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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.: 2015-4423
Revision No.: 33
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State: North Carolina, South Carolina

Area: North Carolina Counties of Cabarrus, Gaston, Iredell, Lincoln, Mecklenburg, Rowan and Union

South Carolina Counties of Lancaster and York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.67
01012 - Accounting Clerk II		20.96
01013 - Accounting Clerk III		23.44
01020 - Administrative Assistant		37.45
01035 - Court Reporter		28.25
01041 - Customer Service Representative I		17.46
01042 - Customer Service Representative II		19.06
01043 - Customer Service Representative III		21.39
01051 - Data Entry Operator I		17.66
01052 - Data Entry Operator II		19.27
01060 - Dispatcher, Motor Vehicle		23.14
01070 - Document Preparation Clerk		18.99
01090 - Duplicating Machine Operator		18.99
01111 - General Clerk I		16.13
01112 - General Clerk II		17.60
01113 - General Clerk III		19.77
01120 - Housing Referral Assistant		25.96
01141 - Messenger Courier		19.02
01191 - Order Clerk I		21.12
01192 - Order Clerk II		23.05
01261 - Personnel Assistant (Employment) I		19.86
01262 - Personnel Assistant (Employment) II		22.22
01263 - Personnel Assistant (Employment) III		24.77
01270 - Production Control Clerk		25.86
01290 - Rental Clerk		18.52
01300 - Scheduler, Maintenance		20.81
01311 - Secretary I		20.81
01312 - Secretary II		23.29
01313 - Secretary III		25.96
01320 - Service Order Dispatcher		20.69
01410 - Supply Technician		37.45
01420 - Survey Worker		19.79
01460 - Switchboard Operator/Receptionist		17.62
01531 - Travel Clerk I		20.10
01532 - Travel Clerk II		21.97
01533 - Travel Clerk III		24.23
01611 - Word Processor I		22.30
01612 - Word Processor II		25.03
01613 - Word Processor III		28.00
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.88
05010 - Automotive Electrician		23.38
05040 - Automotive Glass Installer		22.12
05070 - Automotive Worker		22.12
05110 - Mobile Equipment Servicer		19.70
05130 - Motor Equipment Metal Mechanic		24.55
05160 - Motor Equipment Metal Worker		22.12
05190 - Motor Vehicle Mechanic		24.55
05220 - Motor Vehicle Mechanic Helper		18.38
05250 - Motor Vehicle Upholstery Worker		20.93
05280 - Motor Vehicle Wrecker		22.12
05310 - Painter, Automotive		23.38
05340 - Radiator Repair Specialist		22.12
05370 - Tire Repairer		17.79
05400 - Transmission Repair Specialist		24.55

07000 - Food Preparation And Service Occupations
07010 - Baker 15.31
07041 - Cook I 17.20
07042 - Cook II 19.31
07070 - Dishwasher 14.67
07130 - Food Service Worker 14.70
07210 - Meat Cutter 18.38
07260 - Waiter/Waitress 11.24

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.97
09040 - Furniture Handler 13.11
09080 - Furniture Refinisher 19.90
09090 - Furniture Refinisher Helper 15.64
09110 - Furniture Repairer, Minor 17.82
09130 - Upholsterer 22.47

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.24
11060 - Elevator Operator 14.83
11090 - Gardener 23.02
11122 - Housekeeping Aide 16.31
11150 - Janitor 16.31
11210 - Laborer, Grounds Maintenance 18.00
11240 - Maid or Houseman 14.83
11260 - Pruner 15.94
11270 - Tractor Operator 21.47
11330 - Trail Maintenance Worker 18.00
11360 - Window Cleaner 18.41

12000 - Health Occupations
12010 - Ambulance Driver 21.24
12011 - Breath Alcohol Technician 27.38
12012 - Certified Occupational Therapist Assistant 36.06
12015 - Certified Physical Therapist Assistant 32.32
12020 - Dental Assistant 23.62
12025 - Dental Hygienist 45.01
12030 - EKG Technician 32.99
12035 - Electroneurodiagnostic Technologist 32.99
12040 - Emergency Medical Technician 21.24
12071 - Licensed Practical Nurse I 24.47
12072 - Licensed Practical Nurse II 27.38
12073 - Licensed Practical Nurse III 30.51
12100 - Medical Assistant 21.79
12130 - Medical Laboratory Technician 29.02
12160 - Medical Record Clerk 20.80
12190 - Medical Record Technician 23.27
12195 - Medical Transcriptionist 18.60
12210 - Nuclear Medicine Technologist 44.16
12221 - Nursing Assistant I 13.46
12222 - Nursing Assistant II 15.14
12223 - Nursing Assistant III 16.53
12224 - Nursing Assistant IV 18.55
12235 - Optical Dispenser 24.03
12236 - Optical Technician 17.88
12250 - Pharmacy Technician 20.56
12280 - Phlebotomist 20.56
12305 - Radiologic Technologist 33.91
12311 - Registered Nurse I 27.55
12312 - Registered Nurse II 33.69
12313 - Registered Nurse II, Specialist 33.69
12314 - Registered Nurse III 40.76
12315 - Registered Nurse III, Anesthetist 40.76
12316 - Registered Nurse IV 48.87
12317 - Scheduler (Drug and Alcohol Testing) 33.91
12320 - Substance Abuse Treatment Counselor 26.88

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.47
13012 - Exhibits Specialist II 27.84
13013 - Exhibits Specialist III 34.06
13041 - Illustrator I 22.02
13042 - Illustrator II 27.28
13043 - Illustrator III 33.36
13047 - Librarian 30.83
13050 - Library Aide/Clerk 16.78
13054 - Library Information Technology Systems
Administrator 27.84
13058 - Library Technician 21.54
13061 - Media Specialist I 20.09
13062 - Media Specialist II 22.47
13063 - Media Specialist III 25.06
13071 - Photographer I 19.99
13072 - Photographer II 22.36
13073 - Photographer III 27.70
13074 - Photographer IV 33.87
13075 - Photographer V 40.98
13090 - Technical Order Library Clerk 21.05
13110 - Video Teleconference Technician 23.97

14000 - Information Technology Occupations
14041 - Computer Operator I 22.24
14042 - Computer Operator II 24.87
14043 - Computer Operator III 27.74
14044 - Computer Operator IV 30.82
14045 - Computer Operator V 34.13
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.24
14160 - Personal Computer Support Technician		30.82
14170 - System Support Specialist		35.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.30
15020 - Aircrew Training Devices Instructor (Rated)		45.12
15030 - Air Crew Training Devices Instructor (Pilot)		54.08
15050 - Computer Based Training Specialist / Instructor		37.30
15060 - Educational Technologist		30.69
15070 - Flight Instructor (Pilot)		54.08
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.08
15086 - Maintenance Test Pilot, Rotary Wing		54.08
15088 - Non-Maintenance Test/Co-Pilot		54.08
15090 - Technical Instructor		27.75
15095 - Technical Instructor/Course Developer		33.95
15110 - Test Proctor		22.41
15120 - Tutor		22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.54
16030 - Counter Attendant		11.54
16040 - Dry Cleaner		14.31
16070 - Finisher, Flatwork, Machine		11.54
16090 - Presser, Hand		11.54
16110 - Presser, Machine, Drycleaning		11.54
16130 - Presser, Machine, Shirts		11.54
16160 - Presser, Machine, Wearing Apparel, Laundry		11.54
16190 - Sewing Machine Operator		15.18
16220 - Tailor		16.02
16250 - Washer, Machine		12.39
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.72
19040 - Tool And Die Maker		29.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.20
21030 - Material Coordinator		25.86
21040 - Material Expediter		25.86
21050 - Material Handling Laborer		17.65
21071 - Order Filler		17.99
21080 - Production Line Worker (Food Processing)		21.20
21110 - Shipping Packer		20.38
21130 - Shipping/Receiving Clerk		20.38
21140 - Store Worker I		13.85
21150 - Stock Clerk		19.68
21210 - Tools And Parts Attendant		21.20
21410 - Warehouse Specialist		21.20
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.21
23019 - Aircraft Logs and Records Technician		34.96
23021 - Aircraft Mechanic I		41.13
23022 - Aircraft Mechanic II		43.21
23023 - Aircraft Mechanic III		45.38
23040 - Aircraft Mechanic Helper		31.30
23050 - Aircraft, Painter		39.97
23060 - Aircraft Servicer		34.96
23070 - Aircraft Survival Flight Equipment Technician		39.97
23080 - Aircraft Worker		37.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		41.13
23110 - Appliance Mechanic		24.10
23120 - Bicycle Repairer		19.09
23125 - Cable Splicer		37.96
23130 - Carpenter, Maintenance		24.43
23140 - Carpet Layer		23.56
23160 - Electrician, Maintenance		26.82
23181 - Electronics Technician Maintenance I		31.87
23182 - Electronics Technician Maintenance II		33.68
23183 - Electronics Technician Maintenance III		35.37
23260 - Fabric Worker		24.43
23290 - Fire Alarm System Mechanic		26.35
23310 - Fire Extinguisher Repairer		22.99
23311 - Fuel Distribution System Mechanic		31.69
23312 - Fuel Distribution System Operator		25.43
23370 - General Maintenance Worker		24.16
23380 - Ground Support Equipment Mechanic		41.13
23381 - Ground Support Equipment Servicer		34.96
23382 - Ground Support Equipment Worker		37.03
23391 - Gunsmith I		22.99
23392 - Gunsmith II		25.81
23393 - Gunsmith III		28.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.86

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.25
23430 - Heavy Equipment Mechanic		31.15
23440 - Heavy Equipment Operator		24.42
23460 - Instrument Mechanic		30.12
23465 - Laboratory/Shelter Mechanic		27.28
23470 - Laborer		17.65
23510 - Locksmith		22.47
23530 - Machinery Maintenance Mechanic		30.75
23550 - Machinist, Maintenance		27.19
23580 - Maintenance Trades Helper		19.86
23591 - Metrology Technician I		30.12
23592 - Metrology Technician II		31.62
23593 - Metrology Technician III		33.10
23640 - Millwright		30.67
23710 - Office Appliance Repairer		22.87
23760 - Painter, Maintenance		20.82
23790 - Pipefitter, Maintenance		28.05
23810 - Plumber, Maintenance		26.71
23820 - Pneudraulic Systems Mechanic		28.65
23850 - Rigger		27.01
23870 - Scale Mechanic		25.81
23890 - Sheet-Metal Worker, Maintenance		25.42
23910 - Small Engine Mechanic		23.28
23931 - Telecommunications Mechanic I		31.49
23932 - Telecommunications Mechanic II		33.06
23950 - Telephone Lineman		28.33
23960 - Welder, Combination, Maintenance		25.85
23965 - Well Driller		28.85
23970 - Woodcraft Worker		28.65
23980 - Woodworker		22.99
24000 - Personal Needs Occupations		
24550 - Case Manager		20.88
24570 - Child Care Attendant		13.87
24580 - Child Care Center Clerk		17.29
24610 - Chore Aide		14.91
24620 - Family Readiness And Support Services Coordinator		20.88
24630 - Homemaker		20.88
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.19
25040 - Sewage Plant Operator		26.38
25070 - Stationary Engineer		32.19
25190 - Ventilation Equipment Tender		23.87
25210 - Water Treatment Plant Operator		26.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.39
27007 - Baggage Inspector		16.25
27008 - Corrections Officer		25.25
27010 - Court Security Officer		21.76
27030 - Detection Dog Handler		18.17
27040 - Detention Officer		25.25
27070 - Firefighter		18.54
27101 - Guard I		16.25
27102 - Guard II		18.17
27131 - Police Officer I		28.22
27132 - Police Officer II		31.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.22
28042 - Carnival Equipment Repairer		18.45
28043 - Carnival Worker		12.78
28210 - Gate Attendant/Gate Tender		18.57
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		20.76
28510 - Recreation Aide/Health Facility Attendant		15.15
28515 - Recreation Specialist		25.73
28630 - Sports Official		16.53
28690 - Swimming Pool Operator		20.72
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.34
29020 - Hatch Tender		27.34
29030 - Line Handler		27.34
29041 - Stevedore I		25.87
29042 - Stevedore II		28.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.48
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.76
30021 - Archeological Technician I		20.01
30022 - Archeological Technician II		22.39
30023 - Archeological Technician III		27.73
30030 - Cartographic Technician		27.73
30040 - Civil Engineering Technician		25.42
30051 - Cryogenic Technician I		30.71
30052 - Cryogenic Technician II		33.91
30061 - Drafter/CAD Operator I		20.01
30062 - Drafter/CAD Operator II		22.39
30063 - Drafter/CAD Operator III		24.95
30064 - Drafter/CAD Operator IV		30.71

30081 - Engineering Technician I		16.56
30082 - Engineering Technician II		18.59
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.51
30086 - Engineering Technician VI		38.12
30090 - Environmental Technician		23.09
30095 - Evidence Control Specialist		27.73
30210 - Laboratory Technician		25.96
30221 - Latent Fingerprint Technician I		24.24
30222 - Latent Fingerprint Technician II		26.77
30240 - Mathematical Technician		27.73
30361 - Paralegal/Legal Assistant I		22.57
30362 - Paralegal/Legal Assistant II		27.96
30363 - Paralegal/Legal Assistant III		34.20
30364 - Paralegal/Legal Assistant IV		41.38
30375 - Petroleum Supply Specialist		33.91
30390 - Photo-Optics Technician		27.73
30395 - Radiation Control Technician		33.91
30461 - Technical Writer I		26.96
30462 - Technical Writer II		32.98
30463 - Technical Writer III		39.90
30491 - Unexploded Ordnance (UXO) Technician I		29.93
30492 - Unexploded Ordnance (UXO) Technician II		36.22
30493 - Unexploded Ordnance (UXO) Technician III		43.41
30494 - Unexploded (UXO) Safety Escort		29.93
30495 - Unexploded (UXO) Sweep Personnel		29.93
30501 - Weather Forecaster I		30.71
30502 - Weather Forecaster II		37.35
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.95
30621 - Weather Observer, Senior	(see 2)	27.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.22
31020 - Bus Aide		15.03
31030 - Bus Driver		21.37
31043 - Driver Courier		17.96
31260 - Parking and Lot Attendant		15.77
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		15.19
31361 - Truckdriver, Light		19.25
31362 - Truckdriver, Medium		20.46
31363 - Truckdriver, Heavy		25.04
31364 - Truckdriver, Tractor-Trailer		25.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.66
99030 - Cashier		13.86
99050 - Desk Clerk		14.92
99095 - Embalmer		30.68
99130 - Flight Follower		29.93
99251 - Laboratory Animal Caretaker I		17.71
99252 - Laboratory Animal Caretaker II		18.98
99260 - Marketing Analyst		37.92
99310 - Mortician		30.68
99410 - Pest Controller		18.15
99510 - Photofinishing Worker		18.40
99710 - Recycling Laborer		26.61
99711 - Recycling Specialist		31.74
99730 - Refuse Collector		23.56
99810 - Sales Clerk		15.12
99820 - School Crossing Guard		17.07
99830 - Survey Party Chief		26.39
99831 - Surveying Aide		17.79
99832 - Surveying Technician		24.37
99840 - Vending Machine Attendant		18.87
99841 - Vending Machine Repairer		22.71
99842 - Vending Machine Repairer Helper		18.87

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))."" "