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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.: 2015-4235
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Pennsylvania

Area: Pennsylvania Counties of Allegheny, Armstrong, Beaver, Butler, Fayette, Washington and Westmoreland

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.66
01012 - Accounting Clerk II		19.82
01013 - Accounting Clerk III		22.17
01020 - Administrative Assistant		32.27
01035 - Court Reporter		29.81
01041 - Customer Service Representative I		16.21
01042 - Customer Service Representative II		17.69
01043 - Customer Service Representative III		19.86
01051 - Data Entry Operator I		17.26
01052 - Data Entry Operator II		18.84
01060 - Dispatcher, Motor Vehicle		23.18
01070 - Document Preparation Clerk		18.25
01090 - Duplicating Machine Operator		18.25
01111 - General Clerk I		17.20
01112 - General Clerk II		18.77
01113 - General Clerk III		21.07
01120 - Housing Referral Assistant		24.17
01141 - Messenger Courier		18.24
01191 - Order Clerk I		19.40
01192 - Order Clerk II		21.18
01261 - Personnel Assistant (Employment) I		19.45
01262 - Personnel Assistant (Employment) II		21.76
01263 - Personnel Assistant (Employment) III		24.25
01270 - Production Control Clerk		26.80
01290 - Rental Clerk		18.53
01300 - Scheduler, Maintenance		19.38

01311 - Secretary I	19.38
01312 - Secretary II	21.68
01313 - Secretary III	24.17
01320 - Service Order Dispatcher	20.72
01410 - Supply Technician	32.27
01420 - Survey Worker	21.08
01460 - Switchboard Operator/Receptionist	16.78
01531 - Travel Clerk I	18.57
01532 - Travel Clerk II	19.94
01533 - Travel Clerk III	21.38
01611 - Word Processor I	17.11
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.61
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	20.87
05070 - Automotive Worker	20.87
05110 - Mobile Equipment Servicer	18.43
05130 - Motor Equipment Metal Mechanic	23.13
05160 - Motor Equipment Metal Worker	20.87
05190 - Motor Vehicle Mechanic	23.13
05220 - Motor Vehicle Mechanic Helper	17.22
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.87
05310 - Painter, Automotive	22.08
05340 - Radiator Repair Specialist	20.87
05370 - Tire Repairer	18.03
05400 - Transmission Repair Specialist	23.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	17.69
07042 - Cook II	20.04
07070 - Dishwasher	13.80
07130 - Food Service Worker	14.55
07210 - Meat Cutter	19.14
07260 - Waiter/Waitress	14.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.05
09040 - Furniture Handler	14.55
09080 - Furniture Refinisher	21.47
09090 - Furniture Refinisher Helper	16.75
09110 - Furniture Repairer, Minor	19.12
09130 - Upholsterer	19.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.97
11060 - Elevator Operator	17.07
11090 - Gardener	22.26
11122 - Housekeeping Aide	17.07
11150 - Janitor	17.07
11210 - Laborer, Grounds Maintenance	18.07
11240 - Maid or Houseman	15.08
11260 - Pruner	16.70
11270 - Tractor Operator	20.80
11330 - Trail Maintenance Worker	18.07
11360 - Window Cleaner	18.47
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	26.23
12012 - Certified Occupational Therapist Assistant	28.84

12015 - Certified Physical Therapist Assistant		27.87
12020 - Dental Assistant		23.04
12025 - Dental Hygienist		36.65
12030 - EKG Technician		26.87
12035 - Electroneurodiagnostic Technologist		26.87
12040 - Emergency Medical Technician		18.24
12071 - Licensed Practical Nurse I		23.45
12072 - Licensed Practical Nurse II		26.23
12073 - Licensed Practical Nurse III		29.23
12100 - Medical Assistant		18.99
12130 - Medical Laboratory Technician		27.99
12160 - Medical Record Clerk		20.08
12190 - Medical Record Technician		22.46
12195 - Medical Transcriptionist		21.61
12210 - Nuclear Medicine Technologist		38.31
12221 - Nursing Assistant I		13.68
12222 - Nursing Assistant II		15.39
12223 - Nursing Assistant III		16.79
12224 - Nursing Assistant IV		18.85
12235 - Optical Dispenser		20.00
12236 - Optical Technician		18.23
12250 - Pharmacy Technician		18.64
12280 - Phlebotomist		20.14
12305 - Radiologic Technologist		31.13
12311 - Registered Nurse I		26.38
12312 - Registered Nurse II		32.26
12313 - Registered Nurse II, Specialist		32.26
12314 - Registered Nurse III		39.03
12315 - Registered Nurse III, Anesthetist		39.03
12316 - Registered Nurse IV		46.79
12317 - Scheduler (Drug and Alcohol Testing)		32.49
12320 - Substance Abuse Treatment Counselor		26.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.33
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		32.33
13041 - Illustrator I		21.33
13042 - Illustrator II		26.43
13043 - Illustrator III		32.33
13047 - Librarian		29.27
13050 - Library Aide/Clerk		13.88
13054 - Library Information Technology Systems Administrator		26.43
13058 - Library Technician		18.38
13061 - Media Specialist I		19.07
13062 - Media Specialist II		21.33
13063 - Media Specialist III		23.79
13071 - Photographer I		18.76
13072 - Photographer II		20.98
13073 - Photographer III		25.99
13074 - Photographer IV		31.79
13075 - Photographer V		38.47
13090 - Technical Order Library Clerk		17.43
13110 - Video Teleconference Technician		25.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.99
14042 - Computer Operator II		26.84
14043 - Computer Operator III		29.91
14044 - Computer Operator IV		33.24
14045 - Computer Operator V		36.82
14071 - Computer Programmer I	(see 1)	22.73
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		23.99
14160 - Personal Computer Support Technician		33.24
14170 - System Support Specialist		36.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.25
15020 - Aircrew Training Devices Instructor (Rated)		40.23
15030 - Air Crew Training Devices Instructor (Pilot)		48.22
15050 - Computer Based Training Specialist / Instructor		33.25
15060 - Educational Technologist		31.46
15070 - Flight Instructor (Pilot)		48.22
15080 - Graphic Artist		26.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.22
15086 - Maintenance Test Pilot, Rotary Wing		48.22
15088 - Non-Maintenance Test/Co-Pilot		48.22
15090 - Technical Instructor		25.41
15095 - Technical Instructor/Course Developer		31.07
15110 - Test Proctor		20.51
15120 - Tutor		20.51
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.08
16030 - Counter Attendant		12.08
16040 - Dry Cleaner		15.14
16070 - Finisher, Flatwork, Machine		12.08
16090 - Presser, Hand		12.08
16110 - Presser, Machine, Drycleaning		12.08
16130 - Presser, Machine, Shirts		12.08
16160 - Presser, Machine, Wearing Apparel, Laundry		12.08
16190 - Sewing Machine Operator		16.19
16220 - Tailor		17.22
16250 - Washer, Machine		13.07
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.98
19040 - Tool And Die Maker		28.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.50
21030 - Material Coordinator		26.80
21040 - Material Expediter		26.80
21050 - Material Handling Laborer		19.16
21071 - Order Filler		16.99
21080 - Production Line Worker (Food Processing)		22.50
21110 - Shipping Packer		20.45
21130 - Shipping/Receiving Clerk		20.45
21140 - Store Worker I		17.96
21150 - Stock Clerk		22.77
21210 - Tools And Parts Attendant		22.50
21410 - Warehouse Specialist		22.50
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.80
23019 - Aircraft Logs and Records Technician		31.86
23021 - Aircraft Mechanic I		36.30
23022 - Aircraft Mechanic II		37.80
23023 - Aircraft Mechanic III		39.61
23040 - Aircraft Mechanic Helper		28.70

23050 - Aircraft, Painter	35.57
23060 - Aircraft Servicer	31.86
23070 - Aircraft Survival Flight Equipment Technician	35.57
23080 - Aircraft Worker	33.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.30
23110 - Appliance Mechanic	29.30
23120 - Bicycle Repairer	17.16
23125 - Cable Splicer	50.92
23130 - Carpenter, Maintenance	29.80
23140 - Carpet Layer	22.92
23160 - Electrician, Maintenance	32.52
23181 - Electronics Technician Maintenance I	29.91
23182 - Electronics Technician Maintenance II	31.60
23183 - Electronics Technician Maintenance III	33.11
23260 - Fabric Worker	26.19
23290 - Fire Alarm System Mechanic	27.97
23310 - Fire Extinguisher Repairer	24.54
23311 - Fuel Distribution System Mechanic	37.14
23312 - Fuel Distribution System Operator	29.59
23370 - General Maintenance Worker	23.05
23380 - Ground Support Equipment Mechanic	36.30
23381 - Ground Support Equipment Servicer	31.86
23382 - Ground Support Equipment Worker	33.67
23391 - Gunsmith I	24.54
23392 - Gunsmith II	27.80
23393 - Gunsmith III	30.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.71
23430 - Heavy Equipment Mechanic	29.73
23440 - Heavy Equipment Operator	28.92
23460 - Instrument Mechanic	31.01
23465 - Laboratory/Shelter Mechanic	29.41
23470 - Laborer	19.16
23510 - Locksmith	26.96
23530 - Machinery Maintenance Mechanic	30.35
23550 - Machinist, Maintenance	24.06
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	31.01
23592 - Metrology Technician II	32.19
23593 - Metrology Technician III	33.58
23640 - Millwright	29.77
23710 - Office Appliance Repairer	22.60
23760 - Painter, Maintenance	23.78
23790 - Pipefitter, Maintenance	33.72
23810 - Plumber, Maintenance	32.18
23820 - Pneudraulic Systems Mechanic	30.81
23850 - Rigger	29.98
23870 - Scale Mechanic	27.80
23890 - Sheet-Metal Worker, Maintenance	34.47
23910 - Small Engine Mechanic	21.28
23931 - Telecommunications Mechanic I	32.11
23932 - Telecommunications Mechanic II	33.33
23950 - Telephone Lineman	44.43
23960 - Welder, Combination, Maintenance	24.56
23965 - Well Driller	28.28
23970 - Woodcraft Worker	30.81
23980 - Woodworker	24.54

24000 - Personal Needs Occupations

24550 - Case Manager		21.00
24570 - Child Care Attendant		13.47
24580 - Child Care Center Clerk		16.79
24610 - Chore Aide		14.21
24620 - Family Readiness And Support Services Coordinator		21.00
24630 - Homemaker		21.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.17
25040 - Sewage Plant Operator		30.97
25070 - Stationary Engineer		34.17
25190 - Ventilation Equipment Tender		25.44
25210 - Water Treatment Plant Operator		30.97
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.04
27007 - Baggage Inspector		17.41
27008 - Corrections Officer		31.04
27010 - Court Security Officer		32.67
27030 - Detection Dog Handler		19.47
27040 - Detention Officer		31.04
27070 - Firefighter		35.49
27101 - Guard I		17.41
27102 - Guard II		19.47
27131 - Police Officer I		35.85
27132 - Police Officer II		39.83
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.89
28042 - Carnival Equipment Repairer		14.86
28043 - Carnival Worker		11.15
28210 - Gate Attendant/Gate Tender		18.80
28310 - Lifeguard		13.23
28350 - Park Attendant (Aide)		21.03
28510 - Recreation Aide/Health Facility Attendant		15.35
28515 - Recreation Specialist		26.05
28630 - Sports Official		16.75
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.88
29020 - Hatch Tender		28.88
29030 - Line Handler		28.88
29041 - Stevedore I		27.20
29042 - Stevedore II		30.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.64
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.17
30021 - Archeological Technician I		19.96
30022 - Archeological Technician II		22.33
30023 - Archeological Technician III		27.67
30030 - Cartographic Technician		27.67
30040 - Civil Engineering Technician		30.44
30051 - Cryogenic Technician I		30.64
30052 - Cryogenic Technician II		33.85
30061 - Drafter/CAD Operator I		19.96
30062 - Drafter/CAD Operator II		22.33
30063 - Drafter/CAD Operator III		24.90
30064 - Drafter/CAD Operator IV		30.64

30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		18.52
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		31.38
30086 - Engineering Technician VI		37.97
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		27.67
30210 - Laboratory Technician		28.99
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.66
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		23.57
30362 - Paralegal/Legal Assistant II		29.19
30363 - Paralegal/Legal Assistant III		35.70
30364 - Paralegal/Legal Assistant IV		43.19
30375 - Petroleum Supply Specialist		33.85
30390 - Photo-Optics Technician		27.67
30395 - Radiation Control Technician		33.85
30461 - Technical Writer I		29.32
30462 - Technical Writer II		35.86
30463 - Technical Writer III		43.39
30491 - Unexploded Ordnance (UXO) Technician I		30.28
30492 - Unexploded Ordnance (UXO) Technician II		36.63
30493 - Unexploded Ordnance (UXO) Technician III		43.90
30494 - Unexploded (UXO) Safety Escort		30.28
30495 - Unexploded (UXO) Sweep Personnel		30.28
30501 - Weather Forecaster I		30.64
30502 - Weather Forecaster II		37.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.90
30621 - Weather Observer, Senior	(see 2)	27.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.63
31020 - Bus Aide		23.50
31030 - Bus Driver		29.63
31043 - Driver Courier		17.99
31260 - Parking and Lot Attendant		14.24
31290 - Shuttle Bus Driver		17.11
31310 - Taxi Driver		13.67
31361 - Truckdriver, Light		19.25
31362 - Truckdriver, Medium		20.54
31363 - Truckdriver, Heavy		27.42
31364 - Truckdriver, Tractor-Trailer		27.42
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.86
99030 - Cashier		13.88
99050 - Desk Clerk		14.23
99095 - Embalmer		28.03
99130 - Flight Follower		30.28
99251 - Laboratory Animal Caretaker I		17.37
99252 - Laboratory Animal Caretaker II		18.58
99260 - Marketing Analyst		31.34
99310 - Mortician		28.03
99410 - Pest Controller		21.55
99510 - Photofinishing Worker		17.55
99710 - Recycling Laborer		23.45
99711 - Recycling Specialist		27.01
99730 - Refuse Collector		21.68
99810 - Sales Clerk		14.49
99820 - School Crossing Guard		17.78
99830 - Survey Party Chief		29.00
99831 - Surveying Aide		17.28

99832 - Surveying Technician	26.36
99840 - Vending Machine Attendant	16.46
99841 - Vending Machine Repairer	19.94
99842 - Vending Machine Repairer Helper	16.46

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))."" "