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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.: 2015-4527
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State: Alabama, Georgia

Area: Alabama Counties of Russell

Georgia Counties of Chattahoochee, Harris, Marion and Muscogee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		28.84
01035 - Court Reporter		19.79
01041 - Customer Service Representative I		16.16
01042 - Customer Service Representative II		17.63
01043 - Customer Service Representative III		19.79
01051 - Data Entry Operator I		16.22
01052 - Data Entry Operator II		17.70
01060 - Dispatcher, Motor Vehicle		20.00
01070 - Document Preparation Clerk		15.51
01090 - Duplicating Machine Operator		15.51
01111 - General Clerk I		16.01
01112 - General Clerk II		17.47
01113 - General Clerk III		19.61
01120 - Housing Referral Assistant		22.05
01141 - Messenger Courier		13.93
01191 - Order Clerk I		14.44
01192 - Order Clerk II		15.76
01261 - Personnel Assistant (Employment) I		20.03
01262 - Personnel Assistant (Employment) II		22.41
01263 - Personnel Assistant (Employment) III		24.98
01270 - Production Control Clerk		23.42
01290 - Rental Clerk		14.52
01300 - Scheduler, Maintenance		17.69
01311 - Secretary I		17.69
01312 - Secretary II		19.79
01313 - Secretary III		22.05
01320 - Service Order Dispatcher		17.88
01410 - Supply Technician		28.84
01420 - Survey Worker		18.02
01460 - Switchboard Operator/Receptionist		15.29
01531 - Travel Clerk I		15.76
01532 - Travel Clerk II		16.86
01533 - Travel Clerk III		17.90
01611 - Word Processor I		15.76
01612 - Word Processor II		17.69
01613 - Word Processor III		19.79
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.16
05010 - Automotive Electrician		21.48
05040 - Automotive Glass Installer		20.28
05070 - Automotive Worker		20.28
05110 - Mobile Equipment Servicer		17.66
05130 - Motor Equipment Metal Mechanic		22.69
05160 - Motor Equipment Metal Worker		20.28
05190 - Motor Vehicle Mechanic		22.69
05220 - Motor Vehicle Mechanic Helper		16.43
05250 - Motor Vehicle Upholstery Worker		18.98
05280 - Motor Vehicle Wrecker		20.28
05310 - Painter, Automotive		21.48
05340 - Radiator Repair Specialist		20.28
05370 - Tire Repairer		16.47
05400 - Transmission Repair Specialist		22.69

07000 - Food Preparation And Service Occupations
07010 - Baker 14.38
07041 - Cook I 14.15
07042 - Cook II 16.14
07070 - Dishwasher 13.20
07130 - Food Service Worker 13.59
07210 - Meat Cutter 17.32
07260 - Waiter/Waitress 10.22

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.90
09040 - Furniture Handler 13.76
09080 - Furniture Refinisher 20.90
09090 - Furniture Refinisher Helper 16.10
09110 - Furniture Repairer, Minor 18.52
09130 - Upholsterer 20.90

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.57
11060 - Elevator Operator 14.02
11090 - Gardener 18.69
11122 - Housekeeping Aide 14.02
11150 - Janitor 14.02
11210 - Laborer, Grounds Maintenance 14.86
11240 - Maid or Houseman 12.30
11260 - Pruner 13.57
11270 - Tractor Operator 17.39
11330 - Trail Maintenance Worker 14.86
11360 - Window Cleaner 15.35

12000 - Health Occupations
12010 - Ambulance Driver 17.99
12011 - Breath Alcohol Technician 22.02
12012 - Certified Occupational Therapist Assistant 30.94
12015 - Certified Physical Therapist Assistant 33.32
12020 - Dental Assistant 19.93
12025 - Dental Hygienist 32.84
12030 - EKG Technician 33.04
12035 - Electroneurodiagnostic Technologist 33.04
12040 - Emergency Medical Technician 17.99
12071 - Licensed Practical Nurse I 19.69
12072 - Licensed Practical Nurse II 22.02
12073 - Licensed Practical Nurse III 24.54
12100 - Medical Assistant 17.66
12130 - Medical Laboratory Technician 27.43
12160 - Medical Record Clerk 20.41
12190 - Medical Record Technician 22.83
12195 - Medical Transcriptionist 19.69
12210 - Nuclear Medicine Technologist 48.39
12221 - Nursing Assistant I 13.54
12222 - Nursing Assistant II 15.23
12223 - Nursing Assistant III 16.62
12224 - Nursing Assistant IV 18.65
12235 - Optical Dispenser 18.08
12236 - Optical Technician 19.69
12250 - Pharmacy Technician 18.36
12280 - Phlebotomist 17.74
12305 - Radiologic Technologist 30.02
12311 - Registered Nurse I 27.49
12312 - Registered Nurse II 33.63
12313 - Registered Nurse II, Specialist 33.63
12314 - Registered Nurse III 40.69
12315 - Registered Nurse III, Anesthetist 40.69
12316 - Registered Nurse IV 48.76
12317 - Scheduler (Drug and Alcohol Testing) 27.27
12320 - Substance Abuse Treatment Counselor 23.45

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.67
13012 - Exhibits Specialist II 30.56
13013 - Exhibits Specialist III 37.38
13041 - Illustrator I 24.67
13042 - Illustrator II 30.56
13043 - Illustrator III 37.38
13047 - Librarian 33.84
13050 - Library Aide/Clerk 17.72
13054 - Library Information Technology Systems
Administrator 30.56
13058 - Library Technician 23.82
13061 - Media Specialist I 22.06
13062 - Media Specialist II 24.67
13063 - Media Specialist III 27.50
13071 - Photographer I 19.89
13072 - Photographer II 22.24
13073 - Photographer III 27.56
13074 - Photographer IV 33.71
13075 - Photographer V 40.78
13090 - Technical Order Library Clerk 24.66
13110 - Video Teleconference Technician 25.76

14000 - Information Technology Occupations
14041 - Computer Operator I 21.05
14042 - Computer Operator II 23.54
14043 - Computer Operator III 26.24
14044 - Computer Operator IV 29.16
14045 - Computer Operator V 32.30
14071 - Computer Programmer I (see 1) 26.14
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		21.05
14160 - Personal Computer Support Technician		29.16
14170 - System Support Specialist		36.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.33
15020 - Aircrew Training Devices Instructor (Rated)		43.96
15030 - Air Crew Training Devices Instructor (Pilot)		52.70
15050 - Computer Based Training Specialist / Instructor		36.33
15060 - Educational Technologist		39.30
15070 - Flight Instructor (Pilot)		52.70
15080 - Graphic Artist		25.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.70
15086 - Maintenance Test Pilot, Rotary Wing		52.70
15088 - Non-Maintenance Test/Co-Pilot		52.70
15090 - Technical Instructor		21.88
15095 - Technical Instructor/Course Developer		26.78
15110 - Test Proctor		17.67
15120 - Tutor		17.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.57
16030 - Counter Attendant		10.57
16040 - Dry Cleaner		12.82
16070 - Finisher, Flatwork, Machine		10.57
16090 - Presser, Hand		10.57
16110 - Presser, Machine, Drycleaning		10.57
16130 - Presser, Machine, Shirts		10.57
16160 - Presser, Machine, Wearing Apparel, Laundry		10.57
16190 - Sewing Machine Operator		13.58
16220 - Tailor		14.31
16250 - Washer, Machine		11.25
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.53
19040 - Tool And Die Maker		28.88
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.33
21030 - Material Coordinator		23.42
21040 - Material Expediter		23.42
21050 - Material Handling Laborer		17.42
21071 - Order Filler		15.18
21080 - Production Line Worker (Food Processing)		18.33
21110 - Shipping Packer		17.97
21130 - Shipping/Receiving Clerk		17.97
21140 - Store Worker I		13.81
21150 - Stock Clerk		18.14
21210 - Tools And Parts Attendant		18.33
21410 - Warehouse Specialist		18.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.04
23019 - Aircraft Logs and Records Technician		21.36
23021 - Aircraft Mechanic I		25.55
23022 - Aircraft Mechanic II		27.04
23023 - Aircraft Mechanic III		28.39
23040 - Aircraft Mechanic Helper		18.50
23050 - Aircraft, Painter		24.18
23060 - Aircraft Servicer		21.36
23070 - Aircraft Survival Flight Equipment Technician		24.18
23080 - Aircraft Worker		22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.55
23110 - Appliance Mechanic		23.53
23120 - Bicycle Repairer		19.47
23125 - Cable Splicer		41.18
23130 - Carpenter, Maintenance		21.38
23140 - Carpet Layer		22.21
23160 - Electrician, Maintenance		24.17
23181 - Electronics Technician Maintenance I		26.11
23182 - Electronics Technician Maintenance II		27.66
23183 - Electronics Technician Maintenance III		29.23
23260 - Fabric Worker		20.84
23290 - Fire Alarm System Mechanic		22.75
23310 - Fire Extinguisher Repairer		19.47
23311 - Fuel Distribution System Mechanic		25.33
23312 - Fuel Distribution System Operator		19.70
23370 - General Maintenance Worker		18.63
23380 - Ground Support Equipment Mechanic		25.55
23381 - Ground Support Equipment Servicer		21.36
23382 - Ground Support Equipment Worker		22.84
23391 - Gunsmith I		19.47
23392 - Gunsmith II		22.21
23393 - Gunsmith III		24.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.68

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.99
23430 - Heavy Equipment Mechanic		27.90
23440 - Heavy Equipment Operator		21.48
23460 - Instrument Mechanic		24.86
23465 - Laboratory/Shelter Mechanic		23.53
23470 - Laborer		17.42
23510 - Locksmith		23.53
23530 - Machinery Maintenance Mechanic		29.79
23550 - Machinist, Maintenance		20.18
23580 - Maintenance Trades Helper		15.30
23591 - Metrology Technician I		24.86
23592 - Metrology Technician II		26.24
23593 - Metrology Technician III		27.56
23640 - Millwright		26.68
23710 - Office Appliance Repairer		20.33
23760 - Painter, Maintenance		19.79
23790 - Pipefitter, Maintenance		24.62
23810 - Plumber, Maintenance		23.30
23820 - Pneudraulic Systems Mechanic		24.86
23850 - Rigger		24.86
23870 - Scale Mechanic		22.21
23890 - Sheet-Metal Worker, Maintenance		25.29
23910 - Small Engine Mechanic		22.21
23931 - Telecommunications Mechanic I		28.99
23932 - Telecommunications Mechanic II		30.64
23950 - Telephone Lineman		24.59
23960 - Welder, Combination, Maintenance		20.72
23965 - Well Driller		24.86
23970 - Woodcraft Worker		24.86
23980 - Woodworker		19.47
24000 - Personal Needs Occupations		
24550 - Case Manager		16.39
24570 - Child Care Attendant		12.04
24580 - Child Care Center Clerk		15.01
24610 - Chore Aide		13.34
24620 - Family Readiness And Support Services Coordinator		16.39
24630 - Homemaker		16.39
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.15
25040 - Sewage Plant Operator		23.80
25070 - Stationary Engineer		25.15
25190 - Ventilation Equipment Tender		18.21
25210 - Water Treatment Plant Operator		23.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.70
27007 - Baggage Inspector		17.66
27008 - Corrections Officer		20.81
27010 - Court Security Officer		23.23
27030 - Detection Dog Handler		19.75
27040 - Detention Officer		20.81
27070 - Firefighter		23.68
27101 - Guard I		17.66
27102 - Guard II		19.75
27131 - Police Officer I		24.28
27132 - Police Officer II		26.99
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.16
28042 - Carnival Equipment Repairer		15.20
28043 - Carnival Worker		11.06
28210 - Gate Attendant/Gate Tender		15.85
28310 - Lifeguard		13.75
28350 - Park Attendant (Aide)		17.73
28510 - Recreation Aide/Health Facility Attendant		12.94
28515 - Recreation Specialist		21.57
28630 - Sports Official		14.12
28690 - Swimming Pool Operator		17.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.21
29020 - Hatch Tender		22.21
29030 - Line Handler		22.21
29041 - Stevedore I		20.84
29042 - Stevedore II		23.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.60
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.00
30021 - Archeological Technician I		19.59
30022 - Archeological Technician II		21.91
30023 - Archeological Technician III		27.16
30030 - Cartographic Technician		27.16
30040 - Civil Engineering Technician		27.16
30051 - Cryogenic Technician I		30.07
30052 - Cryogenic Technician II		33.21
30061 - Drafter/CAD Operator I		19.59
30062 - Drafter/CAD Operator II		21.91
30063 - Drafter/CAD Operator III		24.43
30064 - Drafter/CAD Operator IV		30.07

30081 - Engineering Technician I		18.24
30082 - Engineering Technician II		20.49
30083 - Engineering Technician III		22.91
30084 - Engineering Technician IV		29.00
30085 - Engineering Technician V		35.47
30086 - Engineering Technician VI		42.02
30090 - Environmental Technician		26.40
30095 - Evidence Control Specialist		27.16
30210 - Laboratory Technician		25.96
30221 - Latent Fingerprint Technician I		30.07
30222 - Latent Fingerprint Technician II		33.21
30240 - Mathematical Technician		27.16
30361 - Paralegal/Legal Assistant I		22.44
30362 - Paralegal/Legal Assistant II		27.80
30363 - Paralegal/Legal Assistant III		33.99
30364 - Paralegal/Legal Assistant IV		41.13
30375 - Petroleum Supply Specialist		33.21
30390 - Photo-Optics Technician		27.16
30395 - Radiation Control Technician		33.21
30461 - Technical Writer I		28.79
30462 - Technical Writer II		35.21
30463 - Technical Writer III		42.60
30491 - Unexploded Ordnance (UXO) Technician I		30.97
30492 - Unexploded Ordnance (UXO) Technician II		37.46
30493 - Unexploded Ordnance (UXO) Technician III		44.90
30494 - Unexploded (UXO) Safety Escort		30.97
30495 - Unexploded (UXO) Sweep Personnel		30.97
30501 - Weather Forecaster I		30.07
30502 - Weather Forecaster II		36.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.43
30621 - Weather Observer, Senior	(see 2)	27.16
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.46
31020 - Bus Aide		16.10
31030 - Bus Driver		21.77
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		13.30
31290 - Shuttle Bus Driver		15.98
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		18.29
31362 - Truckdriver, Medium		19.66
31363 - Truckdriver, Heavy		23.66
31364 - Truckdriver, Tractor-Trailer		23.66
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.27
99030 - Cashier		12.43
99050 - Desk Clerk		13.16
99095 - Embalmer		30.97
99130 - Flight Follower		30.97
99251 - Laboratory Animal Caretaker I		14.26
99252 - Laboratory Animal Caretaker II		15.32
99260 - Marketing Analyst		30.52
99310 - Mortician		30.97
99410 - Pest Controller		19.55
99510 - Photofinishing Worker		16.27
99710 - Recycling Laborer		17.94
99711 - Recycling Specialist		20.99
99730 - Refuse Collector		16.39
99810 - Sales Clerk		13.13
99820 - School Crossing Guard		15.28
99830 - Survey Party Chief		22.96
99831 - Surveying Aide		16.28
99832 - Surveying Technician		22.25
99840 - Vending Machine Attendant		19.57
99841 - Vending Machine Repairer		23.98
99842 - Vending Machine Repairer Helper		19.57

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 cor
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 8 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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