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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.: 2015-5197
Revision No.: 31
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State: Louisiana

Area: Louisiana Counties of Allen, Avoyelles, Beauregard,
Evangeline, La Salle, Natchitoches,
Sabine, Vernon and Winn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.74
01012 - Accounting Clerk II		17.67
01013 - Accounting Clerk III		19.77
01020 - Administrative Assistant		24.06
01035 - Court Reporter		17.66
01041 - Customer Service Representative I		14.75
01042 - Customer Service Representative II		16.10
01043 - Customer Service Representative III		18.07
01051 - Data Entry Operator I		15.08
01052 - Data Entry Operator II		16.65
01060 - Dispatcher, Motor Vehicle		22.58
01070 - Document Preparation Clerk		14.07
01090 - Duplicating Machine Operator		14.07
01111 - General Clerk I		13.64
01112 - General Clerk II		14.89
01113 - General Clerk III		16.71
01120 - Housing Referral Assistant		19.68
01141 - Messenger Courier		13.88
01191 - Order Clerk I		12.89
01192 - Order Clerk II		14.07
01261 - Personnel Assistant (Employment) I		17.25
01262 - Personnel Assistant (Employment) II		19.31
01263 - Personnel Assistant (Employment) III		21.51
01270 - Production Control Clerk		31.39
01290 - Rental Clerk		13.65
01300 - Scheduler, Maintenance		15.79
01311 - Secretary I		15.79
01312 - Secretary II		17.66
01313 - Secretary III		19.68
01320 - Service Order Dispatcher		20.19
01410 - Supply Technician		24.06
01420 - Survey Worker		14.31
01460 - Switchboard Operator/Receptionist		13.78
01531 - Travel Clerk I		14.07
01532 - Travel Clerk II		15.79
01533 - Travel Clerk III		17.66
01611 - Word Processor I		14.07
01612 - Word Processor II		15.79
01613 - Word Processor III		17.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.13
05010 - Automotive Electrician		20.00
05040 - Automotive Glass Installer		18.66
05070 - Automotive Worker		18.66
05110 - Mobile Equipment Servicer		16.09
05130 - Motor Equipment Metal Mechanic		21.32
05160 - Motor Equipment Metal Worker		18.95
05190 - Motor Vehicle Mechanic		21.32
05220 - Motor Vehicle Mechanic Helper		14.57
05250 - Motor Vehicle Upholstery Worker		17.35
05280 - Motor Vehicle Wrecker		18.66
05310 - Painter, Automotive		20.00
05340 - Radiator Repair Specialist		18.66
05370 - Tire Repairer		14.95
05400 - Transmission Repair Specialist		21.32

07000 - Food Preparation And Service Occupations
07010 - Baker 16.51
07041 - Cook I 11.40
07042 - Cook II 13.42
07070 - Dishwasher 10.57
07130 - Food Service Worker 10.42
07210 - Meat Cutter 16.53
07260 - Waiter/Waitress 10.44

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.23
09040 - Furniture Handler 15.40
09080 - Furniture Refinisher 27.23
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer, Minor 23.55
09130 - Upholsterer 27.23

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 11.46
11060 - Elevator Operator 13.27
11090 - Gardener 19.50
11122 - Housekeeping Aide 14.29
11150 - Janitor 14.29
11210 - Laborer, Grounds Maintenance 13.92
11240 - Maid or Houseman 10.57
11260 - Pruner 11.97
11270 - Tractor Operator 17.63
11330 - Trail Maintenance Worker 13.92
11360 - Window Cleaner 16.62

12000 - Health Occupations
12010 - Ambulance Driver 16.65
12011 - Breath Alcohol Technician 21.22
12012 - Certified Occupational Therapist Assistant 34.59
12015 - Certified Physical Therapist Assistant 34.81
12020 - Dental Assistant 17.34
12025 - Dental Hygienist 37.24
12030 - EKG Technician 32.15
12035 - Electroneurodiagnostic Technologist 32.15
12040 - Emergency Medical Technician 16.65
12071 - Licensed Practical Nurse I 18.97
12072 - Licensed Practical Nurse II 21.22
12073 - Licensed Practical Nurse III 23.65
12100 - Medical Assistant 14.22
12130 - Medical Laboratory Technician 28.23
12160 - Medical Record Clerk 19.36
12190 - Medical Record Technician 21.65
12195 - Medical Transcriptionist 18.42
12210 - Nuclear Medicine Technologist 46.63
12221 - Nursing Assistant I 13.39
12222 - Nursing Assistant II 15.04
12223 - Nursing Assistant III 16.42
12224 - Nursing Assistant IV 18.44
12235 - Optical Dispenser 17.84
12236 - Optical Technician 18.97
12250 - Pharmacy Technician 17.90
12280 - Phlebotomist 14.07
12305 - Radiologic Technologist 28.71
12311 - Registered Nurse I 27.73
12312 - Registered Nurse II 33.92
12313 - Registered Nurse II, Specialist 33.92
12314 - Registered Nurse III 41.03
12315 - Registered Nurse III, Anesthetist 41.03
12316 - Registered Nurse IV 49.18
12317 - Scheduler (Drug and Alcohol Testing) 26.28
12320 - Substance Abuse Treatment Counselor 21.04

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.24
13012 - Exhibits Specialist II 25.07
13013 - Exhibits Specialist III 30.66
13041 - Illustrator I 20.24
13042 - Illustrator II 25.07
13043 - Illustrator III 30.66
13047 - Librarian 27.77
13050 - Library Aide/Clerk 14.83
13054 - Library Information Technology Systems
Administrator 25.07
13058 - Library Technician 16.23
13061 - Media Specialist I 18.10
13062 - Media Specialist II 20.24
13063 - Media Specialist III 22.56
13071 - Photographer I 18.10
13072 - Photographer II 20.24
13073 - Photographer III 25.07
13074 - Photographer IV 30.66
13075 - Photographer V 37.10
13090 - Technical Order Library Clerk 18.62
13110 - Video Teleconference Technician 18.10

14000 - Information Technology Occupations
14041 - Computer Operator I 16.18
14042 - Computer Operator II 18.10
14043 - Computer Operator III 20.92
14044 - Computer Operator IV 23.22
14045 - Computer Operator V 25.78
14071 - Computer Programmer I (see 1) 21.08
14072 - Computer Programmer II (see 1) 26.93

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		16.18
14160 - Personal Computer Support Technician		23.22
14170 - System Support Specialist		25.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.41
15020 - Aircrew Training Devices Instructor (Rated)		39.21
15030 - Air Crew Training Devices Instructor (Pilot)		47.00
15050 - Computer Based Training Specialist / Instructor		32.41
15060 - Educational Technologist		31.54
15070 - Flight Instructor (Pilot)		47.00
15080 - Graphic Artist		25.55
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.00
15086 - Maintenance Test Pilot, Rotary Wing		47.00
15088 - Non-Maintenance Test/Co-Pilot		47.00
15090 - Technical Instructor		20.89
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.86
15120 - Tutor		16.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.52
16030 - Counter Attendant		10.52
16040 - Dry Cleaner		12.48
16070 - Finisher, Flatwork, Machine		10.52
16090 - Presser, Hand		10.52
16110 - Presser, Machine, Drycleaning		10.52
16130 - Presser, Machine, Shirts		10.52
16160 - Presser, Machine, Wearing Apparel, Laundry		10.52
16190 - Sewing Machine Operator		13.21
16220 - Tailor		13.93
16250 - Washer, Machine		11.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.23
19040 - Tool And Die Maker		34.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.44
21030 - Material Coordinator		31.39
21040 - Material Expediter		31.39
21050 - Material Handling Laborer		16.51
21071 - Order Filler		15.00
21080 - Production Line Worker (Food Processing)		20.44
21110 - Shipping Packer		22.49
21130 - Shipping/Receiving Clerk		22.49
21140 - Store Worker I		13.66
21150 - Stock Clerk		20.30
21210 - Tools And Parts Attendant		20.44
21410 - Warehouse Specialist		20.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.71
23019 - Aircraft Logs and Records Technician		23.55
23021 - Aircraft Mechanic I		29.03
23022 - Aircraft Mechanic II		30.71
23023 - Aircraft Mechanic III		32.39
23040 - Aircraft Mechanic Helper		19.50
23050 - Aircraft, Painter		27.23
23060 - Aircraft Servicer		23.55
23070 - Aircraft Survival Flight Equipment Technician		27.23
23080 - Aircraft Worker		25.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.03
23110 - Appliance Mechanic		27.23
23120 - Bicycle Repairer		21.57
23125 - Cable Splicer		31.93
23130 - Carpenter, Maintenance		20.13
23140 - Carpet Layer		25.41
23160 - Electrician, Maintenance		26.38
23181 - Electronics Technician Maintenance I		30.06
23182 - Electronics Technician Maintenance II		32.22
23183 - Electronics Technician Maintenance III		34.35
23260 - Fabric Worker		23.55
23290 - Fire Alarm System Mechanic		29.03
23310 - Fire Extinguisher Repairer		21.57
23311 - Fuel Distribution System Mechanic		29.03
23312 - Fuel Distribution System Operator		21.57
23370 - General Maintenance Worker		17.15
23380 - Ground Support Equipment Mechanic		29.03
23381 - Ground Support Equipment Servicer		23.55
23382 - Ground Support Equipment Worker		25.41
23391 - Gunsmith I		21.57
23392 - Gunsmith II		25.41
23393 - Gunsmith III		29.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.52

23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 25.94
23430 - Heavy Equipment Mechanic 30.77
23440 - Heavy Equipment Operator 22.13
23460 - Instrument Mechanic 29.03
23465 - Laboratory/Shelter Mechanic 27.23
23470 - Laborer 16.51
23510 - Locksmith 27.23
23530 - Machinery Maintenance Mechanic 42.20
23550 - Machinist, Maintenance 28.39
23580 - Maintenance Trades Helper 19.80
23591 - Metrology Technician I 29.03
23592 - Metrology Technician II 30.71
23593 - Metrology Technician III 32.39
23640 - Millwright 31.48
23710 - Office Appliance Repairer 27.06
23760 - Painter, Maintenance 18.52
23790 - Pipefitter, Maintenance 25.19
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 29.03
23850 - Rigger 29.03
23870 - Scale Mechanic 25.41
23890 - Sheet-Metal Worker, Maintenance 29.03
23910 - Small Engine Mechanic 25.41
23931 - Telecommunications Mechanic I 29.03
23932 - Telecommunications Mechanic II 30.71
23950 - Telephone Lineman 29.03
23960 - Welder, Combination, Maintenance 27.35
23965 - Well Driller 29.03
23970 - Woodcraft Worker 29.03
23980 - Woodworker 21.57

24000 - Personal Needs Occupations
24550 - Case Manager 15.60
24570 - Child Care Attendant 11.48
24580 - Child Care Center Clerk 13.66
24610 - Chore Aide 9.96
24620 - Family Readiness And Support Services
Coordinator 15.60
24630 - Homemaker 15.60

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.74
25040 - Sewage Plant Operator 18.09
25070 - Stationary Engineer 23.74
25190 - Ventilation Equipment Tender 15.99
25210 - Water Treatment Plant Operator 18.09

27000 - Protective Service Occupations
27004 - Alarm Monitor 15.31
27007 - Baggage Inspector 15.59
27008 - Corrections Officer 18.73
27010 - Court Security Officer 17.07
27030 - Detection Dog Handler 17.44
27040 - Detention Officer 18.73
27070 - Firefighter 14.63
27101 - Guard I 15.59
27102 - Guard II 17.44
27131 - Police Officer I 18.40
27132 - Police Officer II 20.45

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.78
28042 - Carnival Equipment Repairer 19.67
28043 - Carnival Worker 12.14
28210 - Gate Attendant/Gate Tender 17.09
28310 - Lifeguard 15.21
28350 - Park Attendant (Aide) 19.12
28510 - Recreation Aide/Health Facility Attendant 13.95
28515 - Recreation Specialist 23.34
28630 - Sports Official 15.21
28690 - Swimming Pool Operator 24.06

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.41
29020 - Hatch Tender 25.41
29030 - Line Handler 25.41
29041 - Stevedore I 23.55
29042 - Stevedore II 27.23

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 18.26
30022 - Archeological Technician II 20.44
30023 - Archeological Technician III 25.32
30030 - Cartographic Technician 25.32
30040 - Civil Engineering Technician 23.84
30051 - Cryogenic Technician I 25.59
30052 - Cryogenic Technician II 28.26
30061 - Drafter/CAD Operator I 18.26
30062 - Drafter/CAD Operator II 20.44
30063 - Drafter/CAD Operator III 22.78
30064 - Drafter/CAD Operator IV 28.03

30081 - Engineering Technician I		14.85
30082 - Engineering Technician II		16.76
30083 - Engineering Technician III		18.74
30084 - Engineering Technician IV		23.22
30085 - Engineering Technician V		28.41
30086 - Engineering Technician VI		34.57
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		22.78
30221 - Latent Fingerprint Technician I		25.59
30222 - Latent Fingerprint Technician II		28.26
30240 - Mathematical Technician		23.22
30361 - Paralegal/Legal Assistant I		22.01
30362 - Paralegal/Legal Assistant II		27.27
30363 - Paralegal/Legal Assistant III		33.36
30364 - Paralegal/Legal Assistant IV		40.36
30375 - Petroleum Supply Specialist		28.26
30390 - Photo-Optics Technician		25.32
30395 - Radiation Control Technician		28.26
30461 - Technical Writer I		23.22
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.38
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		25.59
30502 - Weather Forecaster II		31.12
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.78
30621 - Weather Observer, Senior	(see 2)	23.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		11.61
31030 - Bus Driver		17.49
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		9.99
31290 - Shuttle Bus Driver		14.52
31310 - Taxi Driver		11.22
31361 - Truckdriver, Light		14.52
31362 - Truckdriver, Medium		15.84
31363 - Truckdriver, Heavy		21.44
31364 - Truckdriver, Tractor-Trailer		21.44
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		10.65
99050 - Desk Clerk		11.29
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		13.01
99252 - Laboratory Animal Caretaker II		14.30
99260 - Marketing Analyst		27.71
99310 - Mortician		29.28
99410 - Pest Controller		27.06
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		16.64
99711 - Recycling Specialist		21.10
99730 - Refuse Collector		14.30
99810 - Sales Clerk		13.19
99820 - School Crossing Guard		15.38
99830 - Survey Party Chief		21.26
99831 - Surveying Aide		13.12
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		18.48
99841 - Vending Machine Repairer		23.97
99842 - Vending Machine Repairer Helper		18.48

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 10 years, and 4 after 20 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))""
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