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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.: 2015-4439
Revision No.: 29
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State: South Carolina

Area: South Carolina Counties of Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.69
01012 - Accounting Clerk II		18.74
01013 - Accounting Clerk III		20.96
01020 - Administrative Assistant		26.44
01035 - Court Reporter		21.01
01041 - Customer Service Representative I		15.24
01042 - Customer Service Representative II		16.63
01043 - Customer Service Representative III		18.66
01051 - Data Entry Operator I		15.33
01052 - Data Entry Operator II		16.73
01060 - Dispatcher, Motor Vehicle		20.98

01070 - Document Preparation Clerk	16.73
01090 - Duplicating Machine Operator	16.73
01111 - General Clerk I	15.47
01112 - General Clerk II	16.88
01113 - General Clerk III	18.95
01120 - Housing Referral Assistant	23.41
01141 - Messenger Courier	13.63
01191 - Order Clerk I	15.33
01192 - Order Clerk II	16.73
01261 - Personnel Assistant (Employment) I	18.78
01262 - Personnel Assistant (Employment) II	21.01
01263 - Personnel Assistant (Employment) III	23.41
01270 - Production Control Clerk	23.23
01290 - Rental Clerk	15.46
01300 - Scheduler, Maintenance	18.78
01311 - Secretary I	18.78
01312 - Secretary II	21.01
01313 - Secretary III	23.41
01320 - Service Order Dispatcher	18.76
01410 - Supply Technician	26.44
01420 - Survey Worker	21.01
01460 - Switchboard Operator/Receptionist	15.72
01531 - Travel Clerk I	16.67
01532 - Travel Clerk II	17.82
01533 - Travel Clerk III	18.96
01611 - Word Processor I	16.73
01612 - Word Processor II	18.78
01613 - Word Processor III	21.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.49
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.09
05070 - Automotive Worker	19.09
05110 - Mobile Equipment Servicer	16.58
05130 - Motor Equipment Metal Mechanic	21.49
05160 - Motor Equipment Metal Worker	19.09
05190 - Motor Vehicle Mechanic	21.49
05220 - Motor Vehicle Mechanic Helper	15.36
05250 - Motor Vehicle Upholstery Worker	17.79
05280 - Motor Vehicle Wrecker	19.09
05310 - Painter, Automotive	20.33
05340 - Radiator Repair Specialist	19.09
05370 - Tire Repairer	16.58
05400 - Transmission Repair Specialist	21.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.87
07041 - Cook I	12.70

07042 - Cook II	14.62
07070 - Dishwasher	12.58
07130 - Food Service Worker	12.96
07210 - Meat Cutter	19.33
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.71
09040 - Furniture Handler	11.89
09080 - Furniture Refinisher	18.71
09090 - Furniture Refinisher Helper	14.14
09110 - Furniture Repairer, Minor	16.38
09130 - Upholsterer	18.71
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.30
11060 - Elevator Operator	14.32
11090 - Gardener	20.17
11122 - Housekeeping Aide	14.32
11150 - Janitor	14.32
11210 - Laborer, Grounds Maintenance	15.72
11240 - Maid or Houseman	11.73
11260 - Pruner	14.18
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	15.72
11360 - Window Cleaner	15.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	24.50
12012 - Certified Occupational Therapist Assistant	33.62
12015 - Certified Physical Therapist Assistant	34.14
12020 - Dental Assistant	20.63
12025 - Dental Hygienist	37.81
12030 - EKG Technician	37.14
12035 - Electroneurodiagnostic Technologist	33.11
12040 - Emergency Medical Technician	18.68
12071 - Licensed Practical Nurse I	21.90
12072 - Licensed Practical Nurse II	24.50
12073 - Licensed Practical Nurse III	27.32
12100 - Medical Assistant	17.17
12130 - Medical Laboratory Technician	25.00
12160 - Medical Record Clerk	20.12
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	21.90
12210 - Nuclear Medicine Technologist	53.85
12221 - Nursing Assistant I	13.96
12222 - Nursing Assistant II	15.71
12223 - Nursing Assistant III	17.14

12224 - Nursing Assistant IV		19.24
12235 - Optical Dispenser		24.50
12236 - Optical Technician		21.90
12250 - Pharmacy Technician		18.10
12280 - Phlebotomist		19.42
12305 - Radiologic Technologist		30.14
12311 - Registered Nurse I		26.07
12312 - Registered Nurse II		31.89
12313 - Registered Nurse II, Specialist		31.89
12314 - Registered Nurse III		38.58
12315 - Registered Nurse III, Anesthetist		38.58
12316 - Registered Nurse IV		46.26
12317 - Scheduler (Drug and Alcohol Testing)		30.36
12320 - Substance Abuse Treatment Counselor		24.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.58
13012 - Exhibits Specialist II		24.27
13013 - Exhibits Specialist III		29.68
13041 - Illustrator I		19.85
13042 - Illustrator II		24.59
13043 - Illustrator III		30.07
13047 - Librarian		27.23
13050 - Library Aide/Clerk		15.59
13054 - Library Information Technology Systems Administrator		24.59
13058 - Library Technician		19.58
13061 - Media Specialist I		17.74
13062 - Media Specialist II		19.85
13063 - Media Specialist III		22.12
13071 - Photographer I		17.51
13072 - Photographer II		19.58
13073 - Photographer III		24.27
13074 - Photographer IV		29.68
13075 - Photographer V		35.90
13090 - Technical Order Library Clerk		19.58
13110 - Video Teleconference Technician		17.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.74
14042 - Computer Operator II		17.61
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
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		15.74
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		25.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.31
15020 - Aircrew Training Devices Instructor (Rated)		38.76
15030 - Air Crew Training Devices Instructor (Pilot)		46.46
15050 - Computer Based Training Specialist / Instructor		32.31
15060 - Educational Technologist		35.35
15070 - Flight Instructor (Pilot)		46.46
15080 - Graphic Artist		29.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.84
15086 - Maintenance Test Pilot, Rotary Wing		45.84
15088 - Non-Maintenance Test/Co-Pilot		45.84
15090 - Technical Instructor		24.28
15095 - Technical Instructor/Course Developer		29.69
15110 - Test Proctor		19.60
15120 - Tutor		19.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.57
16030 - Counter Attendant		11.57
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.57
16090 - Presser, Hand		11.57
16110 - Presser, Machine, Drycleaning		11.57
16130 - Presser, Machine, Shirts		11.57
16160 - Presser, Machine, Wearing Apparel, Laundry		11.57
16190 - Sewing Machine Operator		15.09
16220 - Tailor		16.07
16250 - Washer, Machine		12.52
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.52
19040 - Tool And Die Maker		29.05
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.70
21030 - Material Coordinator		23.23
21040 - Material Expediter		23.23
21050 - Material Handling Laborer		16.85
21071 - Order Filler		14.49
21080 - Production Line Worker (Food Processing)		17.70

21110 - Shipping Packer	17.26
21130 - Shipping/Receiving Clerk	17.26
21140 - Store Worker I	13.92
21150 - Stock Clerk	18.89
21210 - Tools And Parts Attendant	17.70
21410 - Warehouse Specialist	17.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.93
23019 - Aircraft Logs and Records Technician	21.08
23021 - Aircraft Mechanic I	25.43
23022 - Aircraft Mechanic II	26.93
23023 - Aircraft Mechanic III	28.34
23040 - Aircraft Mechanic Helper	18.17
23050 - Aircraft, Painter	23.52
23060 - Aircraft Servicer	21.08
23070 - Aircraft Survival Flight Equipment Technician	23.52
23080 - Aircraft Worker	22.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.43
23110 - Appliance Mechanic	23.52
23120 - Bicycle Repairer	19.18
23125 - Cable Splicer	25.98
23130 - Carpenter, Maintenance	21.79
23140 - Carpet Layer	22.08
23160 - Electrician, Maintenance	27.62
23181 - Electronics Technician Maintenance I	22.08
23182 - Electronics Technician Maintenance II	23.52
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	20.58
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	19.18
23311 - Fuel Distribution System Mechanic	24.85
23312 - Fuel Distribution System Operator	19.18
23370 - General Maintenance Worker	22.00
23380 - Ground Support Equipment Mechanic	25.43
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	22.58
23391 - Gunsmith I	19.18
23392 - Gunsmith II	22.08
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.78
23430 - Heavy Equipment Mechanic	28.07

23440 - Heavy Equipment Operator	23.81
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.52
23470 - Laborer	16.85
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	32.15
23550 - Machinist, Maintenance	23.02
23580 - Maintenance Trades Helper	17.76
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	26.31
23593 - Metrology Technician III	27.67
23640 - Millwright	24.85
23710 - Office Appliance Repairer	23.52
23760 - Painter, Maintenance	18.68
23790 - Pipefitter, Maintenance	26.91
23810 - Plumber, Maintenance	25.45
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker, Maintenance	24.85
23910 - Small Engine Mechanic	22.08
23931 - Telecommunications Mechanic I	29.93
23932 - Telecommunications Mechanic II	31.69
23950 - Telephone Lineman	24.85
23960 - Welder, Combination, Maintenance	19.98
23965 - Well Driller	24.85
23970 - Woodcraft Worker	24.85
23980 - Woodworker	19.18
24000 - Personal Needs Occupations	
24550 - Case Manager	18.22
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	12.98
24620 - Family Readiness And Support Services Coordinator	18.22
24630 - Homemaker	18.22
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.73
27007 - Baggage Inspector	14.96
27008 - Corrections Officer	23.01

27010 - Court Security Officer		23.35
27030 - Detection Dog Handler		16.73
27040 - Detention Officer		23.01
27070 - Firefighter		23.14
27101 - Guard I		14.96
27102 - Guard II		16.73
27131 - Police Officer I		22.50
27132 - Police Officer II		25.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.77
28042 - Carnival Equipment Repairer		14.87
28043 - Carnival Worker		10.41
28210 - Gate Attendant/Gate Tender		18.63
28310 - Lifeguard		14.03
28350 - Park Attendant (Aide)		20.85
28510 - Recreation Aide/Health Facility Attendant		14.77
28515 - Recreation Specialist		24.00
28630 - Sports Official		16.60
28690 - Swimming Pool Operator		17.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.08
29020 - Hatch Tender		22.08
29030 - Line Handler		22.08
29041 - Stevedore I		20.58
29042 - Stevedore II		23.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		17.69
30022 - Archeological Technician II		19.79
30023 - Archeological Technician III		24.52
30030 - Cartographic Technician		24.52
30040 - Civil Engineering Technician		24.52
30051 - Cryogenic Technician I		27.15
30052 - Cryogenic Technician II		29.99
30061 - Drafter/CAD Operator I		17.69
30062 - Drafter/CAD Operator II		19.79
30063 - Drafter/CAD Operator III		22.07
30064 - Drafter/CAD Operator IV		27.15
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79

30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		29.99
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.52
30095 - Evidence Control Specialist		24.52
30210 - Laboratory Technician		22.16
30221 - Latent Fingerprint Technician I		27.15
30222 - Latent Fingerprint Technician II		29.99
30240 - Mathematical Technician		24.52
30361 - Paralegal/Legal Assistant I		22.62
30362 - Paralegal/Legal Assistant II		28.02
30363 - Paralegal/Legal Assistant III		34.27
30364 - Paralegal/Legal Assistant IV		41.46
30375 - Petroleum Supply Specialist		29.99
30390 - Photo-Optics Technician		25.12
30395 - Radiation Control Technician		29.99
30461 - Technical Writer I		24.52
30462 - Technical Writer II		29.99
30463 - Technical Writer III		36.28
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		27.15
30502 - Weather Forecaster II		33.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.07
30621 - Weather Observer, Senior	(see 2)	24.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.44
31030 - Bus Driver		19.90
31043 - Driver Courier		16.58
31260 - Parking and Lot Attendant		13.04
31290 - Shuttle Bus Driver		16.23
31310 - Taxi Driver		16.34
31361 - Truckdriver, Light		17.91
31362 - Truckdriver, Medium		19.22
31363 - Truckdriver, Heavy		22.12
31364 - Truckdriver, Tractor-Trailer		22.12
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		11.78
99050 - Desk Clerk		11.21
99095 - Embalmer		29.28
99130 - Flight Follower		29.28

99251 - Laboratory Animal Caretaker I	20.53
99252 - Laboratory Animal Caretaker II	22.17
99260 - Marketing Analyst	30.28
99310 - Mortician	29.28
99410 - Pest Controller	23.74
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	16.75
99711 - Recycling Specialist	19.91
99730 - Refuse Collector	15.13
99810 - Sales Clerk	13.69
99820 - School Crossing Guard	15.52
99830 - Survey Party Chief	21.01
99831 - Surveying Aide	14.11
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	20.53
99841 - Vending Machine Repairer	25.52
99842 - Vending Machine Repairer Helper	20.53

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 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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