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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.: 2015-4957
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Minnesota

Area: Minnesota Counties of Douglas, Grant, Morrison, Pope, Stevens, Todd and Traverse

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.84
01012 - Accounting Clerk II		21.14
01013 - Accounting Clerk III		23.65
01020 - Administrative Assistant		30.64
01035 - Court Reporter		31.91
01041 - Customer Service Representative I		18.17
01042 - Customer Service Representative II		19.83
01043 - Customer Service Representative III		22.26
01051 - Data Entry Operator I		19.37
01052 - Data Entry Operator II		21.14
01060 - Dispatcher, Motor Vehicle		24.85
01070 - Document Preparation Clerk		18.14
01090 - Duplicating Machine Operator		18.14
01111 - General Clerk I		17.16
01112 - General Clerk II		18.73
01113 - General Clerk III		21.02
01120 - Housing Referral Assistant		25.42
01141 - Messenger Courier		18.17
01191 - Order Clerk I		18.73
01192 - Order Clerk II		20.44
01261 - Personnel Assistant (Employment) I		20.60
01262 - Personnel Assistant (Employment) II		23.04
01263 - Personnel Assistant (Employment) III		25.68
01270 - Production Control Clerk		28.93
01290 - Rental Clerk		18.66
01300 - Scheduler, Maintenance		20.39
01311 - Secretary I		20.39
01312 - Secretary II		22.81
01313 - Secretary III		25.42
01320 - Service Order Dispatcher		22.12
01410 - Supply Technician		30.64
01420 - Survey Worker		20.09
01460 - Switchboard Operator/Receptionist		18.28
01531 - Travel Clerk I		18.17
01532 - Travel Clerk II		20.39
01533 - Travel Clerk III		22.81
01611 - Word Processor I		18.17
01612 - Word Processor II		20.39
01613 - Word Processor III		22.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.07
05010 - Automotive Electrician		21.99
05040 - Automotive Glass Installer		20.80
05070 - Automotive Worker		20.80
05110 - Mobile Equipment Servicer		18.40
05130 - Motor Equipment Metal Mechanic		23.05
05160 - Motor Equipment Metal Worker		20.80
05190 - Motor Vehicle Mechanic		23.05
05220 - Motor Vehicle Mechanic Helper		17.15
05250 - Motor Vehicle Upholstery Worker		19.62
05280 - Motor Vehicle Wrecker		20.80
05310 - Painter, Automotive		21.99
05340 - Radiator Repair Specialist		20.80
05370 - Tire Repairer		18.59
05400 - Transmission Repair Specialist		23.05
07000 - Food Preparation And Service Occupations		

07010 - Baker		17.87
07041 - Cook I		18.92
07042 - Cook II		21.39
07070 - Dishwasher		13.93
07130 - Food Service Worker		15.43
07210 - Meat Cutter		21.05
07260 - Waiter/Waitress		11.41
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		25.44
09040 - Furniture Handler		14.89
09080 - Furniture Refinisher		19.93
09090 - Furniture Refinisher Helper		16.53
09110 - Furniture Repairer, Minor		18.30
09130 - Upholsterer		22.22
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.10
11060 - Elevator Operator		17.88
11090 - Gardener		24.92
11122 - Housekeeping Aide		17.88
11150 - Janitor		17.88
11210 - Laborer, Grounds Maintenance		19.84
11240 - Maid or Houseman		16.39
11260 - Pruner		18.19
11270 - Tractor Operator		23.22
11330 - Trail Maintenance Worker		19.84
11360 - Window Cleaner		19.50
12000 - Health Occupations		
12010 - Ambulance Driver		19.99
12011 - Breath Alcohol Technician		24.78
12012 - Certified Occupational Therapist Assistant		28.37
12015 - Certified Physical Therapist Assistant		30.01
12020 - Dental Assistant		28.69
12025 - Dental Hygienist		44.19
12030 - EKG Technician		37.54
12035 - Electroneurodiagnostic Technologist		37.54
12040 - Emergency Medical Technician		19.99
12071 - Licensed Practical Nurse I		22.16
12072 - Licensed Practical Nurse II		24.78
12073 - Licensed Practical Nurse III		27.62
12100 - Medical Assistant		22.93
12130 - Medical Laboratory Technician		31.06
12160 - Medical Record Clerk		23.20
12190 - Medical Record Technician		25.95
12195 - Medical Transcriptionist		23.06
12210 - Nuclear Medicine Technologist		54.46
12221 - Nursing Assistant I		14.66
12222 - Nursing Assistant II		16.49
12223 - Nursing Assistant III		18.00
12224 - Nursing Assistant IV		20.20
12235 - Optical Dispenser		21.96
12236 - Optical Technician		22.16
12250 - Pharmacy Technician		22.34
12280 - Phlebotomist		18.52
12305 - Radiologic Technologist		37.43
12311 - Registered Nurse I		28.09
12312 - Registered Nurse II		34.35
12313 - Registered Nurse II, Specialist		34.35
12314 - Registered Nurse III		41.56
12315 - Registered Nurse III, Anesthetist		41.56
12316 - Registered Nurse IV		49.83
12317 - Scheduler (Drug and Alcohol Testing)		30.70
12320 - Substance Abuse Treatment Counselor		25.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.28
13012 - Exhibits Specialist II		26.36
13013 - Exhibits Specialist III		32.24
13041 - Illustrator I		21.28
13042 - Illustrator II		26.36
13043 - Illustrator III		32.24
13047 - Librarian		29.19
13050 - Library Aide/Clerk		14.91
13054 - Library Information Technology Systems Administrator		26.36
13058 - Library Technician		20.30
13061 - Media Specialist I		19.03
13062 - Media Specialist II		21.28
13063 - Media Specialist III		23.71
13071 - Photographer I		19.03
13072 - Photographer II		21.28
13073 - Photographer III		26.36
13074 - Photographer IV		32.24
13075 - Photographer V		39.02
13090 - Technical Order Library Clerk		18.73
13110 - Video Teleconference Technician		21.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.41
14042 - Computer Operator II		25.07
14043 - Computer Operator III		27.94
14044 - Computer Operator IV		31.05
14045 - Computer Operator V		34.39
14071 - Computer Programmer I	(see 1)	24.43
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		22.41
14160 - Personal Computer Support Technician		31.05
14170 - System Support Specialist		34.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.00
15020 - Aircrew Training Devices Instructor (Rated)		41.13
15030 - Air Crew Training Devices Instructor (Pilot)		49.30
15050 - Computer Based Training Specialist / Instructor		34.00
15060 - Educational Technologist		37.02
15070 - Flight Instructor (Pilot)		49.30
15080 - Graphic Artist		23.37
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.30
15086 - Maintenance Test Pilot, Rotary Wing		49.30
15088 - Non-Maintenance Test/Co-Pilot		49.30
15090 - Technical Instructor		25.47
15095 - Technical Instructor/Course Developer		31.15
15110 - Test Proctor		20.56
15120 - Tutor		20.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.88
16030 - Counter Attendant		17.88
16040 - Dry Cleaner		20.44
16070 - Finisher, Flatwork, Machine		17.88
16090 - Presser, Hand		17.88
16110 - Presser, Machine, Drycleaning		17.88
16130 - Presser, Machine, Shirts		17.88
16160 - Presser, Machine, Wearing Apparel, Laundry		17.88
16190 - Sewing Machine Operator		21.29
16220 - Tailor		22.14
16250 - Washer, Machine		18.74
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.61
19040 - Tool And Die Maker		31.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.53
21030 - Material Coordinator		28.93
21040 - Material Expediter		28.93
21050 - Material Handling Laborer		20.34
21071 - Order Filler		19.15
21080 - Production Line Worker (Food Processing)		22.53
21110 - Shipping Packer		22.83
21130 - Shipping/Receiving Clerk		22.83
21140 - Store Worker I		17.69
21150 - Stock Clerk		22.72
21210 - Tools And Parts Attendant		22.53
21410 - Warehouse Specialist		22.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.58
23019 - Aircraft Logs and Records Technician		25.26
23021 - Aircraft Mechanic I		29.44
23022 - Aircraft Mechanic II		30.58
23023 - Aircraft Mechanic III		31.75
23040 - Aircraft Mechanic Helper		22.08
23050 - Aircraft, Painter		28.18
23060 - Aircraft Servicer		25.26
23070 - Aircraft Survival Flight Equipment Technician		28.18
23080 - Aircraft Worker		26.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.44
23110 - Appliance Mechanic		28.73
23120 - Bicycle Repairer		25.34
23125 - Cable Splicer		48.90
23130 - Carpenter, Maintenance		29.28
23140 - Carpet Layer		28.64
23160 - Electrician, Maintenance		33.95
23181 - Electronics Technician Maintenance I		33.87
23182 - Electronics Technician Maintenance II		35.81
23183 - Electronics Technician Maintenance III		37.53
23260 - Fabric Worker		27.02
23290 - Fire Alarm System Mechanic		31.74
23310 - Fire Extinguisher Repairer		25.34
23311 - Fuel Distribution System Mechanic		39.40
23312 - Fuel Distribution System Operator		31.48
23370 - General Maintenance Worker		23.97
23380 - Ground Support Equipment Mechanic		29.44
23381 - Ground Support Equipment Servicer		25.26
23382 - Ground Support Equipment Worker		26.74
23391 - Gunsmith I		25.34
23392 - Gunsmith II		28.64
23393 - Gunsmith III		31.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.19
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		30.33
23430 - Heavy Equipment Mechanic		32.51
23440 - Heavy Equipment Operator		32.29
23460 - Instrument Mechanic		31.74
23465 - Laboratory/Shelter Mechanic		30.28
23470 - Laborer		20.34
23510 - Locksmith		30.28
23530 - Machinery Maintenance Mechanic		29.41
23550 - Machinist, Maintenance		24.16
23580 - Maintenance Trades Helper		18.98
23591 - Metrology Technician I		31.74
23592 - Metrology Technician II		33.00
23593 - Metrology Technician III		34.27
23640 - Millwright		40.65
23710 - Office Appliance Repairer		25.55
23760 - Painter, Maintenance		24.89
23790 - Pipefitter, Maintenance		30.70
23810 - Plumber, Maintenance		29.29
23820 - Pneudraulic Systems Mechanic		31.74
23850 - Rigger		31.74
23870 - Scale Mechanic		28.64
23890 - Sheet-Metal Worker, Maintenance		36.18
23910 - Small Engine Mechanic		23.25
23931 - Telecommunications Mechanic I		30.94
23932 - Telecommunications Mechanic II		32.14
23950 - Telephone Lineman		26.51
23960 - Welder, Combination, Maintenance		24.54
23965 - Well Driller		30.34
23970 - Woodcraft Worker		31.74
23980 - Woodworker		25.34
24000 - Personal Needs Occupations		
24550 - Case Manager		22.92
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.24
24610 - Chore Aide		17.65
24620 - Family Readiness And Support Services Coordinator		22.92
24630 - Homemaker		22.92
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		33.38
25040 - Sewage Plant Operator		31.16
25070 - Stationary Engineer		33.38
25190 - Ventilation Equipment Tender		24.84
25210 - Water Treatment Plant Operator		31.16
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.24
27007 - Baggage Inspector		19.43
27008 - Corrections Officer		27.18
27010 - Court Security Officer		22.73
27030 - Detection Dog Handler		21.73
27040 - Detention Officer		27.18
27070 - Firefighter		19.76
27101 - Guard I		19.43
27102 - Guard II		21.73
27131 - Police Officer I		32.03
27132 - Police Officer II		35.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.23
28042 - Carnival Equipment Repairer		18.48
28043 - Carnival Worker		13.50
28210 - Gate Attendant/Gate Tender		20.98
28310 - Lifeguard		14.72
28350 - Park Attendant (Aide)		23.47
28510 - Recreation Aide/Health Facility Attendant		17.13
28515 - Recreation Specialist		29.07
28630 - Sports Official		18.69
28690 - Swimming Pool Operator		20.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.64
29020 - Hatch Tender		28.64
29030 - Line Handler		28.64
29041 - Stevedore I		27.02
29042 - Stevedore II		30.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.73
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.29
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.77
30021 - Archeological Technician I		19.20
30022 - Archeological Technician II		21.48
30023 - Archeological Technician III		26.61
30030 - Cartographic Technician		26.61
30040 - Civil Engineering Technician		36.59
30051 - Cryogenic Technician I		29.47
30052 - Cryogenic Technician II		32.54
30061 - Drafter/CAD Operator I		19.20
30062 - Drafter/CAD Operator II		21.48
30063 - Drafter/CAD Operator III		23.94
30064 - Drafter/CAD Operator IV		29.47
30081 - Engineering Technician I		17.14

30082 - Engineering Technician II		19.24
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		26.66
30085 - Engineering Technician V		32.61
30086 - Engineering Technician VI		39.45
30090 - Environmental Technician		26.31
30095 - Evidence Control Specialist		26.61
30210 - Laboratory Technician		25.92
30221 - Latent Fingerprint Technician I		29.47
30222 - Latent Fingerprint Technician II		32.54
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		23.29
30362 - Paralegal/Legal Assistant II		28.85
30363 - Paralegal/Legal Assistant III		35.30
30364 - Paralegal/Legal Assistant IV		42.70
30375 - Petroleum Supply Specialist		32.54
30390 - Photo-Optics Technician		26.61
30395 - Radiation Control Technician		32.54
30461 - Technical Writer I		28.14
30462 - Technical Writer II		34.42
30463 - Technical Writer III		41.64
30491 - Unexploded Ordnance (UXO) Technician I		31.60
30492 - Unexploded Ordnance (UXO) Technician II		38.24
30493 - Unexploded Ordnance (UXO) Technician III		45.84
30494 - Unexploded (UXO) Safety Escort		31.60
30495 - Unexploded (UXO) Sweep Personnel		31.60
30501 - Weather Forecaster I		29.47
30502 - Weather Forecaster II		35.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.94
30621 - Weather Observer, Senior	(see 2)	26.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.24
31020 - Bus Aide		16.31
31030 - Bus Driver		21.83
31043 - Driver Courier		20.69
31260 - Parking and Lot Attendant		16.81
31290 - Shuttle Bus Driver		19.56
31310 - Taxi Driver		15.62
31361 - Truckdriver, Light		22.20
31362 - Truckdriver, Medium		23.67
31363 - Truckdriver, Heavy		27.45
31364 - Truckdriver, Tractor-Trailer		27.45
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.65
99030 - Cashier		14.32
99050 - Desk Clerk		15.35
99095 - Embalmer		33.76
99130 - Flight Follower		31.60
99251 - Laboratory Animal Caretaker I		17.97
99252 - Laboratory Animal Caretaker II		19.28
99260 - Marketing Analyst		31.25
99310 - Mortician		33.76
99410 - Pest Controller		25.28
99510 - Photofinishing Worker		16.61
99710 - Recycling Laborer		27.62
99711 - Recycling Specialist		32.31
99730 - Refuse Collector		25.32
99810 - Sales Clerk		16.52
99820 - School Crossing Guard		21.15
99830 - Survey Party Chief		42.17
99831 - Surveying Aide		24.66
99832 - Surveying Technician		32.20
99840 - Vending Machine Attendant		21.59
99841 - Vending Machine Repairer		26.17
99842 - Vending Machine Repairer Helper		21.59

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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