"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4867
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State: Michigan

Area: Michigan Counties of Lapeer, Macomb, Oakland, St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.14
01012 - Accounting Clerk II		21.48
01013 - Accounting Clerk III		24.03
01020 - Administrative Assistant		34.92
01035 - Court Reporter		31.63
01041 - Customer Service Representative I		17.72
01042 - Customer Service Representative II		19.34
01043 - Customer Service Representative III		21.71
01051 - Data Entry Operator I		17.01
01052 - Data Entry Operator II		18.56
01060 - Dispatcher, Motor Vehicle		22.81
01070 - Document Preparation Clerk		18.18
01090 - Duplicating Machine Operator		18.18
01111 - General Clerk I		17.91
01112 - General Clerk II		19.55
01113 - General Clerk III		21.94
01120 - Housing Referral Assistant		26.97
01141 - Messenger Courier		19.30
01191 - Order Clerk I		20.53
01192 - Order Clerk II		22.39
01261 - Personnel Assistant (Employment) I		20.46
01262 - Personnel Assistant (Employment) II		22.88
01263 - Personnel Assistant (Employment) III		25.51
01270 - Production Control Clerk		28.97
01290 - Rental Clerk		18.89
01300 - Scheduler, Maintenance		21.64
01311 - Secretary I		21.64
01312 - Secretary II		24.20
01313 - Secretary III		26.97
01320 - Service Order Dispatcher		20.39
01410 - Supply Technician		34.92
01420 - Survey Worker		20.62
01460 - Switchboard Operator/Receptionist		18.03
01531 - Travel Clerk I		19.23
01532 - Travel Clerk II		20.90
01533 - Travel Clerk III		23.23
01611 - Word Processor I		19.86
01612 - Word Processor II		22.30
01613 - Word Processor III		24.94
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.98
05010 - Automotive Electrician		23.41

05040 - Automotive Glass Installer	22.66
05070 - Automotive Worker	22.66
05110 - Mobile Equipment Servicer	21.03
05130 - Motor Equipment Metal Mechanic	24.37
05160 - Motor Equipment Metal Worker	22.66
05190 - Motor Vehicle Mechanic	24.37
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.82
05280 - Motor Vehicle Wrecker	22.66
05310 - Painter, Automotive	23.41
05340 - Radiator Repair Specialist	22.66
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	17.50
07042 - Cook II	18.86
07070 - Dishwasher	14.45
07130 - Food Service Worker	17.06
07210 - Meat Cutter	18.56
07260 - Waiter/Waitress	17.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.11
11060 - Elevator Operator	17.09
11090 - Gardener	22.66
11122 - Housekeeping Aide	17.09
11150 - Janitor	17.09
11210 - Laborer, Grounds Maintenance	18.43
11240 - Maid or Houseman	16.73
11260 - Pruner	17.03
11270 - Tractor Operator	21.27
11330 - Trail Maintenance Worker	18.43
11360 - Window Cleaner	18.49
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	28.06
12012 - Certified Occupational Therapist Assistant	30.57
12015 - Certified Physical Therapist Assistant	29.22
12020 - Dental Assistant	22.75
12025 - Dental Hygienist	39.20
12030 - EKG Technician	35.19
12035 - Electroneurodiagnostic Technologist	35.19
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	25.08
12072 - Licensed Practical Nurse II	28.06
12073 - Licensed Practical Nurse III	31.27
12100 - Medical Assistant	18.45
12130 - Medical Laboratory Technician	28.20
12160 - Medical Record Clerk	20.72
12190 - Medical Record Technician	23.18
12195 - Medical Transcriptionist	18.99
12210 - Nuclear Medicine Technologist	44.92
12221 - Nursing Assistant I	15.30
12222 - Nursing Assistant II	17.22
12223 - Nursing Assistant III	18.79
12224 - Nursing Assistant IV	21.09
12235 - Optical Dispenser	20.27
12236 - Optical Technician	22.73

12250 - Pharmacy Technician		19.04
12280 - Phlebotomist		21.02
12305 - Radiologic Technologist		33.44
12311 - Registered Nurse I		29.83
12312 - Registered Nurse II		35.36
12313 - Registered Nurse II, Specialist		35.36
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III, Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		34.75
12320 - Substance Abuse Treatment Counselor		24.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.81
13012 - Exhibits Specialist II		27.01
13013 - Exhibits Specialist III		33.04
13041 - Illustrator I		29.51
13042 - Illustrator II		36.56
13043 - Illustrator III		43.34
13047 - Librarian		30.28
13050 - Library Aide/Clerk		15.21
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		19.18
13062 - Media Specialist II		21.46
13063 - Media Specialist III		23.92
13071 - Photographer I		19.77
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		40.54
13090 - Technical Order Library Clerk		19.09
13110 - Video Teleconference Technician		27.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.95
14042 - Computer Operator II		23.44
14043 - Computer Operator III		26.14
14044 - Computer Operator IV		29.04
14045 - Computer Operator V		32.16
14071 - Computer Programmer I	(see 1)	24.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.95
14160 - Personal Computer Support Technician		29.04
14170 - System Support Specialist		33.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.45
15020 - Aircrew Training Devices Instructor (Rated)		42.88
15030 - Air Crew Training Devices Instructor (Pilot)		51.41
15050 - Computer Based Training Specialist / Instructor		35.45
15060 - Educational Technologist		38.93
15070 - Flight Instructor (Pilot)		51.41
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.41
15086 - Maintenance Test Pilot, Rotary Wing		51.41
15088 - Non-Maintenance Test/Co-Pilot		51.41
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.83
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 13.65
16030 - Counter Attendant 13.65
16040 - Dry Cleaner 17.58
16070 - Finisher, Flatwork, Machine 13.65
16090 - Presser, Hand 13.65
16110 - Presser, Machine, Drycleaning 13.65
16130 - Presser, Machine, Shirts 13.65
16160 - Presser, Machine, Wearing Apparel, Laundry 13.65
16190 - Sewing Machine Operator 19.14
16220 - Tailor 20.64
16250 - Washer, Machine 14.58
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.20
19040 - Tool And Die Maker 34.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.41
21030 - Material Coordinator 28.97
21040 - Material Expediter 28.97
21050 - Material Handling Laborer 19.13
21071 - Order Filler 17.97
21080 - Production Line Worker (Food Processing) 22.41
21110 - Shipping Packer 21.99
21130 - Shipping/Receiving Clerk 21.99
21140 - Store Worker I 22.10
21150 - Stock Clerk 28.09
21210 - Tools And Parts Attendant 22.41
21410 - Warehouse Specialist 22.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.23
23019 - Aircraft Logs and Records Technician 33.11
23021 - Aircraft Mechanic I 36.98
23022 - Aircraft Mechanic II 38.23
23023 - Aircraft Mechanic III 39.53
23040 - Aircraft Mechanic Helper 29.94
23050 - Aircraft, Painter 35.52
23060 - Aircraft Servicer 33.11
23070 - Aircraft Survival Flight Equipment Technician 35.52
23080 - Aircraft Worker 34.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.98
23110 - Appliance Mechanic 28.62
23120 - Bicycle Repairer 24.84
23125 - Cable Splicer 51.13
23130 - Carpenter, Maintenance 31.28
23140 - Carpet Layer 25.05
23160 - Electrician, Maintenance 38.62
23181 - Electronics Technician Maintenance I 31.46
23182 - Electronics Technician Maintenance II 32.50
23183 - Electronics Technician Maintenance III 33.84
23260 - Fabric Worker 29.91
23290 - Fire Alarm System Mechanic 26.15
23310 - Fire Extinguisher Repairer 28.83
23311 - Fuel Distribution System Mechanic 44.76
23312 - Fuel Distribution System Operator 38.62
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 36.98
23381 - Ground Support Equipment Servicer 33.11
23382 - Ground Support Equipment Worker 34.38
23391 - Gunsmith I 28.83
23392 - Gunsmith II 31.07
23393 - Gunsmith III 33.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.39

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.39
23430 - Heavy Equipment Mechanic 31.77
23440 - Heavy Equipment Operator 32.13
23460 - Instrument Mechanic 35.01
23465 - Laboratory/Shelter Mechanic 32.09
23470 - Laborer 19.13
23510 - Locksmith 28.90
23530 - Machinery Maintenance Mechanic 31.30
23550 - Machinist, Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 35.01
23592 - Metrology Technician II 36.20
23593 - Metrology Technician III 37.48
23640 - Millwright 40.32
23710 - Office Appliance Repairer 24.76
23760 - Painter, Maintenance 26.65
23790 - Pipefitter, Maintenance 39.17
23810 - Plumber, Maintenance 37.62
23820 - Pneudraulic Systems Mechanic 33.41
23850 - Rigger 31.85
23870 - Scale Mechanic 31.07
23890 - Sheet-Metal Worker, Maintenance 31.34
23910 - Small Engine Mechanic 24.35
23931 - Telecommunications Mechanic I 30.23
23932 - Telecommunications Mechanic II 31.26
23950 - Telephone Lineman 31.59
23960 - Welder, Combination, Maintenance 26.46
23965 - Well Driller 29.16
23970 - Woodcraft Worker 33.41
23980 - Woodworker 28.83
24000 - Personal Needs Occupations
24550 - Case Manager 19.86
24570 - Child Care Attendant 14.08
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 15.53
24620 - Family Readiness And Support Services Coordinator 19.86
24630 - Homemaker 19.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.70
25040 - Sewage Plant Operator 29.36
25070 - Stationary Engineer 39.70
25190 - Ventilation Equipment Tender 32.15
25210 - Water Treatment Plant Operator 29.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.95
27007 - Baggage Inspector 18.36
27008 - Corrections Officer 31.37
27010 - Court Security Officer 30.57
27030 - Detection Dog Handler 20.54
27040 - Detention Officer 31.37
27070 - Firefighter 29.76
27101 - Guard I 18.36
27102 - Guard II 20.54
27131 - Police Officer I 34.01
27132 - Police Officer II 37.79
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.14
28043 - Carnival Worker 13.63
28210 - Gate Attendant/Gate Tender 19.41
28310 - Lifeguard 14.18
28350 - Park Attendant (Aide) 21.72
28510 - Recreation Aide/Health Facility Attendant 15.85

28515 - Recreation Specialist		26.90
28630 - Sports Official		17.30
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.06
29020 - Hatch Tender		33.06
29030 - Line Handler		33.06
29041 - Stevedore I		31.94
29042 - Stevedore II		34.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.82
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.05
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.59
30021 - Archeological Technician I		22.09
30022 - Archeological Technician II		24.72
30023 - Archeological Technician III		30.61
30030 - Cartographic Technician		30.61
30040 - Civil Engineering Technician		29.19
30051 - Cryogenic Technician I		33.90
30052 - Cryogenic Technician II		37.46
30061 - Drafter/CAD Operator I		22.09
30062 - Drafter/CAD Operator II		24.72
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.90
30081 - Engineering Technician I		19.54
30082 - Engineering Technician II		21.93
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		37.18
30086 - Engineering Technician VI		44.97
30090 - Environmental Technician		27.27
30095 - Evidence Control Specialist		29.80
30210 - Laboratory Technician		29.12
30221 - Latent Fingerprint Technician I		35.15
30222 - Latent Fingerprint Technician II		38.82
30240 - Mathematical Technician		32.49
30361 - Paralegal/Legal Assistant I		25.03
30362 - Paralegal/Legal Assistant II		31.00
30363 - Paralegal/Legal Assistant III		37.91
30364 - Paralegal/Legal Assistant IV		45.87
30375 - Petroleum Supply Specialist		36.44
30390 - Photo-Optics Technician		30.61
30395 - Radiation Control Technician		36.44
30461 - Technical Writer I		30.85
30462 - Technical Writer II		37.74
30463 - Technical Writer III		45.66
30491 - Unexploded Ordnance (UXO) Technician I		32.30
30492 - Unexploded Ordnance (UXO) Technician II		39.08
30493 - Unexploded Ordnance (UXO) Technician III		46.84
30494 - Unexploded (UXO) Safety Escort		32.30
30495 - Unexploded (UXO) Sweep Personnel		32.30
30501 - Weather Forecaster I		33.90
30502 - Weather Forecaster II		41.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer, Senior	(see 2)	30.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.08
31020 - Bus Aide		18.13
31030 - Bus Driver		23.13
31043 - Driver Courier		18.74
31260 - Parking and Lot Attendant		15.24
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		16.53
31361 - Truckdriver, Light		19.97

31362 - Truckdriver, Medium	20.72
31363 - Truckdriver, Heavy	26.84
31364 - Truckdriver, Tractor-Trailer	26.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.05
99030 - Cashier	14.31
99050 - Desk Clerk	16.34
99095 - Embalmer	33.88
99130 - Flight Follower	32.30
99251 - Laboratory Animal Caretaker I	18.07
99252 - Laboratory Animal Caretaker II	19.25
99260 - Marketing Analyst	36.55
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	28.68
99711 - Recycling Specialist	33.10
99730 - Refuse Collector	26.50
99810 - Sales Clerk	16.68
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	30.72
99831 - Surveying Aide	15.99
99832 - Surveying Technician	24.48
99840 - Vending Machine Attendant	22.62
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	22.62

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."