"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.: 2015-4369
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: North Carolina

Area: North Carolina Counties of Buncombe, Henderson, Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.55
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.04
01020 - Administrative Assistant		29.02
01035 - Court Reporter		21.27
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		15.87
01043 - Customer Service Representative III		17.81
01051 - Data Entry Operator I		17.28
01052 - Data Entry Operator II		18.86
01060 - Dispatcher, Motor Vehicle		22.33
01070 - Document Preparation Clerk		16.95
01090 - Duplicating Machine Operator		16.95
01111 - General Clerk I		15.91
01112 - General Clerk II		17.35
01113 - General Clerk III		19.47
01120 - Housing Referral Assistant		23.73
01141 - Messenger Courier		18.20
01191 - Order Clerk I		18.72
01192 - Order Clerk II		20.43
01261 - Personnel Assistant (Employment) I		18.22
01262 - Personnel Assistant (Employment) II		20.38
01263 - Personnel Assistant (Employment) III		22.71
01270 - Production Control Clerk		23.81
01290 - Rental Clerk		18.59
01300 - Scheduler, Maintenance		19.02
01311 - Secretary I		19.02
01312 - Secretary II		21.27
01313 - Secretary III		23.73
01320 - Service Order Dispatcher		19.96
01410 - Supply Technician		29.02
01420 - Survey Worker		18.74
01460 - Switchboard Operator/Receptionist		17.56
01531 - Travel Clerk I		18.53
01532 - Travel Clerk II		20.79
01533 - Travel Clerk III		23.08
01611 - Word Processor I		16.95
01612 - Word Processor II		19.02
01613 - Word Processor III		21.27
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.60
05010 - Automotive Electrician		22.00

05040 - Automotive Glass Installer	20.82
05070 - Automotive Worker	20.82
05110 - Mobile Equipment Servicer	18.53
05130 - Motor Equipment Metal Mechanic	23.28
05160 - Motor Equipment Metal Worker	20.82
05190 - Motor Vehicle Mechanic	23.28
05220 - Motor Vehicle Mechanic Helper	17.32
05250 - Motor Vehicle Upholstery Worker	19.70
05280 - Motor Vehicle Wrecker	20.82
05310 - Painter, Automotive	22.00
05340 - Radiator Repair Specialist	20.82
05370 - Tire Repairer	18.37
05400 - Transmission Repair Specialist	23.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.62
07041 - Cook I	17.18
07042 - Cook II	19.30
07070 - Dishwasher	14.03
07130 - Food Service Worker	15.64
07210 - Meat Cutter	18.32
07260 - Waiter/Waitress	11.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.58
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	22.58
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	20.21
09130 - Upholsterer	22.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.63
11060 - Elevator Operator	15.80
11090 - Gardener	22.93
11122 - Housekeeping Aide	15.80
11150 - Janitor	15.80
11210 - Laborer, Grounds Maintenance	18.08
11240 - Maid or Houseman	14.39
11260 - Pruner	16.62
11270 - Tractor Operator	21.43
11330 - Trail Maintenance Worker	18.08
11360 - Window Cleaner	17.18
12000 - Health Occupations	
12010 - Ambulance Driver	19.81
12011 - Breath Alcohol Technician	26.85
12012 - Certified Occupational Therapist Assistant	35.14
12015 - Certified Physical Therapist Assistant	30.00
12020 - Dental Assistant	24.30
12025 - Dental Hygienist	41.91
12030 - EKG Technician	38.02
12035 - Electroneurodiagnostic Technologist	38.02
12040 - Emergency Medical Technician	19.81
12071 - Licensed Practical Nurse I	24.00
12072 - Licensed Practical Nurse II	26.85
12073 - Licensed Practical Nurse III	29.92
12100 - Medical Assistant	19.19
12130 - Medical Laboratory Technician	23.86
12160 - Medical Record Clerk	19.18
12190 - Medical Record Technician	21.45
12195 - Medical Transcriptionist	22.74
12210 - Nuclear Medicine Technologist	58.99
12221 - Nursing Assistant I	13.52
12222 - Nursing Assistant II	15.21
12223 - Nursing Assistant III	16.60
12224 - Nursing Assistant IV	18.63
12235 - Optical Dispenser	25.63
12236 - Optical Technician	24.00

12250 - Pharmacy Technician		18.47
12280 - Phlebotomist		18.95
12305 - Radiologic Technologist		32.78
12311 - Registered Nurse I		26.23
12312 - Registered Nurse II		32.08
12313 - Registered Nurse II, Specialist		32.08
12314 - Registered Nurse III		38.81
12315 - Registered Nurse III, Anesthetist		38.81
12316 - Registered Nurse IV		46.53
12317 - Scheduler (Drug and Alcohol Testing)		33.25
12320 - Substance Abuse Treatment Counselor		26.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.98
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		20.18
13042 - Illustrator II		24.99
13043 - Illustrator III		30.56
13047 - Librarian		28.78
13050 - Library Aide/Clerk		17.36
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		20.76
13061 - Media Specialist I		18.75
13062 - Media Specialist II		20.98
13063 - Media Specialist III		23.38
13071 - Photographer I		19.14
13072 - Photographer II		21.42
13073 - Photographer III		26.53
13074 - Photographer IV		32.47
13075 - Photographer V		39.28
13090 - Technical Order Library Clerk		21.80
13110 - Video Teleconference Technician		22.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.30
14042 - Computer Operator II		22.69
14043 - Computer Operator III		25.31
14044 - Computer Operator IV		28.12
14045 - Computer Operator V		31.14
14071 - Computer Programmer I	(see 1)	21.76
14072 - Computer Programmer II	(see 1)	26.96
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		20.30
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		30.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.30
15020 - Aircrew Training Devices Instructor (Rated)		40.28
15030 - Air Crew Training Devices Instructor (Pilot)		48.28
15050 - Computer Based Training Specialist / Instructor		33.30
15060 - Educational Technologist		29.41
15070 - Flight Instructor (Pilot)		48.28
15080 - Graphic Artist		23.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.28
15086 - Maintenance Test Pilot, Rotary Wing		48.28
15088 - Non-Maintenance Test/Co-Pilot		48.28
15090 - Technical Instructor		21.79
15095 - Technical Instructor/Course Developer		26.65
15110 - Test Proctor		17.58
15120 - Tutor		17.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 14.30
16070 - Finisher, Flatwork, Machine 11.57
16090 - Presser, Hand 11.57
16110 - Presser, Machine, Drycleaning 11.57
16130 - Presser, Machine, Shirts 11.57
16160 - Presser, Machine, Wearing Apparel, Laundry 11.57
16190 - Sewing Machine Operator 15.09
16220 - Tailor 16.07
16250 - Washer, Machine 12.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.76
19040 - Tool And Die Maker 29.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.39
21030 - Material Coordinator 23.81
21040 - Material Expediter 23.81
21050 - Material Handling Laborer 18.09
21071 - Order Filler 17.69
21080 - Production Line Worker (Food Processing) 22.39
21110 - Shipping Packer 20.75
21130 - Shipping/Receiving Clerk 20.75
21140 - Store Worker I 14.35
21150 - Stock Clerk 18.72
21210 - Tools And Parts Attendant 22.39
21410 - Warehouse Specialist 22.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.44
23019 - Aircraft Logs and Records Technician 24.11
23021 - Aircraft Mechanic I 28.92
23022 - Aircraft Mechanic II 30.44
23023 - Aircraft Mechanic III 31.93
23040 - Aircraft Mechanic Helper 21.20
23050 - Aircraft, Painter 27.31
23060 - Aircraft Servicer 24.11
23070 - Aircraft Survival Flight Equipment Technician 27.31
23080 - Aircraft Worker 25.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.92
23110 - Appliance Mechanic 25.57
23120 - Bicycle Repairer 21.54
23125 - Cable Splicer 39.00
23130 - Carpenter, Maintenance 22.89
23140 - Carpet Layer 24.20
23160 - Electrician, Maintenance 24.40
23181 - Electronics Technician Maintenance I 24.91
23182 - Electronics Technician Maintenance II 26.96
23183 - Electronics Technician Maintenance III 28.55
23260 - Fabric Worker 22.89
23290 - Fire Alarm System Mechanic 25.46
23310 - Fire Extinguisher Repairer 21.54
23311 - Fuel Distribution System Mechanic 28.34
23312 - Fuel Distribution System Operator 22.56
23370 - General Maintenance Worker 21.69
23380 - Ground Support Equipment Mechanic 28.92
23381 - Ground Support Equipment Servicer 24.11
23382 - Ground Support Equipment Worker 25.49
23391 - Gunsmith I 21.54
23392 - Gunsmith II 24.20
23393 - Gunsmith III 27.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.75

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.11
23430 - Heavy Equipment Mechanic	30.12
23440 - Heavy Equipment Operator	23.18
23460 - Instrument Mechanic	27.06
23465 - Laboratory/Shelter Mechanic	25.57
23470 - Laborer	18.09
23510 - Locksmith	25.57
23530 - Machinery Maintenance Mechanic	30.81
23550 - Machinist, Maintenance	22.66
23580 - Maintenance Trades Helper	17.80
23591 - Metrology Technician I	27.06
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.97
23640 - Millwright	27.06
23710 - Office Appliance Repairer	22.30
23760 - Painter, Maintenance	19.78
23790 - Pipefitter, Maintenance	29.05
23810 - Plumber, Maintenance	27.45
23820 - Pneudraulic Systems Mechanic	27.06
23850 - Rigger	27.06
23870 - Scale Mechanic	24.20
23890 - Sheet-Metal Worker, Maintenance	25.53
23910 - Small Engine Mechanic	19.80
23931 - Telecommunications Mechanic I	28.33
23932 - Telecommunications Mechanic II	29.87
23950 - Telephone Lineman	26.09
23960 - Welder, Combination, Maintenance	25.01
23965 - Well Driller	27.06
23970 - Woodcraft Worker	27.06
23980 - Woodworker	21.54
24000 - Personal Needs Occupations	
24550 - Case Manager	20.35
24570 - Child Care Attendant	15.74
24580 - Child Care Center Clerk	19.62
24610 - Chore Aide	15.65
24620 - Family Readiness And Support Services Coordinator	20.35
24630 - Homemaker	20.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.29
25040 - Sewage Plant Operator	23.90
25070 - Stationary Engineer	25.29
25190 - Ventilation Equipment Tender	18.81
25210 - Water Treatment Plant Operator	23.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.77
27007 - Baggage Inspector	18.68
27008 - Corrections Officer	22.22
27010 - Court Security Officer	20.27
27030 - Detection Dog Handler	20.89
27040 - Detention Officer	22.22
27070 - Firefighter	17.81
27101 - Guard I	18.68
27102 - Guard II	20.89
27131 - Police Officer I	23.47
27132 - Police Officer II	26.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.24
28042 - Carnival Equipment Repairer	16.30
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	21.02
28310 - Lifeguard	14.20
28350 - Park Attendant (Aide)	23.51
28510 - Recreation Aide/Health Facility Attendant	17.16

28515 - Recreation Specialist		29.12
28630 - Sports Official		18.73
28690 - Swimming Pool Operator		18.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.20
29020 - Hatch Tender		24.20
29030 - Line Handler		24.20
29041 - Stevedore I		22.89
29042 - Stevedore II		25.57
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		19.90
30022 - Archeological Technician II		22.26
30023 - Archeological Technician III		27.57
30030 - Cartographic Technician		27.57
30040 - Civil Engineering Technician		28.23
30051 - Cryogenic Technician I		30.54
30052 - Cryogenic Technician II		33.72
30061 - Drafter/CAD Operator I		19.90
30062 - Drafter/CAD Operator II		22.26
30063 - Drafter/CAD Operator III		24.81
30064 - Drafter/CAD Operator IV		30.54
30081 - Engineering Technician I		17.62
30082 - Engineering Technician II		19.78
30083 - Engineering Technician III		22.13
30084 - Engineering Technician IV		27.40
30085 - Engineering Technician V		33.53
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.13
30095 - Evidence Control Specialist		27.57
30210 - Laboratory Technician		24.81
30221 - Latent Fingerprint Technician I		25.98
30222 - Latent Fingerprint Technician II		28.70
30240 - Mathematical Technician		27.57
30361 - Paralegal/Legal Assistant I		21.86
30362 - Paralegal/Legal Assistant II		27.08
30363 - Paralegal/Legal Assistant III		33.13
30364 - Paralegal/Legal Assistant IV		40.07
30375 - Petroleum Supply Specialist		33.72
30390 - Photo-Optics Technician		27.57
30395 - Radiation Control Technician		33.72
30461 - Technical Writer I		28.37
30462 - Technical Writer II		34.70
30463 - Technical Writer III		41.98
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		30.54
30502 - Weather Forecaster II		37.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.81
30621 - Weather Observer, Senior	(see 2)	27.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.69
31030 - Bus Driver		19.80
31043 - Driver Courier		17.41
31260 - Parking and Lot Attendant		15.17
31290 - Shuttle Bus Driver		15.54
31310 - Taxi Driver		15.30
31361 - Truckdriver, Light		18.63

31362 - Truckdriver, Medium	19.80
31363 - Truckdriver, Heavy	24.13
31364 - Truckdriver, Tractor-Trailer	24.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.83
99050 - Desk Clerk	15.63
99095 - Embalmer	35.84
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.78
99252 - Laboratory Animal Caretaker II	19.03
99260 - Marketing Analyst	30.92
99310 - Mortician	35.84
99410 - Pest Controller	19.44
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	22.55
99711 - Recycling Specialist	26.72
99730 - Refuse Collector	20.72
99810 - Sales Clerk	14.85
99820 - School Crossing Guard	17.64
99830 - Survey Party Chief	25.87
99831 - Surveying Aide	18.44
99832 - Surveying Technician	24.52
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	21.90
99842 - Vending Machine Repairer Helper	18.34

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 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))."