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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

Wage Determination No.: 2015-5399
Revision No.: 29
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Montana

Area: Montana Counties of Beaverhead, Deer Lodge, Granite,
Madison, Meagher, Park, Powell, Silver
Bow and Sweet Grass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.89
01012 - Accounting Clerk II		18.95
01013 - Accounting Clerk III		21.20
01020 - Administrative Assistant		28.43
01035 - Court Reporter		21.06
01041 - Customer Service Representative I		17.35
01042 - Customer Service Representative II		18.93
01043 - Customer Service Representative III		21.24
01051 - Data Entry Operator I		15.71
01052 - Data Entry Operator II		17.14
01060 - Dispatcher, Motor Vehicle		22.91
01070 - Document Preparation Clerk		17.91
01090 - Duplicating Machine Operator		17.91
01111 - General Clerk I		17.10
01112 - General Clerk II		18.66
01113 - General Clerk III		20.94
01120 - Housing Referral Assistant		23.49
01141 - Messenger Courier		17.01
01191 - Order Clerk I		15.38
01192 - Order Clerk II		16.78
01261 - Personnel Assistant (Employment) I		18.27
01262 - Personnel Assistant (Employment) II		20.44
01263 - Personnel Assistant (Employment) III		22.79
01270 - Production Control Clerk		27.87
01290 - Rental Clerk		18.13
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.06
01313 - Secretary III		23.49
01320 - Service Order Dispatcher		20.48
01410 - Supply Technician		28.43
01420 - Survey Worker		18.49
01460 - Switchboard Operator/Receptionist		15.83

01531 - Travel Clerk I	20.38
01532 - Travel Clerk II	21.92
01533 - Travel Clerk III	24.52
01611 - Word Processor I	16.78
01612 - Word Processor II	18.83
01613 - Word Processor III	21.06
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.64
05010 - Automotive Electrician	22.90
05040 - Automotive Glass Installer	21.32
05070 - Automotive Worker	21.32
05110 - Mobile Equipment Servicer	18.45
05130 - Motor Equipment Metal Mechanic	24.44
05160 - Motor Equipment Metal Worker	21.32
05190 - Motor Vehicle Mechanic	24.44
05220 - Motor Vehicle Mechanic Helper	16.97
05250 - Motor Vehicle Upholstery Worker	19.89
05280 - Motor Vehicle Wrecker	21.32
05310 - Painter, Automotive	22.90
05340 - Radiator Repair Specialist	21.32
05370 - Tire Repairer	17.85
05400 - Transmission Repair Specialist	24.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.31
07041 - Cook I	17.34
07042 - Cook II	20.04
07070 - Dishwasher	13.34
07130 - Food Service Worker	14.59
07210 - Meat Cutter	18.56
07260 - Waiter/Waitress	10.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.41
09040 - Furniture Handler	16.18
09080 - Furniture Refinisher	24.41
09090 - Furniture Refinisher Helper	19.60
09110 - Furniture Repairer, Minor	22.88
09130 - Upholsterer	24.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.85
11060 - Elevator Operator	17.42
11090 - Gardener	26.50
11122 - Housekeeping Aide	17.42
11150 - Janitor	17.42
11210 - Laborer, Grounds Maintenance	20.13
11240 - Maid or Houseman	15.81
11260 - Pruner	17.79
11270 - Tractor Operator	24.39
11330 - Trail Maintenance Worker	20.13
11360 - Window Cleaner	19.72
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	26.17
12012 - Certified Occupational Therapist Assistant	35.91
12015 - Certified Physical Therapist Assistant	32.41
12020 - Dental Assistant	21.44
12025 - Dental Hygienist	47.52
12030 - EKG Technician	39.65
12035 - Electroneurodiagnostic Technologist	39.65
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	23.40
12072 - Licensed Practical Nurse II	26.17
12073 - Licensed Practical Nurse III	29.17
12100 - Medical Assistant	21.74
12130 - Medical Laboratory Technician	37.17
12160 - Medical Record Clerk	20.74
12190 - Medical Record Technician	23.20
12195 - Medical Transcriptionist	22.18
12210 - Nuclear Medicine Technologist	57.52
12221 - Nursing Assistant I	13.35

12222 - Nursing Assistant II		15.02
12223 - Nursing Assistant III		16.39
12224 - Nursing Assistant IV		18.39
12235 - Optical Dispenser		21.63
12236 - Optical Technician		23.40
12250 - Pharmacy Technician		22.26
12280 - Phlebotomist		18.93
12305 - Radiologic Technologist		36.61
12311 - Registered Nurse I		27.13
12312 - Registered Nurse II		33.18
12313 - Registered Nurse II, Specialist		33.18
12314 - Registered Nurse III		40.15
12315 - Registered Nurse III, Anesthetist		40.15
12316 - Registered Nurse IV		48.14
12317 - Scheduler (Drug and Alcohol Testing)		32.42
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.52
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.52
13042 - Illustrator II		26.65
13043 - Illustrator III		32.62
13047 - Librarian		29.52
13050 - Library Aide/Clerk		17.14
13054 - Library Information Technology Systems Administrator		26.65
13058 - Library Technician		17.95
13061 - Media Specialist I		19.24
13062 - Media Specialist II		21.52
13063 - Media Specialist III		23.98
13071 - Photographer I		19.01
13072 - Photographer II		21.72
13073 - Photographer III		26.91
13074 - Photographer IV		32.22
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		21.52
13110 - Video Teleconference Technician		22.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.28
14042 - Computer Operator II		20.46
14043 - Computer Operator III		22.81
14044 - Computer Operator IV		25.34
14045 - Computer Operator V		28.07
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		18.28
14160 - Personal Computer Support Technician		25.34
14170 - System Support Specialist		32.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.26
15030 - Air Crew Training Devices Instructor (Pilot)		48.27
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		48.27
15080 - Graphic Artist		23.08
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.27
15086 - Maintenance Test Pilot, Rotary Wing		48.27
15088 - Non-Maintenance Test/Co-Pilot		48.27
15090 - Technical Instructor		25.79
15095 - Technical Instructor/Course Developer		31.55
15110 - Test Proctor		20.82

15120 - Tutor	20.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.99
16030 - Counter Attendant	11.99
16040 - Dry Cleaner	13.71
16070 - Finisher, Flatwork, Machine	11.99
16090 - Presser, Hand	11.99
16110 - Presser, Machine, Drycleaning	11.99
16130 - Presser, Machine, Shirts	11.99
16160 - Presser, Machine, Wearing Apparel, Laundry	11.99
16190 - Sewing Machine Operator	14.37
16220 - Tailor	15.31
16250 - Washer, Machine	12.56
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.87
19040 - Tool And Die Maker	36.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.24
21030 - Material Coordinator	27.87
21040 - Material Expediter	27.87
21050 - Material Handling Laborer	18.43
21071 - Order Filler	19.09
21080 - Production Line Worker (Food Processing)	22.24
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	14.76
21150 - Stock Clerk	21.00
21210 - Tools And Parts Attendant	22.24
21410 - Warehouse Specialist	22.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.11
23019 - Aircraft Logs and Records Technician	26.23
23021 - Aircraft Mechanic I	32.23
23022 - Aircraft Mechanic II	34.11
23023 - Aircraft Mechanic III	36.09
23040 - Aircraft Mechanic Helper	22.38
23050 - Aircraft, Painter	30.18
23060 - Aircraft Servicer	26.23
23070 - Aircraft Survival Flight Equipment Technician	30.18
23080 - Aircraft Worker	28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.23
23110 - Appliance Mechanic	29.00
23120 - Bicycle Repairer	24.07
23125 - Cable Splicer	54.76
23130 - Carpenter, Maintenance	26.66
23140 - Carpet Layer	27.81
23160 - Electrician, Maintenance	30.67
23181 - Electronics Technician Maintenance I	28.90
23182 - Electronics Technician Maintenance II	31.04
23183 - Electronics Technician Maintenance III	33.14
23260 - Fabric Worker	25.95
23290 - Fire Alarm System Mechanic	29.55
23310 - Fire Extinguisher Repairer	24.07
23311 - Fuel Distribution System Mechanic	31.88
23312 - Fuel Distribution System Operator	24.07
23370 - General Maintenance Worker	21.73
23380 - Ground Support Equipment Mechanic	32.23
23381 - Ground Support Equipment Servicer	26.23
23382 - Ground Support Equipment Worker	28.10
23391 - Gunsmith I	24.07
23392 - Gunsmith II	27.81
23393 - Gunsmith III	31.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.06

23430 - Heavy Equipment Mechanic	30.00
23440 - Heavy Equipment Operator	27.85
23460 - Instrument Mechanic	31.88
23465 - Laboratory/Shelter Mechanic	29.87
23470 - Laborer	18.43
23510 - Locksmith	29.00
23530 - Machinery Maintenance Mechanic	28.20
23550 - Machinist, Maintenance	28.26
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	31.88
23592 - Metrology Technician II	33.76
23593 - Metrology Technician III	35.72
23640 - Millwright	31.88
23710 - Office Appliance Repairer	28.26
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	36.28
23810 - Plumber, Maintenance	33.99
23820 - Pneudraulic Systems Mechanic	31.88
23850 - Rigger	31.88
23870 - Scale Mechanic	27.81
23890 - Sheet-Metal Worker, Maintenance	31.88
23910 - Small Engine Mechanic	24.89
23931 - Telecommunications Mechanic I	33.28
23932 - Telecommunications Mechanic II	35.23
23950 - Telephone Lineman	31.88
23960 - Welder, Combination, Maintenance	24.00
23965 - Well Driller	27.47
23970 - Woodcraft Worker	31.88
23980 - Woodworker	24.07
24000 - Personal Needs Occupations	
24550 - Case Manager	17.66
24570 - Child Care Attendant	13.92
24580 - Child Care Center Clerk	17.35
24610 - Chore Aide	16.19
24620 - Family Readiness And Support Services Coordinator	17.66
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.82
25040 - Sewage Plant Operator	29.44
25070 - Stationary Engineer	31.82
25190 - Ventilation Equipment Tender	22.11
25210 - Water Treatment Plant Operator	29.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.81
27007 - Baggage Inspector	17.47
27008 - Corrections Officer	23.19
27010 - Court Security Officer	25.95
27030 - Detection Dog Handler	19.54
27040 - Detention Officer	23.19
27070 - Firefighter	29.63
27101 - Guard I	17.47
27102 - Guard II	19.54
27131 - Police Officer I	28.45
27132 - Police Officer II	31.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.20
28042 - Carnival Equipment Repairer	20.87
28043 - Carnival Worker	14.01
28210 - Gate Attendant/Gate Tender	19.82
28310 - Lifeguard	17.42
28350 - Park Attendant (Aide)	22.17
28510 - Recreation Aide/Health Facility Attendant	16.18
28515 - Recreation Specialist	27.46
28630 - Sports Official	17.66
28690 - Swimming Pool Operator	24.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81

29030 - Line Handler		27.81
29041 - Stevedore I		25.95
29042 - Stevedore II		29.87
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		19.41
30022 - Archeological Technician II		21.71
30023 - Archeological Technician III		26.90
30030 - Cartographic Technician		26.90
30040 - Civil Engineering Technician		28.20
30051 - Cryogenic Technician I		29.79
30052 - Cryogenic Technician II		32.91
30061 - Drafter/CAD Operator I		19.41
30062 - Drafter/CAD Operator II		21.71
30063 - Drafter/CAD Operator III		24.21
30064 - Drafter/CAD Operator IV		29.79
30081 - Engineering Technician I		17.30
30082 - Engineering Technician II		19.41
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.90
30085 - Engineering Technician V		32.91
30086 - Engineering Technician VI		39.81
30090 - Environmental Technician		26.38
30095 - Evidence Control Specialist		26.90
30210 - Laboratory Technician		25.15
30221 - Latent Fingerprint Technician I		29.79
30222 - Latent Fingerprint Technician II		32.91
30240 - Mathematical Technician		26.90
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.64
30363 - Paralegal/Legal Assistant III		32.58
30364 - Paralegal/Legal Assistant IV		39.41
30375 - Petroleum Supply Specialist		32.91
30390 - Photo-Optics Technician		26.90
30395 - Radiation Control Technician		32.91
30461 - Technical Writer I		27.00
30462 - Technical Writer II		33.02
30463 - Technical Writer III		39.95
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		29.79
30502 - Weather Forecaster II		36.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.21
30621 - Weather Observer, Senior	(see 2)	26.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.37
31030 - Bus Driver		21.81
31043 - Driver Courier		19.60
31260 - Parking and Lot Attendant		14.77
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		13.35
31361 - Truckdriver, Light		21.31
31362 - Truckdriver, Medium		22.98
31363 - Truckdriver, Heavy		28.31
31364 - Truckdriver, Tractor-Trailer		28.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.95
99050 - Desk Clerk		15.34
99095 - Embalmer		29.28
99130 - Flight Follower		29.28

99251 - Laboratory Animal Caretaker I	16.56
99252 - Laboratory Animal Caretaker II	18.00
99260 - Marketing Analyst	34.98
99310 - Mortician	29.28
99410 - Pest Controller	26.95
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	27.65
99711 - Recycling Specialist	33.49
99730 - Refuse Collector	24.43
99810 - Sales Clerk	16.42
99820 - School Crossing Guard	16.77
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	18.88
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	22.99
99841 - Vending Machine Repairer	28.03
99842 - Vending Machine Repairer Helper	22.99

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 Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or

at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy

of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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