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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4147
Revision No.: 29
Date Of Last Revision: 07/22/2024

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.20 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 2024.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $12.90 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 2024.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Erie, Niagara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.16
01012 - Accounting Clerk II		20.38
01013 - Accounting Clerk III		22.80
01020 - Administrative Assistant		32.59
01035 - Court Reporter		40.63
01041 - Customer Service Representative I		16.95***
01042 - Customer Service Representative II		18.49
01043 - Customer Service Representative III		20.77
01051 - Data Entry Operator I		16.96***
01052 - Data Entry Operator II		18.51
01060 - Dispatcher, Motor Vehicle		22.62
01070 - Document Preparation Clerk		20.70
01090 - Duplicating Machine Operator		20.70
01111 - General Clerk I		16.23***
01112 - General Clerk II		17.71
01113 - General Clerk III		19.87
01120 - Housing Referral Assistant		24.55
01141 - Messenger Courier		17.11***
01191 - Order Clerk I		18.81

01192 - Order Clerk II	20.53
01261 - Personnel Assistant (Employment) I	19.38
01262 - Personnel Assistant (Employment) II	21.68
01263 - Personnel Assistant (Employment) III	24.17
01270 - Production Control Clerk	24.28
01290 - Rental Clerk	18.43
01300 - Scheduler, Maintenance	19.69
01311 - Secretary I	19.69
01312 - Secretary II	22.02
01313 - Secretary III	24.55
01320 - Service Order Dispatcher	20.22
01410 - Supply Technician	32.59
01420 - Survey Worker	22.40
01460 - Switchboard Operator/Receptionist	17.53
01531 - Travel Clerk I	16.38***
01532 - Travel Clerk II	18.10
01533 - Travel Clerk III	20.09
01611 - Word Processor I	16.54***
01612 - Word Processor II	18.56
01613 - Word Processor III	20.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.61
05010 - Automotive Electrician	21.87
05040 - Automotive Glass Installer	21.06
05070 - Automotive Worker	21.06
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal Mechanic	22.63
05160 - Motor Equipment Metal Worker	21.06
05190 - Motor Vehicle Mechanic	22.63
05220 - Motor Vehicle Mechanic Helper	18.45
05250 - Motor Vehicle Upholstery Worker	20.18
05280 - Motor Vehicle Wrecker	21.06
05310 - Painter, Automotive	21.87
05340 - Radiator Repair Specialist	21.06
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95***
07041 - Cook I	17.86
07042 - Cook II	19.48
07070 - Dishwasher	14.62***
07130 - Food Service Worker	15.76***
07210 - Meat Cutter	20.57
07260 - Waiter/Waitress	16.74***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.57
09040 - Furniture Handler	19.26
09080 - Furniture Refinisher	24.57
09090 - Furniture Refinisher Helper	21.15
09110 - Furniture Repairer, Minor	22.80
09130 - Upholsterer	24.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.19***
11060 - Elevator Operator	15.75***
11090 - Gardener	21.95
11122 - Housekeeping Aide	16.97***
11150 - Janitor	16.97***
11210 - Laborer, Grounds Maintenance	18.31
11240 - Maid or Houseman	15.70***
11260 - Pruner	16.98***
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.31
11360 - Window Cleaner	18.30
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	24.63

12015 - Certified Physical Therapist Assistant 25.10
12020 - Dental Assistant 21.74
12025 - Dental Hygienist 35.04
12030 - EKG Technician 38.19
12035 - Electroneurodiagnostic Technologist 38.19
12040 - Emergency Medical Technician 17.65
12071 - Licensed Practical Nurse I 21.00
12072 - Licensed Practical Nurse II 23.48
12073 - Licensed Practical Nurse III 26.19
12100 - Medical Assistant 19.63
12130 - Medical Laboratory Technician 34.76
12160 - Medical Record Clerk 22.25
12190 - Medical Record Technician 24.89
12195 - Medical Transcriptionist 19.71
12210 - Nuclear Medicine Technologist 43.97
12221 - Nursing Assistant I 13.23***
12222 - Nursing Assistant II 14.89***
12223 - Nursing Assistant III 16.24***
12224 - Nursing Assistant IV 18.23
12235 - Optical Dispenser 27.11
12236 - Optical Technician 19.13
12250 - Pharmacy Technician 17.51
12280 - Phlebotomist 20.64
12305 - Radiologic Technologist 36.42
12311 - Registered Nurse I 28.33
12312 - Registered Nurse II 34.65
12313 - Registered Nurse II, Specialist 34.65
12314 - Registered Nurse III 41.92
12315 - Registered Nurse III, Anesthetist 41.92
12316 - Registered Nurse IV 50.24
12317 - Scheduler (Drug and Alcohol Testing) 29.10
12320 - Substance Abuse Treatment Counselor 24.50
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.47
13012 - Exhibits Specialist II 27.85
13013 - Exhibits Specialist III 34.05
13041 - Illustrator I 22.18
13042 - Illustrator II 27.48
13043 - Illustrator III 33.61
13047 - Librarian 30.43
13050 - Library Aide/Clerk 15.63***
13054 - Library Information Technology Systems Administrator 27.48
13058 - Library Technician 20.01
13061 - Media Specialist I 19.83
13062 - Media Specialist II 22.18
13063 - Media Specialist III 24.73
13071 - Photographer I 19.39
13072 - Photographer II 21.69
13073 - Photographer III 26.87
13074 - Photographer IV 32.87
13075 - Photographer V 39.77
13090 - Technical Order Library Clerk 19.64
13110 - Video Teleconference Technician 25.95
14000 - Information Technology Occupations
14041 - Computer Operator I 23.61
14042 - Computer Operator II 26.44
14043 - Computer Operator III 29.57
14044 - Computer Operator IV 32.92
14045 - Computer Operator V 36.45
14071 - Computer Programmer I 23.59
14072 - Computer Programmer II
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	23.61
14160 - Personal Computer Support Technician	32.92
14170 - System Support Specialist	37.50
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.04
15020 - Aircrew Training Devices Instructor (Rated)	39.97
15030 - Air Crew Training Devices Instructor (Pilot)	47.91
15050 - Computer Based Training Specialist / Instructor	33.04
15060 - Educational Technologist	37.79
15070 - Flight Instructor (Pilot)	47.91
15080 - Graphic Artist	25.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.91
15086 - Maintenance Test Pilot, Rotary Wing	47.91
15088 - Non-Maintenance Test/Co-Pilot	47.91
15090 - Technical Instructor	25.62
15095 - Technical Instructor/Course Developer	31.34
15110 - Test Proctor	20.68
15120 - Tutor	20.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41***
16030 - Counter Attendant	16.41***
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41***
16090 - Presser, Hand	16.41***
16110 - Presser, Machine, Drycleaning	16.41***
16130 - Presser, Machine, Shirts	16.41***
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41***
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.69
19040 - Tool And Die Maker	38.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.00
21030 - Material Coordinator	24.28
21040 - Material Expediter	24.28
21050 - Material Handling Laborer	19.01
21071 - Order Filler	17.88
21080 - Production Line Worker (Food Processing)	24.00
21110 - Shipping Packer	19.74
21130 - Shipping/Receiving Clerk	19.74
21140 - Store Worker I	20.42
21150 - Stock Clerk	25.72
21210 - Tools And Parts Attendant	24.00
21410 - Warehouse Specialist	24.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.21
23019 - Aircraft Logs and Records Technician	32.04
23021 - Aircraft Mechanic I	35.93
23022 - Aircraft Mechanic II	37.21
23023 - Aircraft Mechanic III	38.26
23040 - Aircraft Mechanic Helper	29.29
23050 - Aircraft, Painter	34.73
23060 - Aircraft Servicer	32.04
23070 - Aircraft Survival Flight Equipment Technician	34.73
23080 - Aircraft Worker	33.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.93
23110 - Appliance Mechanic	21.53
23120 - Bicycle Repairer	28.45
23125 - Cable Splicer	51.34
23130 - Carpenter, Maintenance	26.28
23140 - Carpet Layer	31.04
23160 - Electrician, Maintenance	36.16

23181 - Electronics Technician Maintenance I	31.91
23182 - Electronics Technician Maintenance II	33.14
23183 - Electronics Technician Maintenance III	34.28
23260 - Fabric Worker	29.74
23290 - Fire Alarm System Mechanic	25.93
23310 - Fire Extinguisher Repairer	28.45
23311 - Fuel Distribution System Mechanic	41.29
23312 - Fuel Distribution System Operator	35.23
23370 - General Maintenance Worker	22.52
23380 - Ground Support Equipment Mechanic	35.93
23381 - Ground Support Equipment Servicer	32.04
23382 - Ground Support Equipment Worker	33.44
23391 - Gunsmith I	28.45
23392 - Gunsmith II	31.04
23393 - Gunsmith III	33.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.49
23430 - Heavy Equipment Mechanic	29.54
23440 - Heavy Equipment Operator	31.41
23460 - Instrument Mechanic	33.35
23465 - Laboratory/Shelter Mechanic	32.24
23470 - Laborer	19.01
23510 - Locksmith	24.23
23530 - Machinery Maintenance Mechanic	30.45
23550 - Machinist, Maintenance	26.84
23580 - Maintenance Trades Helper	18.68
23591 - Metrology Technician I	33.35
23592 - Metrology Technician II	34.54
23593 - Metrology Technician III	35.51
23640 - Millwright	38.00
23710 - Office Appliance Repairer	22.99
23760 - Painter, Maintenance	26.77
23790 - Pipefitter, Maintenance	36.50
23810 - Plumber, Maintenance	35.28
23820 - Pneudraulic Systems Mechanic	33.35
23850 - Rigger	33.35
23870 - Scale Mechanic	31.04
23890 - Sheet-Metal Worker, Maintenance	29.87
23910 - Small Engine Mechanic	22.35
23931 - Telecommunications Mechanic I	41.38
23932 - Telecommunications Mechanic II	42.85
23950 - Telephone Lineman	42.48
23960 - Welder, Combination, Maintenance	25.33
23965 - Well Driller	33.35
23970 - Woodcraft Worker	33.35
23980 - Woodworker	28.45
24000 - Personal Needs Occupations	
24550 - Case Manager	19.91
24570 - Child Care Attendant	15.71***
24580 - Child Care Center Clerk	19.60
24610 - Chore Aide	16.21***
24620 - Family Readiness And Support Services Coordinator	19.91
24630 - Homemaker	19.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.94
25040 - Sewage Plant Operator	29.58
25070 - Stationary Engineer	32.94
25190 - Ventilation Equipment Tender	26.85
25210 - Water Treatment Plant Operator	29.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.59
27007 - Baggage Inspector	17.01***
27008 - Corrections Officer	34.81
27010 - Court Security Officer	34.78

27030 - Detection Dog Handler	19.02
27040 - Detention Officer	34.81
27070 - Firefighter	34.75
27101 - Guard I	17.01***
27102 - Guard II	19.02
27131 - Police Officer I	35.21
27132 - Police Officer II	39.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.02
28042 - Carnival Equipment Repairer	19.91
28043 - Carnival Worker	15.40***
28210 - Gate Attendant/Gate Tender	18.64
28310 - Lifeguard	15.51***
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.22***
28515 - Recreation Specialist	25.83
28630 - Sports Official	16.61***
28690 - Swimming Pool Operator	21.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.76
29020 - Hatch Tender	35.76
29030 - Line Handler	35.76
29041 - Stevedore I	34.34
29042 - Stevedore II	37.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.55
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.85
30021 - Archeological Technician I	18.68
30022 - Archeological Technician II	20.90
30023 - Archeological Technician III	25.90
30030 - Cartographic Technician	25.90
30040 - Civil Engineering Technician	29.26
30051 - Cryogenic Technician I	28.68
30052 - Cryogenic Technician II	31.68
30061 - Drafter/CAD Operator I	18.68
30062 - Drafter/CAD Operator II	20.90
30063 - Drafter/CAD Operator III	23.30
30064 - Drafter/CAD Operator IV	28.68
30081 - Engineering Technician I	19.15
30082 - Engineering Technician II	21.49
30083 - Engineering Technician III	24.04
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	38.35
30090 - Environmental Technician	24.60
30095 - Evidence Control Specialist	25.90
30210 - Laboratory Technician	28.58
30221 - Latent Fingerprint Technician I	33.84
30222 - Latent Fingerprint Technician II	37.38
30240 - Mathematical Technician	28.42
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.52
30363 - Paralegal/Legal Assistant III	33.66
30364 - Paralegal/Legal Assistant IV	40.72
30375 - Petroleum Supply Specialist	31.68
30390 - Photo-Optics Technician	25.90
30395 - Radiation Control Technician	31.68
30461 - Technical Writer I	29.04
30462 - Technical Writer II	35.51
30463 - Technical Writer III	42.96
30491 - Unexploded Ordnance (UXO) Technician I	30.00
30492 - Unexploded Ordnance (UXO) Technician II	36.30
30493 - Unexploded Ordnance (UXO) Technician III	43.51
30494 - Unexploded (UXO) Safety Escort	30.00
30495 - Unexploded (UXO) Sweep Personnel	30.00
30501 - Weather Forecaster I	28.68

30502 - Weather Forecaster II		34.88
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.30
30621 - Weather Observer, Senior	(see 2)	25.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.30
31020 - Bus Aide		15.70***
31030 - Bus Driver		19.66
31043 - Driver Courier		18.38
31260 - Parking and Lot Attendant		15.33***
31290 - Shuttle Bus Driver		17.83
31310 - Taxi Driver		15.17***
31361 - Truckdriver, Light		19.24
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		26.17
31364 - Truckdriver, Tractor-Trailer		26.17
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.70
99030 - Cashier		14.88***
99050 - Desk Clerk		15.97***
99095 - Embalmer		32.12
99130 - Flight Follower		30.00
99251 - Laboratory Animal Caretaker I		17.34
99252 - Laboratory Animal Caretaker II		18.15
99260 - Marketing Analyst		33.67
99310 - Mortician		32.12
99410 - Pest Controller		22.43
99510 - Photofinishing Worker		15.77***
99710 - Recycling Laborer		24.00
99711 - Recycling Specialist		27.49
99730 - Refuse Collector		22.26
99810 - Sales Clerk		15.79***
99820 - School Crossing Guard		15.64***
99830 - Survey Party Chief		31.79
99831 - Surveying Aide		16.40***
99832 - Surveying Technician		25.82
99840 - Vending Machine Attendant		17.48
99841 - Vending Machine Repairer		19.95
99842 - Vending Machine Repairer Helper		17.48

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.20 per hour) or 13658 ($12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."