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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.: 2015-4369
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: North Carolina

Area: North Carolina Counties of Buncombe, Henderson and 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 $13.65 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 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))."""