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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.: 2015-5691 Revision No.: 27 Date Of Last Revision: 5/13/2026

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

State: Hawaii

Area: Hawaii Counties of Hawaii and Kauai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.65
01012 - Accounting Clerk II		20.94
01013 - Accounting Clerk III		23.42
01020 - Administrative Assistant		36.81
01035 - Court Reporter		21.73
01041 - Customer Service Representative I		16.18
01042 - Customer Service Representative II		17.66
01043 - Customer Service Representative III		19.82
01051 - Data Entry Operator I		21.76

01052	- Data Entry Operator II	23.74
01060	- Dispatcher, Motor Vehicle	24.53
01070	- Document Preparation Clerk	17.31
01090	- Duplicating Machine Operator	17.31
01111	- General Clerk I	16.24
01112	- General Clerk II	17.72
01113	- General Clerk III	19.89
01120	- Housing Referral Assistant	24.22
01141	- Messenger Courier	18.44
01191	- Order Clerk I	19.35
01192	- Order Clerk II	21.11
01261	- Personnel Assistant (Employment) I	18.79
01262	- Personnel Assistant (Employment) II	21.02
01263	- Personnel Assistant (Employment) III	23.44
01270	- Production Control Clerk	26.78
01290	- Rental Clerk	18.90
01300	- Scheduler, Maintenance	19.43
01311	- Secretary I	19.43
01312	- Secretary II	21.73
01313	- Secretary III	24.22
01320	- Service Order Dispatcher	21.93
01410	- Supply Technician	36.81
01420	- Survey Worker	21.73
01460	- Switchboard Operator/Receptionist	19.80
01531	- Travel Clerk I	17.31
01532	- Travel Clerk II	19.43
01533	- Travel Clerk III	21.73
01611	- Word Processor I	17.31
01612	- Word Processor II	19.43
01613	- Word Processor III	21.73
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.23
05010	- Automotive Electrician	23.44
05040	- Automotive Glass Installer	22.00
05070	- Automotive Worker	22.00
05110	- Mobile Equipment Servicer	18.99
05130	- Motor Equipment Metal Mechanic	24.96
05160	- Motor Equipment Metal Worker	22.00
05190	- Motor Vehicle Mechanic	25.65
05220	- Motor Vehicle Mechanic Helper	17.39
05250	- Motor Vehicle Upholstery Worker	20.80
05280	- Motor Vehicle Wrecker	22.00
05310	- Painter, Automotive	23.44
05340	- Radiator Repair Specialist	22.00
05370	- Tire Repairer	19.51
05400	- Transmission Repair Specialist	24.96
07000	- Food Preparation And Service Occupations	
07010	- Baker	18.62

07041	- Cook I	24.11
07042	- Cook II	28.10
07070	- Dishwasher	17.79
07130	- Food Service Worker	18.30
07210	- Meat Cutter	23.08
07260	- Waiter/Waitress	21.27
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	33.12
09040	- Furniture Handler	20.09
09080	- Furniture Refinisher	33.12
09090	- Furniture Refinisher Helper	24.33
09110	- Furniture Repairer, Minor	28.84
09130	- Upholsterer	33.12
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	17.71
11060	- Elevator Operator	20.73
11090	- Gardener	28.79
11122	- Housekeeping Aide	20.73
11150	- Janitor	20.73
11210	- Laborer, Grounds Maintenance	21.76
11240	- Maid or Houseman	23.09
11260	- Pruner	19.47
11270	- Tractor Operator	26.35
11330	- Trail Maintenance Worker	21.76
11360	- Window Cleaner	23.17
12000	- Health Occupations	
12010	- Ambulance Driver	28.51
12011	- Breath Alcohol Technician	27.49
12012	- Certified Occupational Therapist Assistant	37.72
12015	- Certified Physical Therapist Assistant	37.72
12020	- Dental Assistant	22.67
12025	- Dental Hygienist	48.04
12030	- EKG Technician	41.65
12035	- Electroneurodiagnostic Technologist	41.65
12040	- Emergency Medical Technician	28.51
12071	- Licensed Practical Nurse I	24.58
12072	- Licensed Practical Nurse II	27.49
12073	- Licensed Practical Nurse III	30.64
12100	- Medical Assistant	23.98
12130	- Medical Laboratory Technician	32.89
12160	- Medical Record Clerk	22.00
12190	- Medical Record Technician	24.61
12195	- Medical Transcriptionist	24.58
12210	- Nuclear Medicine Technologist	60.41
12221	- Nursing Assistant I	15.62
12222	- Nursing Assistant II	17.58
12223	- Nursing Assistant III	19.18

12224 - Nursing Assistant IV		21.53
12235 - Optical Dispenser		27.49
12236 - Optical Technician		24.58
12250 - Pharmacy Technician		21.99
12280 - Phlebotomist		22.98
12305 - Radiologic Technologist		46.06
12311 - Registered Nurse I		33.23
12312 - Registered Nurse II		40.64
12313 - Registered Nurse II, Specialist		40.64
12314 - Registered Nurse III		49.18
12315 - Registered Nurse III, Anesthetist		49.18
12316 - Registered Nurse IV		58.96
12317 - Scheduler (Drug and Alcohol Testing)		34.05
12320 - Substance Abuse Treatment Counselor		27.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.38
13012 - Exhibits Specialist II		28.95
13013 - Exhibits Specialist III		35.41
13041 - Illustrator I		23.38
13042 - Illustrator II		28.95
13043 - Illustrator III		35.41
13047 - Librarian		32.07
13050 - Library Aide/Clerk		17.60
13054 - Library Information Technology Systems Administrator		26.53
13058 - Library Technician		22.72
13061 - Media Specialist I		20.89
13062 - Media Specialist II		23.38
13063 - Media Specialist III		26.05
13071 - Photographer I		19.89
13072 - Photographer II		22.25
13073 - Photographer III		27.56
13074 - Photographer IV		33.71
13075 - Photographer V		40.78
13090 - Technical Order Library Clerk		21.33
13110 - Video Teleconference Technician		27.02
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.14
14042 - Computer Operator II		24.77
14043 - Computer Operator III		27.62
14044 - Computer Operator IV		30.69
14045 - Computer Operator V		33.99
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.14
14160 - Personal Computer Support Technician		30.69
14170 - System Support Specialist		35.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.45
15020 - Aircrew Training Devices Instructor (Rated)		40.47
15030 - Air Crew Training Devices Instructor (Pilot)		48.52
15050 - Computer Based Training Specialist / Instructor		33.45
15060 - Educational Technologist		36.26
15070 - Flight Instructor (Pilot)		48.52
15080 - Graphic Artist		27.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.52
15086 - Maintenance Test Pilot, Rotary Wing		48.52
15088 - Non-Maintenance Test/Co-Pilot		48.52
15090 - Technical Instructor		24.43
15095 - Technical Instructor/Course Developer		29.89
15110 - Test Proctor		22.74
15120 - Tutor		22.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.12
16030 - Counter Attendant		16.12
16040 - Dry Cleaner		18.94
16070 - Finisher, Flatwork, Machine		16.12
16090 - Presser, Hand		16.12
16110 - Presser, Machine, Drycleaning		16.12
16130 - Presser, Machine, Shirts		16.12
16160 - Presser, Machine, Wearing Apparel, Laundry		16.12
16190 - Sewing Machine Operator		20.16
16220 - Tailor		21.23
16250 - Washer, Machine		16.89
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.24
19040 - Tool And Die Maker		41.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		30.52
21030 - Material Coordinator		26.78
21040 - Material Expediter		26.78
21050 - Material Handling Laborer		20.13
21071 - Order Filler		18.82
21080 - Production Line Worker (Food Processing)		30.52
21110 - Shipping Packer		21.70
21130 - Shipping/Receiving Clerk		21.70

21140 - Store Worker I	17.46
21150 - Stock Clerk	24.56
21210 - Tools And Parts Attendant	30.52
21410 - Warehouse Specialist	30.52
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.53
23019 - Aircraft Logs and Records Technician	32.69
23021 - Aircraft Mechanic I	39.98
23022 - Aircraft Mechanic II	42.53
23023 - Aircraft Mechanic III	45.03
23040 - Aircraft Mechanic Helper	27.58
23050 - Aircraft, Painter	37.55
23060 - Aircraft Servicer	32.69
23070 - Aircraft Survival Flight Equipment Technician	37.55
23080 - Aircraft Worker	35.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.98
23110 - Appliance Mechanic	33.24
23120 - Bicycle Repairer	26.68
23125 - Cable Splicer	35.40
23130 - Carpenter, Maintenance	37.26
23140 - Carpet Layer	31.10
23160 - Electrician, Maintenance	40.03
23181 - Electronics Technician Maintenance I	31.10
23182 - Electronics Technician Maintenance II	33.24
23183 - Electronics Technician Maintenance III	35.40
23260 - Fabric Worker	28.94
23290 - Fire Alarm System Mechanic	35.40
23310 - Fire Extinguisher Repairer	26.68
23311 - Fuel Distribution System Mechanic	38.24
23312 - Fuel Distribution System Operator	28.82
23370 - General Maintenance Worker	27.88
23380 - Ground Support Equipment Mechanic	39.98
23381 - Ground Support Equipment Servicer	32.69
23382 - Ground Support Equipment Worker	35.12
23391 - Gunsmith I	26.68
23392 - Gunsmith II	31.10
23393 - Gunsmith III	35.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.17
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.34
23430 - Heavy Equipment Mechanic	37.10
23440 - Heavy Equipment Operator	36.58
23460 - Instrument Mechanic	35.40
23465 - Laboratory/Shelter Mechanic	33.24

23470 - Laborer	20.13
23510 - Locksmith	33.24
23530 - Machinery Maintenance Mechanic	35.21
23550 - Machinist, Maintenance	35.40
23580 - Maintenance Trades Helper	25.79
23591 - Metrology Technician I	35.40
23592 - Metrology Technician II	37.65
23593 - Metrology Technician III	39.87
23640 - Millwright	35.40
23710 - Office Appliance Repairer	33.24
23760 - Painter, Maintenance	31.66
23790 - Pipefitter, Maintenance	41.04
23810 - Plumber, Maintenance	38.54
23820 - Pneudraulic Systems Mechanic	35.40
23850 - Rigger	35.40
23870 - Scale Mechanic	31.10
23890 - Sheet-Metal Worker, Maintenance	41.67
23910 - Small Engine Mechanic	27.17
23931 - Telecommunications Mechanic I	38.75
23932 - Telecommunications Mechanic II	41.22
23950 - Telephone Lineman	41.62
23960 - Welder, Combination, Maintenance	33.83
23965 - Well Driller	35.40
23970 - Woodcraft Worker	35.40
23980 - Woodworker	26.68
24000 - Personal Needs Occupations	
24550 - Case Manager	20.07
24570 - Child Care Attendant	17.02
24580 - Child Care Center Clerk	21.58
24610 - Chore Aide	18.07
24620 - Family Readiness And Support Services Coordinator	20.07
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.31
25040 - Sewage Plant Operator	30.97
25070 - Stationary Engineer	33.31
25190 - Ventilation Equipment Tender	22.97
25210 - Water Treatment Plant Operator	30.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.41
27007 - Baggage Inspector	20.61
27008 - Corrections Officer	31.85
27010 - Court Security Officer	32.04
27030 - Detection Dog Handler	23.06
27040 - Detention Officer	31.85
27070 - Firefighter	33.18

27101 - Guard I			20.61
27102 - Guard II			23.06
27131 - Police Officer I			37.43
27132 - Police Officer II			41.59
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			25.78
28042 - Carnival Equipment Repairer			28.17
28043 - Carnival Worker			19.04
28210 - Gate Attendant/Gate Tender			24.20
28310 - Lifeguard			27.24
28350 - Park Attendant (Aide)			27.06
28510 - Recreation Aide/Health Facility Attendant			19.76
28515 - Recreation Specialist			33.53
28630 - Sports Official			21.56
28690 - Swimming Pool Operator			32.84
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			
29020 - Hatch Tender			
29030 - Line Handler			
29041 - Stevedore I			
29042 - Stevedore II			
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)		(see 2)	48.10
30011 - Air Traffic Control Specialist, Station (HFO)		(see 2)	33.17
30012 - Air Traffic Control Specialist, Terminal (HFO)		(see 2)	36.53
30021 - Archeological Technician I			18.98
30022 - Archeological Technician II			21.23
30023 - Archeological Technician III			26.31
30030 - Cartographic Technician			26.31
30040 - Civil Engineering Technician			26.31
30051 - Cryogenic Technician I			29.13
30052 - Cryogenic Technician II			32.17
30061 - Drafter/CAD Operator I			18.98
30062 - Drafter/CAD Operator II			21.23
30063 - Drafter/CAD Operator III			23.67
30064 - Drafter/CAD Operator IV			29.13
30081 - Engineering Technician I			18.59
30082 - Engineering Technician II			20.88
30083 - Engineering Technician III			23.87
30084 - Engineering Technician IV			29.74
30085 - Engineering Technician V			35.86
30086 - Engineering Technician VI			43.35
30090 - Environmental Technician			27.16
30095 - Evidence Control Specialist			26.31

30210 - Laboratory Technician		23.67
30221 - Latent Fingerprint Technician I		29.13
30222 - Latent Fingerprint Technician II		32.17
30240 - Mathematical Technician		26.31
30361 - Paralegal/Legal Assistant I		21.63
30362 - Paralegal/Legal Assistant II		26.80
30363 - Paralegal/Legal Assistant III		32.78
30364 - Paralegal/Legal Assistant IV		39.66
30375 - Petroleum Supply Specialist		32.17
30390 - Photo-Optics Technician		26.31
30395 - Radiation Control Technician		32.17
30461 - Technical Writer I		26.31
30462 - Technical Writer II		32.17
30463 - Technical Writer III		38.92
30491 - Unexploded Ordnance (UXO) Technician I		30.57
30492 - Unexploded Ordnance (UXO) Technician II		36.99
30493 - Unexploded Ordnance (UXO) Technician III		44.33
30494 - Unexploded (UXO) Safety Escort		30.57
30495 - Unexploded (UXO) Sweep Personnel		30.57
30501 - Weather Forecaster I		29.13
30502 - Weather Forecaster II		35.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.67
30621 - Weather Observer, Senior	(see 2)	26.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.99
31020 - Bus Aide		18.17
31030 - Bus Driver		26.08
31043 - Driver Courier		19.81
31260 - Parking and Lot Attendant		15.46
31290 - Shuttle Bus Driver		18.53
31310 - Taxi Driver		15.02
31361 - Truckdriver, Light		21.64
31362 - Truckdriver, Medium		23.48
31363 - Truckdriver, Heavy		28.92
31364 - Truckdriver, Tractor-Trailer		28.92
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.03
99030 - Cashier		17.25
99050 - Desk Clerk		25.16
99095 - Embalmer		30.57
99130 - Flight Follower		30.57
99251 - Laboratory Animal Caretaker I		18.73
99252 - Laboratory Animal Caretaker II		21.38
99260 - Marketing Analyst		33.15
99310 - Mortician		30.57
99410 - Pest Controller		23.07
99510 - Photofinishing Worker		16.06

99710 - Recycling Laborer	29.99
99711 - Recycling Specialist	36.32
99730 - Refuse Collector	26.84
99810 - Sales Clerk	17.67
99820 - School Crossing Guard	19.81
99830 - Survey Party Chief	34.96
99831 - Surveying Aide	19.11
99832 - Surveying Technician	26.20
99840 - Vending Machine Attendant	26.81
99841 - Vending Machine Repairer	34.14
99842 - Vending Machine Repairer Helper	26.81

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 contract from May 11, 2026, through December 31, 2026. 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: (Hawaii): $2.42 per hour, up to 40 hours per week, or $96.80 per week, or $419.47 per month for all employees on whose behalf the contractor provides

health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.55 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: $1.96 per hour up to 40 hours per week, or $78.40 per week, or $339.73 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For

those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.09 per hour, up to 40 hours per week. *

*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 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))."""
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