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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.: 2015-5689 Revision No.: 28 Date Of Last Revision: 5/13/2026

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

State: Hawaii, American Samoa, Johnston Atoll

Area: Hawaii Counties of Honolulu

American Samoa Counties of Eastern, Manu'a, Rose Island, Swains Island and Western

Johnston Atoll Counties of Johnston Island

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.31
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.99
01020 - Administrative Assistant		37.26
01035 - Court Reporter		22.50
01041 - Customer Service Representative I		15.77
01042 - Customer Service Representative II		17.21
01043 - Customer Service Representative III		19.32
01051 - Data Entry Operator I		18.58
01052 - Data Entry Operator II		20.26
01060 - Dispatcher, Motor Vehicle		23.37
01070 - Document Preparation Clerk		20.59
01090 - Duplicating Machine Operator		20.59
01111 - General Clerk I		16.13
01112 - General Clerk II		17.60
01113 - General Clerk III		19.76
01120 - Housing Referral Assistant		24.92
01141 - Messenger Courier		18.08
01191 - Order Clerk I		18.25
01192 - Order Clerk II		19.91
01261 - Personnel Assistant (Employment) I		19.77
01262 - Personnel Assistant (Employment) II		22.11
01263 - Personnel Assistant (Employment) III		24.64
01270 - Production Control Clerk		31.44
01290 - Rental Clerk		21.24
01300 - Scheduler, Maintenance		19.98
01311 - Secretary I		19.98
01312 - Secretary II		22.36
01313 - Secretary III		24.92
01320 - Service Order Dispatcher		20.89
01410 - Supply Technician		37.26
01420 - Survey Worker		22.58
01460 - Switchboard Operator/Receptionist		18.41
01531 - Travel Clerk I		19.60
01532 - Travel Clerk II		21.18
01533 - Travel Clerk III		22.70
01611 - Word Processor I		16.44
01612 - Word Processor II		18.45
01613 - Word Processor III		20.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.75
05010 - Automotive Electrician		25.13
05040 - Automotive Glass Installer		23.51
05070 - Automotive Worker		23.51
05110 - Mobile Equipment Servicer		20.16
05130 - Motor Equipment Metal Mechanic		26.76
05160 - Motor Equipment Metal Worker		23.51
05190 - Motor Vehicle Mechanic		26.76
05220 - Motor Vehicle Mechanic Helper		18.46
05250 - Motor Vehicle Upholstery Worker		21.87
05280 - Motor Vehicle Wrecker		23.51
05310 - Painter, Automotive		25.13
05340 - Radiator Repair Specialist		23.51
05370 - Tire Repairer		22.96
05400 - Transmission Repair Specialist		26.76
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.14
07041 - Cook I		22.35
07042 - Cook II		26.05
07070 - Dishwasher		16.65
07130 - Food Service Worker		17.77
07210 - Meat Cutter		24.14
07260 - Waiter/Waitress		19.34
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		25.48
09040 - Furniture Handler		15.46
09080 - Furniture Refinisher		25.48
09090 - Furniture Refinisher Helper		18.72
09110 - Furniture Repairer, Minor		22.19
09130 - Upholsterer		25.48
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.09
11060 - Elevator Operator		17.08
11090 - Gardener		26.21
11122 - Housekeeping Aide		17.08
11150 - Janitor		17.08
11210 - Laborer, Grounds Maintenance		19.81
11240 - Maid or Houseman		26.83
11260 - Pruner		17.73
11270 - Tractor Operator		23.99
11330 - Trail Maintenance Worker		19.81
11360 - Window Cleaner		19.09
12000 - Health Occupations		
12010 - Ambulance Driver		30.78
12011 - Breath Alcohol Technician		28.55
12012 - Certified Occupational Therapist Assistant		31.99
12015 - Certified Physical Therapist Assistant		29.86
12020 - Dental Assistant		20.37
12025 - Dental Hygienist		46.37
12030 - EKG Technician		41.06
12035 - Electroneurodiagnostic Technologist		41.06
12040 - Emergency Medical Technician		30.78
12071 - Licensed Practical Nurse I		25.53
12072 - Licensed Practical Nurse II		28.55
12073 - Licensed Practical Nurse III		31.82

12100 - Medical Assistant		23.30
12130 - Medical Laboratory Technician		31.80
12160 - Medical Record Clerk		27.37
12190 - Medical Record Technician		30.62
12195 - Medical Transcriptionist		25.53
12210 - Nuclear Medicine Technologist		59.80
12221 - Nursing Assistant I		15.64
12222 - Nursing Assistant II		17.59
12223 - Nursing Assistant III		19.20
12224 - Nursing Assistant IV		21.55
12235 - Optical Dispenser		29.21
12236 - Optical Technician		25.53
12250 - Pharmacy Technician		21.82
12280 - Phlebotomist		25.53
12305 - Radiologic Technologist		47.95
12311 - Registered Nurse I		37.59
12312 - Registered Nurse II		45.97
12313 - Registered Nurse II, Specialist		45.97
12314 - Registered Nurse III		55.62
12315 - Registered Nurse III, Anesthetist		55.62
12316 - Registered Nurse IV		66.68
12317 - Scheduler (Drug and Alcohol Testing)		35.37
12320 - Substance Abuse Treatment Counselor		27.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.41
13012 - Exhibits Specialist II		31.48
13013 - Exhibits Specialist III		38.50
13041 - Illustrator I		25.27
13042 - Illustrator II		31.29
13043 - Illustrator III		38.28
13047 - Librarian		34.86
13050 - Library Aide/Clerk		17.87
13054 - Library Information Technology Systems Administrator		31.48
13058 - Library Technician		23.21
13061 - Media Specialist I		22.72
13062 - Media Specialist II		25.41
13063 - Media Specialist III		28.32
13071 - Photographer I		20.39
13072 - Photographer II		22.80
13073 - Photographer III		28.26
13074 - Photographer IV		34.56
13075 - Photographer V		41.81
13090 - Technical Order Library Clerk		22.44
13110 - Video Teleconference Technician		34.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.62
14042 - Computer Operator II		26.41
14043 - Computer Operator III		30.35
14044 - Computer Operator IV		33.02
14045 - Computer Operator V		36.54
14071 - Computer Programmer I	(see 1)	
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		23.62
14160 - Personal Computer Support Technician		33.02
14170 - System Support Specialist		39.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.99
15020 - Aircrew Training Devices Instructor (Rated)		42.33
15030 - Air Crew Training Devices Instructor (Pilot)		50.74
15050 - Computer Based Training Specialist / Instructor		34.99
15060 - Educational Technologist		36.40
15070 - Flight Instructor (Pilot)		50.74
15080 - Graphic Artist		27.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.74
15086 - Maintenance Test Pilot, Rotary Wing		50.74
15088 - Non-Maintenance Test/Co-Pilot		50.74
15090 - Technical Instructor		28.94
15095 - Technical Instructor/Course Developer		35.39
15110 - Test Proctor		23.35
15120 - Tutor		23.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.12
16030 - Counter Attendant		16.12
16040 - Dry Cleaner		18.94
16070 - Finisher, Flatwork, Machine		16.12
16090 - Presser, Hand		16.12
16110 - Presser, Machine, Drycleaning		16.12
16130 - Presser, Machine, Shirts		16.12
16160 - Presser, Machine, Wearing Apparel, Laundry		16.12
16190 - Sewing Machine Operator		20.16
16220 - Tailor		21.23
16250 - Washer, Machine		16.89
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		38.26
19040 - Tool And Die Maker		48.11
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		29.18
21030 - Material Coordinator		31.44
21040 - Material Expediter		31.44
21050 - Material Handling Laborer		20.83
21071 - Order Filler		18.18
21080 - Production Line Worker (Food Processing)		29.18
21110 - Shipping Packer		21.56
21130 - Shipping/Receiving Clerk		21.56
21140 - Store Worker I		17.46
21150 - Stock Clerk		24.56
21210 - Tools And Parts Attendant		29.18
21410 - Warehouse Specialist		29.18
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.04
23019 - Aircraft Logs and Records Technician		33.09
23021 - Aircraft Mechanic I		40.47
23022 - Aircraft Mechanic II		43.04
23023 - Aircraft Mechanic III		45.57
23040 - Aircraft Mechanic Helper		27.91
23050 - Aircraft, Painter		38.00
23060 - Aircraft Servicer		33.09
23070 - Aircraft Survival Flight Equipment Technician		38.00
23080 - Aircraft Worker		35.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		40.47
23110 - Appliance Mechanic		30.21
23120 - Bicycle Repairer		30.70
23125 - Cable Splicer		59.08
23130 - Carpenter, Maintenance		45.24
23140 - Carpet Layer		34.78
23160 - Electrician, Maintenance		45.88
23181 - Electronics Technician Maintenance I		35.13
23182 - Electronics Technician Maintenance II		37.56
23183 - Electronics Technician Maintenance III		40.00
23260 - Fabric Worker		33.30
23290 - Fire Alarm System Mechanic		29.19
23310 - Fire Extinguisher Repairer		30.70
23311 - Fuel Distribution System Mechanic		41.75
23312 - Fuel Distribution System Operator		31.46
23370 - General Maintenance Worker		25.55
23380 - Ground Support Equipment Mechanic		40.47
23381 - Ground Support Equipment Servicer		33.09

23382 - Ground Support Equipment Worker		35.55
23391 - Gunsmith I		30.70
23392 - Gunsmith II		35.78
23393 - Gunsmith III		40.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic		33.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		35.91
23430 - Heavy Equipment Mechanic		39.60
23440 - Heavy Equipment Operator		52.76
23460 - Instrument Mechanic		40.98
23465 - Laboratory/Shelter Mechanic		38.26
23470 - Laborer		20.83
23510 - Locksmith		35.38
23530 - Machinery Maintenance Mechanic		40.73
23550 - Machinist, Maintenance		37.05
23580 - Maintenance Trades Helper		23.14
23591 - Metrology Technician I		40.98
23592 - Metrology Technician II		43.58
23593 - Metrology Technician III		46.15
23640 - Millwright		40.74
23710 - Office Appliance Repairer		23.11
23760 - Painter, Maintenance		32.02
23790 - Pipefitter, Maintenance		40.21
23810 - Plumber, Maintenance		37.76
23820 - Pneudraulic Systems Mechanic		40.74
23850 - Rigger		38.55
23870 - Scale Mechanic		35.78
23890 - Sheet-Metal Worker, Maintenance		43.67
23910 - Small Engine Mechanic		25.71
23931 - Telecommunications Mechanic I		37.80
23932 - Telecommunications Mechanic II		40.20
23950 - Telephone Lineman		42.53
23960 - Welder, Combination, Maintenance		37.19
23965 - Well Driller		40.74
23970 - Woodcraft Worker		40.74
23980 - Woodworker		30.70
24000 - Personal Needs Occupations		
24550 - Case Manager		20.48
24570 - Child Care Attendant		17.48
24580 - Child Care Center Clerk		21.79
24610 - Chore Aide		17.64
24620 - Family Readiness And Support Services Coordinator		20.48
24630 - Homemaker		20.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		38.69
25040 - Sewage Plant Operator		33.03
25070 - Stationary Engineer		38.69
25190 - Ventilation Equipment Tender		26.69
25210 - Water Treatment Plant Operator		33.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.62
27007 - Baggage Inspector		20.08
27008 - Corrections Officer		32.24
27010 - Court Security Officer		32.24
27030 - Detection Dog Handler		22.46
27040 - Detention Officer		32.24
27070 - Firefighter		32.24
27101 - Guard I		20.08
27102 - Guard II		22.46
27131 - Police Officer I		38.67
27132 - Police Officer II		42.98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.88
28042 - Carnival Equipment Repairer		23.90
28043 - Carnival Worker		16.16
28210 - Gate Attendant/Gate Tender		20.27
28310 - Lifeguard		25.64
28350 - Park Attendant (Aide)		22.67
28510 - Recreation Aide/Health Facility Attendant		16.55
28515 - Recreation Specialist		28.09
28630 - Sports Official		18.06
28690 - Swimming Pool Operator		27.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		
29020 - Hatch Tender		
29030 - Line Handler		
29041 - Stevedore I		
29042 - Stevedore II		
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.17
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.53
30021 - Archeological Technician I		20.10
30022 - Archeological Technician II		22.49
30023 - Archeological Technician III		27.85
30030 - Cartographic Technician		27.85
30040 - Civil Engineering Technician		32.53
30051 - Cryogenic Technician I		30.85
30052 - Cryogenic Technician II		34.06
30061 - Drafter/CAD Operator I		20.10
30062 - Drafter/CAD Operator II		22.49
30063 - Drafter/CAD Operator III		25.06
30064 - Drafter/CAD Operator IV		30.85
30081 - Engineering Technician I		18.13
30082 - Engineering Technician II		20.35
30083 - Engineering Technician III		22.77
30084 - Engineering Technician IV		29.74
30085 - Engineering Technician V		34.49
30086 - Engineering Technician VI		41.73
30090 - Environmental Technician		28.13
30095 - Evidence Control Specialist		27.85
30210 - Laboratory Technician		29.24
30221 - Latent Fingerprint Technician I		30.85
30222 - Latent Fingerprint Technician II		34.06
30240 - Mathematical Technician		28.36
30361 - Paralegal/Legal Assistant I		23.64
30362 - Paralegal/Legal Assistant II		29.28
30363 - Paralegal/Legal Assistant III		35.81
30364 - Paralegal/Legal Assistant IV		43.33
30375 - Petroleum Supply Specialist		34.06
30390 - Photo-Optics Technician		27.85
30395 - Radiation Control Technician		34.06
30461 - Technical Writer I		27.85
30462 - Technical Writer II		34.06
30463 - Technical Writer III		41.22
30491 - Unexploded Ordnance (UXO) Technician I		30.57
30492 - Unexploded Ordnance (UXO) Technician II		36.99
30493 - Unexploded Ordnance (UXO) Technician III		44.33
30494 - Unexploded (UXO) Safety Escort		30.57
30495 - Unexploded (UXO) Sweep Personnel		30.57
30501 - Weather Forecaster I		30.85
30502 - Weather Forecaster II		37.52
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.06
30621 - Weather Observer, Senior	(see 2)	27.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.99
31020 - Bus Aide		23.40
31030 - Bus Driver		33.59
31043 - Driver Courier		19.31
31260 - Parking and Lot Attendant		14.91
31290 - Shuttle Bus Driver		18.10
31310 - Taxi Driver		15.59
31361 - Truckdriver, Light		21.10
31362 - Truckdriver, Medium		22.89

31363 - Truckdriver, Heavy	27.66
31364 - Truckdriver, Tractor-Trailer	27.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.03
99030 - Cashier	16.47
99050 - Desk Clerk	29.33
99095 - Embalmer	24.89
99130 - Flight Follower	30.57
99251 - Laboratory Animal Caretaker I	19.86
99252 - Laboratory Animal Caretaker II	21.69
99260 - Marketing Analyst	31.12
99310 - Mortician	24.89
99410 - Pest Controller	20.94
99510 - Photofinishing Worker	16.06
99710 - Recycling Laborer	29.24
99711 - Recycling Specialist	35.42
99730 - Refuse Collector	26.17
99810 - Sales Clerk	17.09
99820 - School Crossing Guard	21.12
99830 - Survey Party Chief	33.13
99831 - Surveying Aide	18.11
99832 - Surveying Technician	24.82
99840 - Vending Machine Attendant	18.58
99841 - Vending Machine Repairer	23.61
99842 - Vending Machine Repairer Helper	18.58

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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable E
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: (Hawaii): $2.42 per hour, up to 40 hours per week, or $96.80 per week, or $419.47 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.55 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: $1.96 per hour up to 40 hours per week, or $78.40 per week, or $339.73 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.09 per hour, up to 40 hours per week. *

*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 10 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. (See 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))."
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