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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.: 2015-5401
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Flathead, Lake, Lincoln, Ravalli and Sanders

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.45
01012 - Accounting Clerk II		19.59
01013 - Accounting Clerk III		21.91
01020 - Administrative Assistant		28.87
01035 - Court Reporter		21.52
01041 - Customer Service Representative I		16.23
01042 - Customer Service Representative II		17.70
01043 - Customer Service Representative III		19.87
01051 - Data Entry Operator I		16.97
01052 - Data Entry Operator II		18.52
01060 - Dispatcher, Motor Vehicle		20.61
01070 - Document Preparation Clerk		17.14
01090 - Duplicating Machine Operator		17.14
01111 - General Clerk I		17.15
01112 - General Clerk II		18.72
01113 - General Clerk III		21.01
01120 - Housing Referral Assistant		23.98
01141 - Messenger Courier		13.96
01191 - Order Clerk I		15.71
01192 - Order Clerk II		17.14
01261 - Personnel Assistant (Employment) I		19.24
01262 - Personnel Assistant (Employment) II		21.52
01263 - Personnel Assistant (Employment) III		23.98
01270 - Production Control Clerk		25.07
01290 - Rental Clerk		18.85
01300 - Scheduler, Maintenance		19.24
01311 - Secretary I		19.24
01312 - Secretary II		21.52
01313 - Secretary III		23.98
01320 - Service Order Dispatcher		18.43
01410 - Supply Technician		28.87
01420 - Survey Worker		19.43
01460 - Switchboard Operator/Receptionist		17.13
01531 - Travel Clerk I		17.71
01532 - Travel Clerk II		19.88
01533 - Travel Clerk III		22.22
01611 - Word Processor I		17.14
01612 - Word Processor II		19.24
01613 - Word Processor III		21.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.59
05010 - Automotive Electrician		23.98
05040 - Automotive Glass Installer		22.33
05070 - Automotive Worker		22.33
05110 - Mobile Equipment Servicer		19.33
05130 - Motor Equipment Metal Mechanic		25.60
05160 - Motor Equipment Metal Worker		22.33
05190 - Motor Vehicle Mechanic		25.60
05220 - Motor Vehicle Mechanic Helper		17.78
05250 - Motor Vehicle Upholstery Worker		20.83
05280 - Motor Vehicle Wrecker		22.33
05310 - Painter, Automotive		23.98
05340 - Radiator Repair Specialist		22.33
05370 - Tire Repairer		19.82
05400 - Transmission Repair Specialist		25.60
07000 - Food Preparation And Service Occupations		

07010 - Baker		17.00
07041 - Cook I		17.47
07042 - Cook II		20.19
07070 - Dishwasher		13.45
07130 - Food Service Worker		14.59
07210 - Meat Cutter		18.35
07260 - Waiter/Waitress		10.81
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.54
09040 - Furniture Handler		13.89
09080 - Furniture Refinisher		22.54
09090 - Furniture Refinisher Helper		16.82
09110 - Furniture Repairer, Minor		19.58
09130 - Upholsterer		22.54
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.85
11060 - Elevator Operator		17.47
11090 - Gardener		24.71
11122 - Housekeeping Aide		17.47
11150 - Janitor		17.47
11210 - Laborer, Grounds Maintenance		18.77
11240 - Maid or Houseman		16.35
11260 - Pruner		16.59
11270 - Tractor Operator		22.73
11330 - Trail Maintenance Worker		18.77
11360 - Window Cleaner		19.77
12000 - Health Occupations		
12010 - Ambulance Driver		16.63
12011 - Breath Alcohol Technician		26.20
12012 - Certified Occupational Therapist Assistant		35.94
12015 - Certified Physical Therapist Assistant		30.39
12020 - Dental Assistant		21.21
12025 - Dental Hygienist		45.09
12030 - EKG Technician		39.69
12035 - Electroneurodiagnostic Technologist		39.69
12040 - Emergency Medical Technician		16.63
12071 - Licensed Practical Nurse I		23.42
12072 - Licensed Practical Nurse II		26.20
12073 - Licensed Practical Nurse III		29.20
12100 - Medical Assistant		22.62
12130 - Medical Laboratory Technician		33.90
12160 - Medical Record Clerk		21.75
12190 - Medical Record Technician		24.33
12195 - Medical Transcriptionist		23.38
12210 - Nuclear Medicine Technologist		57.57
12221 - Nursing Assistant I		13.34
12222 - Nursing Assistant II		15.01
12223 - Nursing Assistant III		16.38
12224 - Nursing Assistant IV		18.39
12235 - Optical Dispenser		19.91
12236 - Optical Technician		23.42
12250 - Pharmacy Technician		21.98
12280 - Phlebotomist		21.26
12305 - Radiologic Technologist		35.19
12311 - Registered Nurse I		26.09
12312 - Registered Nurse II		31.91
12313 - Registered Nurse II, Specialist		31.91
12314 - Registered Nurse III		38.61
12315 - Registered Nurse III, Anesthetist		38.61
12316 - Registered Nurse IV		46.29
12317 - Scheduler (Drug and Alcohol Testing)		32.45
12320 - Substance Abuse Treatment Counselor		27.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.94
13012 - Exhibits Specialist II		27.18
13013 - Exhibits Specialist III		33.25
13041 - Illustrator I		21.94
13042 - Illustrator II		27.18
13043 - Illustrator III		33.25
13047 - Librarian		30.10
13050 - Library Aide/Clerk		17.48
13054 - Library Information Technology Systems Administrator		27.18
13058 - Library Technician		18.48
13061 - Media Specialist I		19.61
13062 - Media Specialist II		21.94
13063 - Media Specialist III		24.46
13071 - Photographer I		18.74
13072 - Photographer II		20.96
13073 - Photographer III		25.96
13074 - Photographer IV		31.75
13075 - Photographer V		38.41
13090 - Technical Order Library Clerk		21.94
13110 - Video Teleconference Technician		20.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.52
14042 - Computer Operator II		20.72
14043 - Computer Operator III		23.09
14044 - Computer Operator IV		25.66
14045 - Computer Operator V		28.42
14071 - Computer Programmer I	(see 1)	25.40
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		18.52
14160 - Personal Computer Support Technician		25.66
14170 - System Support Specialist		29.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.22
15020 - Aircrew Training Devices Instructor (Rated)		41.40
15030 - Air Crew Training Devices Instructor (Pilot)		49.62
15050 - Computer Based Training Specialist / Instructor		34.22
15060 - Educational Technologist		30.57
15070 - Flight Instructor (Pilot)		49.62
15080 - Graphic Artist		24.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.62
15086 - Maintenance Test Pilot, Rotary Wing		49.62
15088 - Non-Maintenance Test/Co-Pilot		49.62
15090 - Technical Instructor		29.25
15095 - Technical Instructor/Course Developer		35.78
15110 - Test Proctor		23.62
15120 - Tutor		23.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.62
19040 - Tool And Die Maker		34.20
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.60
21030 - Material Coordinator		25.07
21040 - Material Expediter		25.07
21050 - Material Handling Laborer		19.81
21071 - Order Filler		18.95
21080 - Production Line Worker (Food Processing)		23.60
21110 - Shipping Packer		19.15
21130 - Shipping/Receiving Clerk		19.15
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		23.60
21410 - Warehouse Specialist		23.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.42
23019 - Aircraft Logs and Records Technician		24.92
23021 - Aircraft Mechanic I		30.62
23022 - Aircraft Mechanic II		32.42
23023 - Aircraft Mechanic III		34.30
23040 - Aircraft Mechanic Helper		21.26
23050 - Aircraft, Painter		28.69
23060 - Aircraft Servicer		24.92
23070 - Aircraft Survival Flight Equipment Technician		28.69
23080 - Aircraft Worker		26.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.62
23110 - Appliance Mechanic		26.47
23120 - Bicycle Repairer		22.25
23125 - Cable Splicer		53.69
23130 - Carpenter, Maintenance		25.91
23140 - Carpet Layer		25.56
23160 - Electrician, Maintenance		29.89
23181 - Electronics Technician Maintenance I		29.34
23182 - Electronics Technician Maintenance II		31.51
23183 - Electronics Technician Maintenance III		33.64
23260 - Fabric Worker		24.00
23290 - Fire Alarm System Mechanic		28.26
23310 - Fire Extinguisher Repairer		22.25
23311 - Fuel Distribution System Mechanic		29.48
23312 - Fuel Distribution System Operator		22.25
23370 - General Maintenance Worker		21.53
23380 - Ground Support Equipment Mechanic		30.62
23381 - Ground Support Equipment Servicer		24.92
23382 - Ground Support Equipment Worker		26.71
23391 - Gunsmith I		22.25
23392 - Gunsmith II		25.71
23393 - Gunsmith III		29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.51
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		28.07
23430 - Heavy Equipment Mechanic		30.74
23440 - Heavy Equipment Operator		28.39
23460 - Instrument Mechanic		29.48
23465 - Laboratory/Shelter Mechanic		27.62
23470 - Laborer		19.81
23510 - Locksmith		27.62
23530 - Machinery Maintenance Mechanic		27.91
23550 - Machinist, Maintenance		23.33
23580 - Maintenance Trades Helper		19.17
23591 - Metrology Technician I		29.48
23592 - Metrology Technician II		31.22
23593 - Metrology Technician III		33.02
23640 - Millwright		28.13
23710 - Office Appliance Repairer		27.61
23760 - Painter, Maintenance		23.39
23790 - Pipefitter, Maintenance		34.86
23810 - Plumber, Maintenance		30.45
23820 - Pneudraulic Systems Mechanic		29.48
23850 - Rigger		29.48
23870 - Scale Mechanic		25.71
23890 - Sheet-Metal Worker, Maintenance		28.03
23910 - Small Engine Mechanic		25.71
23931 - Telecommunications Mechanic I		33.54
23932 - Telecommunications Mechanic II		35.51
23950 - Telephone Lineman		26.64
23960 - Welder, Combination, Maintenance		25.42
23965 - Well Driller		29.48
23970 - Woodcraft Worker		29.48
23980 - Woodworker		22.25
24000 - Personal Needs Occupations		
24550 - Case Manager		17.68
24570 - Child Care Attendant		14.74
24580 - Child Care Center Clerk		18.38
24610 - Chore Aide		15.18
24620 - Family Readiness And Support Services Coordinator		17.68
24630 - Homemaker		17.68
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.05
25040 - Sewage Plant Operator		23.96
25070 - Stationary Engineer		26.05
25190 - Ventilation Equipment Tender		18.09
25210 - Water Treatment Plant Operator		23.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.34
27007 - Baggage Inspector		18.16
27008 - Corrections Officer		23.16
27010 - Court Security Officer		26.20
27030 - Detection Dog Handler		20.32
27040 - Detention Officer		23.16
27070 - Firefighter		27.31
27101 - Guard I		18.16
27102 - Guard II		20.32
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.48
28042 - Carnival Equipment Repairer		20.08
28043 - Carnival Worker		13.48
28210 - Gate Attendant/Gate Tender		19.55
28310 - Lifeguard		16.36
28350 - Park Attendant (Aide)		21.86
28510 - Recreation Aide/Health Facility Attendant		15.96
28515 - Recreation Specialist		27.08
28630 - Sports Official		17.41
28690 - Swimming Pool Operator		23.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.71
29020 - Hatch Tender		25.71
29030 - Line Handler		25.71
29041 - Stevedore I		24.00
29042 - Stevedore II		27.62
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		18.83
30022 - Archeological Technician II		21.06
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		26.08
30051 - Cryogenic Technician I		28.89
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		18.83
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.89
30081 - Engineering Technician I		16.77

30082 - Engineering Technician II		18.83
30083 - Engineering Technician III		21.06
30084 - Engineering Technician IV		26.08
30085 - Engineering Technician V		31.90
30086 - Engineering Technician VI		38.60
30090 - Environmental Technician		26.08
30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		23.47
30221 - Latent Fingerprint Technician I		28.89
30222 - Latent Fingerprint Technician II		31.90
30240 - Mathematical Technician		26.08
30361 - Paralegal/Legal Assistant I		22.35
30362 - Paralegal/Legal Assistant II		27.69
30363 - Paralegal/Legal Assistant III		33.87
30364 - Paralegal/Legal Assistant IV		40.98
30375 - Petroleum Supply Specialist		31.90
30390 - Photo-Optics Technician		26.08
30395 - Radiation Control Technician		31.90
30461 - Technical Writer I		26.08
30462 - Technical Writer II		31.90
30463 - Technical Writer III		38.60
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		28.89
30502 - Weather Forecaster II		35.14
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.47
30621 - Weather Observer, Senior	(see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.08
31030 - Bus Driver		21.41
31043 - Driver Courier		18.40
31260 - Parking and Lot Attendant		13.42
31290 - Shuttle Bus Driver		17.29
31310 - Taxi Driver		14.04
31361 - Truckdriver, Light		20.00
31362 - Truckdriver, Medium		21.57
31363 - Truckdriver, Heavy		26.61
31364 - Truckdriver, Tractor-Trailer		26.61
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.58
99050 - Desk Clerk		15.34
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.61
99252 - Laboratory Animal Caretaker II		19.14
99260 - Marketing Analyst		33.86
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		29.01
99711 - Recycling Specialist		35.13
99730 - Refuse Collector		25.63
99810 - Sales Clerk		17.09
99820 - School Crossing Guard		16.74
99830 - Survey Party Chief		32.82
99831 - Surveying Aide		20.38
99832 - Surveying Technician		27.72
99840 - Vending Machine Attendant		17.78
99841 - Vending Machine Repairer		22.33
99842 - Vending Machine Repairer Helper		17.78

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))."""