2015)
4. 52.222-24 Preaward On-Site Equal Opportunity Compliance Evaluation (FEB 1999)
5. 52.222-26 Equal Opportunity (SEP 2016)

6. 52.222-27 Affirmative Action Compliance Requirements for Construction (APR 2015)
7. 52.222-29 Notification of Visa Denial (APR 2015)

Notice: System updates may lag policy updates. The System for Award Management (SAM) may continue to require entities to complete representations based on provisions that are not included in GSA solicitations. Examples include:

- FAR 52.222-25, Affirmative Action Compliance, and
- FAR 52.212-3(d), Offeror Representations and Certifications—Commercial Products and Commercial Services. Contracting officers will neither consider the representations when making award decisions nor enforce requirements. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.”

Contracting officers will neither consider the representations when making award decisions nor enforce requirements. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.

- b. Incorporate the provision and clause updates as specified in [CD-2025-05](#), FAR Class Deviation for Section 2 of Executive Order 14148, “Initial Rescissions of Harmful Executive Orders and Actions,” which revoked Executive Order 14057, and Section 2 of Executive Order 14208, “Ending Procurement and Forced Use of Paper Straws.”

The following clauses/provisions will be **ADDED**:

1. 52.212-3 Offeror Representations and Certifications Commercial Products and Commercial Services (MAY 2024) (DEVIATION FEB 2025)
2. 52.212-5 Contract Terms and Conditions Required To Implement Statutes or Executive Orders Commercial Products and Commercial Services (JAN 2025) (DEVIATION FEB 2025)
 1. 52.223-1 Biobased Product Certification (MAY 2024) (DEVIATION FEB 2025)
 2. 52.223-2 Reporting of Biobased Products Under Service and Construction Contracts (MAY 2024) (DEVIATION FEB 2025)
 3. 52.223-10 Waste Reduction Program (MAY 2024) (DEVIATION FEB 2025)

4. 52.223-23, Sustainable Products and Services (MAY 2024 (DEVIATION FEB 2025))
- ii. The following clauses/provisions will be **DELETED**:
1. 52.212-3 Offeror Representations and Certifications- Commercial Products and Commercial Services (FEB 2024)
 2. 52.212-5 Contract Terms and Conditions Required to Implement Statutes or Executive Orders- Commercial Products and Commercial Services (NOV 2024)
 3. 52.223-1 Biobased Product Certification (MAY 2024)
 4. 52.223-2 Reporting of Biobased Products Under Service and Construction Contracts (MAY 2024)
 5. 52.223-10 Waste Reduction Program (MAY 2024)
 6. 52.223-23 Sustainable Products and Services (MAY 2024)
 7. 52.223-19 Compliance with Environmental Management Systems (MAY 2011)
 8. 52.223-22, Public Disclosure of Greenhouse Gas Emissions and Reduction Goals Representation (DEC 2016)

Notice: System updates may lag policy updates. The System for Award Management (SAM) may continue to require entities to complete representations based on provisions that are not included in agency solicitations, including 52.223-22, Public Disclosure of Greenhouse Gas Emissions and Reduction Goals Representation, and paragraph (t) of 52.212-3, Offeror Representations and Certifications Commercial Products and Commercial Services. GSA will not consider or use these representations. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.

B: Changes to Specific Large Category, Subcategory or SIN:

1. Facilities (B):

- i. Facilities Maintenance and Repair (B01): SIN 561210FAC Facilities Maintenance and Management
 1. **Delete SIN instruction note to remove redundant references to statutory requirements. The reference to offers for single standalone services was originally placed here by error and is removed to correct the oversight:** These services may include the supply or use of environmentally sustainable products such as those meeting U.S. Department of Energy/Federal Energy Management

Program specifications or Energy Star certified products.
Does not apply to offers for single standalone services.

- ii. Facilities Services (B02):
 - 1. SIN 561730 Grounds Maintenance
 - a. **Delete SIN instruction note to remove redundant references to statutory requirements:** These services may include the supply or use of environmentally sustainable products such as U.S. Environmental Protection Agency-designated Comprehensive Procurement Guidelines (recycled content) products and U.S. Department of Agriculture-designated BioPreferred (biobased) products.
- iii. Facilities Solutions Subcategory (B03):
 - 1. SIN 334512 Total Solution Support Products for Facilities Management Systems
 - a. **Revise SIN description to account for removal of ESPC subgroup:** Includes products to support facilities management systems, such as repair parts, surveillance systems, security functions, energy functions, building comfort systems, etc. ~~This SIN is used for ESPC contracts and the use of the DoE ENABLE Program.~~ NOTE: Subject to Cooperative Purchasing
 - b. **Remove subgroup:** Energy Savings Performance Contracts (ESPC)
- iv. Facilities Supplies Subcategory (B04):
 - 1. SIN 326199 Waste and Recycling Containers and Receptacles - Outdoor and Indoor Use
 - a. **Delete SIN instruction note to remove redundant references to statutory requirements:** Commercially available products under this SIN may be covered by the U.S. Environmental Protection Agency Comprehensive Procurement Guidelines (recycled content) program
 - 2. SIN 332321 Doors, Windows, Skylights, Panels, and Shutters
 - a. **Delete note from SIN description to remove unnecessary reference to product options:** Environmentally-friendly options (such as

biodegradable and energy efficient items) are available.

- v. Structure Subcategory (B06): SIN 238160 Roofing Products and Services Solutions
 - 1. **Revise SIN description to remove unnecessary references to sustainable and energy efficient solutions, see Line in Line Out (LILO)- Proposed Changes below: (Deletion indicated by strikethrough):** Includes roofing products, services and associated application materials. Includes ~~sustainable, energy efficient/savings solutions, and~~ installation and site preparation, related to and ordered in conjunction with products for repair or replacement of an existing roof. For ordering limitations and information, refer to the Special Ordering Procedures/Ordering Guide posted on www.gsa.gov

2. Furniture & Furnishings (C):

- i. Flooring Subcategory (C01): SIN 321918PF Portable Flooring Solutions
 - 1. **Delete SIN description note to remove redundant references to statutory requirements:** Products may be biodegradable or non-biodegradable and may meet the requirements of the Environmental Protection Agency's (EPA) Comprehensive Procurement Guidelines Program (for recycled content) or the U.S. Department of Agriculture BioPreferred Program (for biobased content).

3. Human Capital Category (D):

- a. Update description/instructions to remove references to gender ideology-related items and DEI/DEIA related items, and to align with OPM's Human Capital Business Reference Model (HCBRM) 4.0.
- b. Please see Line in Line Out (LILO)- Proposed Changes below: (Deletion indicated by ~~strikethrough~~)
 - i. Human Resources Subcategory (D03): SIN 541612HC Agency Human Capital Strategy, Policy and Operations

541612HC SIN Description:

- 541612HC Professional services include but are not limited to development of effective human capital management strategies and enhanced policy. This Function contains the

following Sub-Functions: A.1.12 Human Capital Strategy; A.1.24 Workforce Planning; A.1.3 ~~Organizational Design and~~ Position Classification and Position Management; A.1.4 ~~Diversity and Inclusion~~; A.1.45 Employee Engagement and Communications; A.1.6 ~~Organizational Development~~ (OPM\Federal Human Capital Business Reference Model)

541612HC SIN Instructions:

All incumbents shall support ~~Customer~~ Agency Human Capital Strategy, Policies ~~Policy~~ and Operational Plan functions. The development of effective human capital management strategies, enhanced policies ~~policy~~, and plans that support the agency in ~~ensure Federal organizations are able to manage~~ managing a ~~highly~~ high quality ~~qualified~~ and productive, ~~and diverse~~ workforce focused on results and aligned with agency missions, goals, and objectives in accordance with merit system principles.

These functions contain the following sub-functions:

- Workforce Planning - the systematic process of analyzing and assessing to set targets for mitigating the gaps between the workforce of today and the human capital needs of tomorrow. Effective workforce planning enables an organization to:
 - Align human capital needs directly to the agency's strategic plan, annual budget and performance plans, human capital strategy, and operating plans.
 - Develop a comprehensive picture of staffing level gaps, current competency gaps, and future competency gaps.
 - Identify and implement strategies to close workforce gaps (e.g., restructure, resize, re-skill, recruit, and hire).
 - Use data to make workforce decisions and recommendations.
 - Identify actions to overcome internal and external barriers to accomplishing strategic human capital and agency business goals.

- Human Capital Strategy - an agency's action plan for how it will achieve the human capital goals outlined in the Agency's Strategic Plan (ASP) and is aligned and integrated with the Annual Performance Plan (APP) and relevant budget, finance, and acquisition plans. The strategy also sets forth an integrated process that implements the systems (Strategic Planning and Alignment, Talent Management, Performance Culture, Evaluation) of the Human Capital Framework (HCF).

The strategy must rely upon the principles of the HCF (including the agency's workforce planning process) to identify the current and future workforce skills needed. The foresight process may be integrated into the overall strategy to understand future trends and drivers impacting the agency's workforce. The strategy is then operationalized within an agency's Human Capital Operating Plan, which describes how an agency will execute the human capital elements stated within its ASP and APP.

- ~~Diversity and Inclusion~~ Diversity and Inclusion involves bringing together individuals with a range of similarities and differences (including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability, religious or ethical values system, national origin, and political beliefs) to create an environment of involvement, fairness, and respect where employees have equal access to opportunities and resources, and where the richness of ideas, experiences, backgrounds, and perspectives are harnessed to create business value.

~~# Function Review: Contractor shall provide a review of the human resources department and other offices relating to the implementation function outsourced.~~

~~# Function review SHALL NOT include consultation on the business improvement process or preliminary studies under OMB Circular A-76 (GSA)~~

- Position Classification and Position Management - Position Classification is a process through which Federal jobs (i.e., positions) are assigned to a pay system, series, title, and grade or band, based on consistent application of position classification standards or job grading standards. Position Management entails a carefully designed position structure that blends the skills and assignments of employees with the strategic mission and objectives of the organization.
- Employee Engagement - the function through which Agencies develop and execute policies, programs, and/or strategies to motivate and empower employees to perform their work with a sense of purpose, accomplishment, and attachment to their organization and its mission.
- ~~Organizational Development: (Optimization) Organization Development is a system-wide application and transfer of behavioral science knowledge to the planned development, improvement, and reinforcement of strategies, structures, and processes that lead to organization effectiveness~~

4. Industrial Products and Services (E):

- i. Industrial Products Subcategory (E05):
 1. SIN 325320 Pest and Animal Control Products & Services
 - a. **Revise SIN description to remove unnecessary reference to environmentally sustainable methods:** Includes pest and animal control products, such as mosquito deterrent, cattle guards, salts, sprays, etc. Services include but are not limited to the planning; development; management; operations; and maintenance for pest control and removal (includes insect and weed control) at or on Federal facilities and/or properties (to include shrubs and trees). These services involve applications of pesticides (including organic and natural pesticides) ~~and other environmentally sustainable methods~~, as well as trapping and/or removal of pests.
 2. SIN 332913 Plumbing Products and Bathroom Fixture Solutions

- a. **Revise SIN description to remove unnecessary note that references product options:** Includes all plumbing products and bathroom fixture solutions, such as lavatories, bathtubs, water closets, etc.
~~NOTE: Energy efficient and water saving solutions, including WaterSense certified products, are available.~~
- b. **Remove SIN instructions to remove the WaterSense requirement per Class Deviation CD-2025-05:** Effective January 17, 2011, products added by modification to current contracts or awarded under new contracts for Special Item Numbers (SIN) 332913, all toilets, urinals, bathroom faucets and shower heads must meet WaterSense requirements and be certified as WaterSense compliant by obtaining certification through the U. S. Environmental Protection Agency (EPA) at http://www.epa.gov/Watersense/about_us/watersense_label.html

5. Information Technology (F):

- i. **Delete from ‘Section I Instructions for all IT Offerors’ under ‘General Information’ to remove redundant references to statutory programs (i.e., ENERGY STAR) and the preference for EPEAT which is no longer required per Class Deviation CD-2025-05:** 5) Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) programs. Commercially available products under this solicitation may be covered by the Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) programs. For applicable products, offerors are encouraged to offer Energy Star-qualified products and EPEAT-registered products, at the Bronze level or higher. If offerors opt to offer Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) products then they shall identify by model which products offered are Energy Star-qualified and EPEAT-registered, broken out by registration level of bronze, silver, or gold. Visit the Green Procurement Compilation, sftool.gov/green procurement for a complete list of products covered by these programs.

6. Professional Services (H):

- i. Environmental Services Subcategory (H02):
 - 1. **Revise Subcategory instructions to remove unnecessary reference to specific environmental services. Please see Line in Line Out (LILLO)- Proposed Changes below:**
(Deletion indicated by strikethrough): The following services may be utilized by ordering agencies to fulfill a broad range of Environmental services. ~~to include planning for and response to environmental issues including climate change.~~
 - 2. SIN 541620 Environmental Consulting Services
 - a. **Revise SIN description to remove unnecessary reference to specific environmental services and reference to a revoked Executive Order:** Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; ~~Climate change~~; endangered species, wetland, watershed, and other natural resource management plans; archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measuring and evaluating risks, and recommending solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as planning and documentation services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives. ~~(or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA).~~
 - 3. SIN 562910REM Environmental Remediation Services

- a. **Revise SIN description to remove an unnecessary description of reclamation services and an outdated reference to “Davis Bacon”:** Remediation services include site preparation, field investigation, conservation and closures, emergency response cleanup (ERC), underground storage tank/above-ground storage tank (UST/AST) removal, air monitoring, soil vapor extraction, stabilization/solidification, bio-venting, carbon absorption, containment, monitoring and/or reduction of hazardous waste sites, unexploded ordnance removal, and remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include: creating new land from sea or riverbeds, wetland restoration, and restoring areas to a more natural state (e.g., after pollution, desertification, salinization, or conditions that ~~associated with climate change~~ have made it unusable). Remediation services encompassing three (3) or more industries/NAICS codes, where the preponderance of work is at least 50% under NAICS 562910, should be solicited and performed under SIN 562910RMI. Note: Services offered under this SIN shall not include any remediation/transportation/disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, or construction and architect-engineering services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Construction Wage Rate Requirements ~~Davis-Bacon work~~ as defined in FAR Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Construction Wage Rate Requirements statute ~~Davis-Bacon Act~~.
4. SIN 562910RMI Environmental Remediation Services - Multiple Industries
 - a. **Revise SIN description to correct a typographical error and remove an outdated reference to “Davis Bacon”:** Environmental remediation services

involving a range of services to restore ~~return~~ a contaminated or environmentally degraded area into an acceptable condition, including but not limited to: preliminary assessment, site inspection, testing, remedial investigation, feasibility studies, remedial design, containment, remedial action, removal of contaminated materials, storage of contaminated materials, and security and site closeouts. The procurement must be composed of activities in three or more separate industries associated with separate NAICS codes. These activities may include but are not limited to, engineering services, management consulting services, hazardous and other waste collection, remediation services, testing laboratories, and research and development in the physical, engineering, and life sciences. At least 50% of the work must be for remediation services and not work under other industries. NOTE: Services offered under this SIN shall not include any remediation/transportation/disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, or construction and architect-engineering services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Construction Wage Rate Requirements ~~Davis-Bacon work~~ as defined in FAR Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Construction Wage Rate Requirements statute ~~Davis-Bacon Act~~.

5. SIN 562112 Hazardous Waste Disposal Services
 - a. **Delete bullet 2f entirely from SIN instructions to remove requirements for certain electronic recycling standards recommended by EPA; GSA Class Deviation CD-2025-05 removes required EPA Purchasing Requirements, including products and services that meet EPA recommendations of specifications, standards, and ecolabels:** Offerors proposing to provide electronic waste (e-waste) recycling services and/or

e-waste disposal are required to provide a copy of third party certification such as R2 or e-Stewards with submission of offer. Websites available for certification include but are not limited to: <https://sustainableelectronics.org> which provides additional information relating to the R2 accredited certification programs for electronic recyclers; or <http://e-stewards.org/certification-overview/how-to-become-an-e-stewards-recycler/> which provides additional information relating to the e-Stewards accredited certification program. See Solicitation Attachment "Special Requirements for SIN 562112" for more information on both of these programs. Note: If a firm is offering general recycling and/or disposal services but NOT intending to perform any e-waste recycling and/or disposal, please state so in offer submission; third party certification is not required for these services.

- ii. Technical and Engineering Services (Non IT) Subcategory (H09):
 - 1. SIN 541370GIS Geographic Information Systems (GIS) Services
 - a. **Revise SIN description to remove an unnecessary qualifier of the types of Geographic Information Services offered under the SIN. Please see Line in Line Out (LILO)- Proposed Changes below: (Deletion indicated by strikethrough)** Geographic Information Services (GIS) ~~provided in support of environmental program~~ include: cultural resource GIS (CRGIS); groundwater monitoring; growth forecast modeling; habitat conservation plans; habitat modeling; image analysis support for emergency response; mapping, cartography, and mashups (e.g., combining data from more than one source into a single integrated tool to include aerial mapping); migration pattern analysis; natural resource planning; remote sensing for environmental studies; terrestrial, marine, and/or atmospheric measuring/management; vegetation mapping; and watershed characterization for mitigation planning. NOTE: The services offered under this scope shall NOT include surveying and

mapping services as set forth in FAR Part 36 and defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

7. Transportation and Logistics Services (K):

- i. Motor Vehicles (non-Combat) Subcategory (K02): SINs 336212 Trailers and Attachments & 3361V Vocational Vehicles
 1. **Revise SIN instruction note to remove a non-statutory sustainability preference. Please see Line in Line Out (LILO)- Proposed Changes below: (Deletion indicated by strikethrough):** Offerors are encouraged to use alternative, sustainable materials to the maximum extent practicable and shall not utilize any materials that are banned by regulation or law in their vehicle or trailer body designs and manufacturing.

- ii. Transportation of Things (K05):
 1. SIN 485 Ground Transportation
 - a. **Revise SIN description to remove reference to the SmartWay Program which is no longer required per Class Deviation CD-2025-05. Please see Line in Line Out (LILO)- Proposed Changes below: (Deletion indicated by strikethrough):** Ground Transportation Services utilizing Van, Motor Coach (Bus), or Limousine for both scheduled and unscheduled routes. Services are available for single or multiple passenger shuttle transportation between and among buildings; driver services; airport transport; and VIP transport; etc. within or between cities. All services necessary to provide passenger shuttle services. ~~These services may include environmentally sustainable options designed through Environmental Protection Agency (EPA) SmartWay Program that reduce the impact of freight transport on the environment in the areas of fuel consumption, greenhouse gas, and emissions of air toxics.~~

 1. SIN 532111 Automotive equipment rental and leasing, Rental Supplemental Vehicle Program (RSVP)

- a. **Revise SIN description to remove reference to the SmartWay Program which is no longer required per Class Deviation CD-2025-05:** Includes rental services of vehicle types (including car, truck, and special equipment rentals such as trailers, refrigerated trucks, etc.) to supplement federal fleets and/or support official business vehicular needs for other than temporary duty travel purposes. **NOTE:** ~~Environmentally sustainable options may be available through Environmental Protection Agency's (EPA) SmartWay Program, which aims to reduce the environmental impact of freight transport.~~