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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.: 2015-4721
Revision No.: 28
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State: Ohio

Area: Ohio Counties of Portage and Summit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.22
01012 - Accounting Clerk II		20.45
01013 - Accounting Clerk III		22.88
01020 - Administrative Assistant		30.94
01035 - Court Reporter		24.42
01041 - Customer Service Representative I		16.92
01042 - Customer Service Representative II		18.46
01043 - Customer Service Representative III		20.71
01051 - Data Entry Operator I		16.49
01052 - Data Entry Operator II		18.00

01060 - Dispatcher, Motor Vehicle	23.10
01070 - Document Preparation Clerk	18.09
01090 - Duplicating Machine Operator	18.09
01111 - General Clerk I	16.95
01112 - General Clerk II	18.50
01113 - General Clerk III	20.76
01120 - Housing Referral Assistant	24.75
01141 - Messenger Courier	19.01
01191 - Order Clerk I	19.29
01192 - Order Clerk II	21.05
01261 - Personnel Assistant (Employment) I	19.19
01262 - Personnel Assistant (Employment) II	21.46
01263 - Personnel Assistant (Employment) III	23.93
01270 - Production Control Clerk	25.96
01290 - Rental Clerk	17.57
01300 - Scheduler, Maintenance	19.84
01311 - Secretary I	19.84
01312 - Secretary II	22.20
01313 - Secretary III	24.75
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.94
01420 - Survey Worker	18.99
01460 - Switchboard Operator/Receptionist	16.99
01531 - Travel Clerk I	17.48
01532 - Travel Clerk II	19.56
01533 - Travel Clerk III	21.86
01611 - Word Processor I	17.89
01612 - Word Processor II	20.08
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.67
05010 - Automotive Electrician	21.44
05040 - Automotive Glass Installer	20.47
05070 - Automotive Worker	20.47
05110 - Mobile Equipment Servicer	18.18
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	20.47
05190 - Motor Vehicle Mechanic	22.36
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	19.32
05280 - Motor Vehicle Wrecker	20.47
05310 - Painter, Automotive	21.44
05340 - Radiator Repair Specialist	20.47
05370 - Tire Repairer	19.26
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.15

07041 - Cook I	17.40
07042 - Cook II	19.59
07070 - Dishwasher	13.81
07130 - Food Service Worker	15.11
07210 - Meat Cutter	17.70
07260 - Waiter/Waitress	13.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.82
09040 - Furniture Handler	15.43
09080 - Furniture Refinisher	22.82
09090 - Furniture Refinisher Helper	18.08
09110 - Furniture Repairer, Minor	20.55
09130 - Upholsterer	22.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.02
11060 - Elevator Operator	16.49
11090 - Gardener	22.22
11122 - Housekeeping Aide	16.49
11150 - Janitor	16.49
11210 - Laborer, Grounds Maintenance	17.72
11240 - Maid or Houseman	15.03
11260 - Pruner	16.26
11270 - Tractor Operator	20.77
11330 - Trail Maintenance Worker	17.72
11360 - Window Cleaner	17.97
12000 - Health Occupations	
12010 - Ambulance Driver	19.35
12011 - Breath Alcohol Technician	26.40
12012 - Certified Occupational Therapist Assistant	30.56
12015 - Certified Physical Therapist Assistant	30.20
12020 - Dental Assistant	22.56
12025 - Dental Hygienist	39.38
12030 - EKG Technician	34.51
12035 - Electroneurodiagnostic Technologist	34.51
12040 - Emergency Medical Technician	19.35
12071 - Licensed Practical Nurse I	23.61
12072 - Licensed Practical Nurse II	26.40
12073 - Licensed Practical Nurse III	29.44
12100 - Medical Assistant	18.53
12130 - Medical Laboratory Technician	31.10
12160 - Medical Record Clerk	20.96
12190 - Medical Record Technician	23.44
12195 - Medical Transcriptionist	19.51
12210 - Nuclear Medicine Technologist	40.85
12221 - Nursing Assistant I	14.40
12222 - Nursing Assistant II	16.20

12223 - Nursing Assistant III		17.68
12224 - Nursing Assistant IV		19.84
12235 - Optical Dispenser		22.43
12236 - Optical Technician		23.61
12250 - Pharmacy Technician		17.73
12280 - Phlebotomist		19.11
12305 - Radiologic Technologist		36.76
12311 - Registered Nurse I		26.48
12312 - Registered Nurse II		32.39
12313 - Registered Nurse II, Specialist		32.39
12314 - Registered Nurse III		39.19
12315 - Registered Nurse III, Anesthetist		39.19
12316 - Registered Nurse IV		46.99
12317 - Scheduler (Drug and Alcohol Testing)		32.74
12320 - Substance Abuse Treatment Counselor		26.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		17.17
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.65
13071 - Photographer I		17.42
13072 - Photographer II		19.48
13073 - Photographer III		24.13
13074 - Photographer IV		29.52
13075 - Photographer V		35.72
13090 - Technical Order Library Clerk		16.51
13110 - Video Teleconference Technician		23.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.99
14042 - Computer Operator II		23.47
14043 - Computer Operator III		26.17
14044 - Computer Operator IV		29.09
14045 - Computer Operator V		32.21
14071 - Computer Programmer I	(see 1)	24.34
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		20.99
14160 - Personal Computer Support Technician		29.09
14170 - System Support Specialist		32.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.48
15020 - Aircrew Training Devices Instructor (Rated)		40.51
15030 - Air Crew Training Devices Instructor (Pilot)		48.56
15050 - Computer Based Training Specialist / Instructor		33.48
15060 - Educational Technologist		31.54
15070 - Flight Instructor (Pilot)		48.56
15080 - Graphic Artist		25.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.56
15086 - Maintenance Test Pilot, Rotary Wing		48.56
15088 - Non-Maintenance Test/Co-Pilot		48.56
15090 - Technical Instructor		24.72
15095 - Technical Instructor/Course Developer		30.23
15110 - Test Proctor		19.96
15120 - Tutor		19.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.17
16030 - Counter Attendant		12.17
16040 - Dry Cleaner		15.05
16070 - Finisher, Flatwork, Machine		12.17
16090 - Presser, Hand		12.17
16110 - Presser, Machine, Drycleaning		12.17
16130 - Presser, Machine, Shirts		12.17
16160 - Presser, Machine, Wearing Apparel, Laundry		12.17
16190 - Sewing Machine Operator		16.13
16220 - Tailor		17.17
16250 - Washer, Machine		12.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.10
19040 - Tool And Die Maker		29.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.86
21030 - Material Coordinator		25.96
21040 - Material Expediter		25.96
21050 - Material Handling Laborer		19.00
21071 - Order Filler		17.73

21080 - Production Line Worker (Food Processing)	21.86
21110 - Shipping Packer	18.97
21130 - Shipping/Receiving Clerk	18.97
21140 - Store Worker I	18.69
21150 - Stock Clerk	24.49
21210 - Tools And Parts Attendant	21.86
21410 - Warehouse Specialist	21.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.60
23019 - Aircraft Logs and Records Technician	30.21
23021 - Aircraft Mechanic I	35.11
23022 - Aircraft Mechanic II	36.60
23023 - Aircraft Mechanic III	38.09
23040 - Aircraft Mechanic Helper	26.56
23050 - Aircraft, Painter	33.53
23060 - Aircraft Servicer	30.21
23070 - Aircraft Survival Flight Equipment Technician	33.53
23080 - Aircraft Worker	32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.11
23110 - Appliance Mechanic	24.02
23120 - Bicycle Repairer	26.00
23125 - Cable Splicer	47.33
23130 - Carpenter, Maintenance	26.83
23140 - Carpet Layer	29.27
23160 - Electrician, Maintenance	34.44
23181 - Electronics Technician Maintenance I	29.40
23182 - Electronics Technician Maintenance II	30.81
23183 - Electronics Technician Maintenance III	32.27
23260 - Fabric Worker	27.63
23290 - Fire Alarm System Mechanic	26.84
23310 - Fire Extinguisher Repairer	26.00
23311 - Fuel Distribution System Mechanic	40.37
23312 - Fuel Distribution System Operator	32.67
23370 - General Maintenance Worker	24.20
23380 - Ground Support Equipment Mechanic	35.11
23381 - Ground Support Equipment Servicer	30.21
23382 - Ground Support Equipment Worker	32.00
23391 - Gunsmith I	26.00
23392 - Gunsmith II	29.27
23393 - Gunsmith III	32.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.61

23430 - Heavy Equipment Mechanic 29.89
23440 - Heavy Equipment Operator 33.11
23460 - Instrument Mechanic 32.73
23465 - Laboratory/Shelter Mechanic 30.68
23470 - Laborer 19.00
23510 - Locksmith 22.98
23530 - Machinery Maintenance Mechanic 30.53
23550 - Machinist, Maintenance 25.51
23580 - Maintenance Trades Helper 17.96
23591 - Metrology Technician I 32.73
23592 - Metrology Technician II 34.11
23593 - Metrology Technician III 35.50
23640 - Millwright 34.75
23710 - Office Appliance Repairer 23.14
23760 - Painter, Maintenance 26.25
23790 - Pipefitter, Maintenance 33.40
23810 - Plumber, Maintenance 31.89
23820 - Pneudraulic Systems Mechanic 32.12
23850 - Rigger 32.12
23870 - Scale Mechanic 29.27
23890 - Sheet-Metal Worker, Maintenance 34.38
23910 - Small Engine Mechanic 24.17
23931 - Telecommunications Mechanic I 32.70
23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 23.60
23960 - Welder, Combination, Maintenance 23.44
23965 - Well Driller 32.12
23970 - Woodcraft Worker 32.12
23980 - Woodworker 26.00

24000 - Personal Needs Occupations
24550 - Case Manager 17.72
24570 - Child Care Attendant 13.76
24580 - Child Care Center Clerk 17.16
24610 - Chore Aide 14.91
24620 - Family Readiness And Support Services Coordinator 17.72
24630 - Homemaker 17.72

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.45
25040 - Sewage Plant Operator 28.71
25070 - Stationary Engineer 31.45
25190 - Ventilation Equipment Tender 23.80
25210 - Water Treatment Plant Operator 28.71

27000 - Protective Service Occupations
27004 - Alarm Monitor 26.54
27007 - Baggage Inspector 16.96

27008 - Corrections Officer		22.29
27010 - Court Security Officer		26.19
27030 - Detection Dog Handler		18.97
27040 - Detention Officer		22.29
27070 - Firefighter		30.34
27101 - Guard I		16.96
27102 - Guard II		18.97
27131 - Police Officer I		32.68
27132 - Police Officer II		36.32
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.94
28042 - Carnival Equipment Repairer		15.98
28043 - Carnival Worker		11.69
28210 - Gate Attendant/Gate Tender		18.28
28310 - Lifeguard		13.65
28350 - Park Attendant (Aide)		20.44
28510 - Recreation Aide/Health Facility Attendant		14.92
28515 - Recreation Specialist		25.32
28630 - Sports Official		16.28
28690 - Swimming Pool Operator		18.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.90
29020 - Hatch Tender		29.90
29030 - Line Handler		29.90
29041 - Stevedore I		28.23
29042 - Stevedore II		31.34
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.11
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		19.22
30022 - Archeological Technician II		21.50
30023 - Archeological Technician III		26.63
30030 - Cartographic Technician		26.63
30040 - Civil Engineering Technician		34.41
30051 - Cryogenic Technician I		29.49
30052 - Cryogenic Technician II		32.56
30061 - Drafter/CAD Operator I		19.22
30062 - Drafter/CAD Operator II		21.50
30063 - Drafter/CAD Operator III		23.96
30064 - Drafter/CAD Operator IV		29.49
30081 - Engineering Technician I		18.95
30082 - Engineering Technician II		21.27

30083 - Engineering Technician III		23.79
30084 - Engineering Technician IV		29.48
30085 - Engineering Technician V		36.06
30086 - Engineering Technician VI		43.62
30090 - Environmental Technician		26.05
30095 - Evidence Control Specialist		26.63
30210 - Laboratory Technician		24.20
30221 - Latent Fingerprint Technician I		44.51
30222 - Latent Fingerprint Technician II		49.15
30240 - Mathematical Technician		30.64
30361 - Paralegal/Legal Assistant I		23.19
30362 - Paralegal/Legal Assistant II		28.73
30363 - Paralegal/Legal Assistant III		35.15
30364 - Paralegal/Legal Assistant IV		42.52
30375 - Petroleum Supply Specialist		32.56
30390 - Photo-Optics Technician		26.63
30395 - Radiation Control Technician		32.56
30461 - Technical Writer I		27.55
30462 - Technical Writer II		33.69
30463 - Technical Writer III		40.76
30491 - Unexploded Ordnance (UXO) Technician I		30.57
30492 - Unexploded Ordnance (UXO) Technician II		36.99
30493 - Unexploded Ordnance (UXO) Technician III		44.34
30494 - Unexploded (UXO) Safety Escort		30.57
30495 - Unexploded (UXO) Sweep Personnel		30.57
30501 - Weather Forecaster I		29.49
30502 - Weather Forecaster II		35.87
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.96
30621 - Weather Observer, Senior	(see 2)	26.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.99
31020 - Bus Aide		24.33
31030 - Bus Driver		32.42
31043 - Driver Courier		17.44
31260 - Parking and Lot Attendant		15.46
31290 - Shuttle Bus Driver		16.42
31310 - Taxi Driver		13.89
31361 - Truckdriver, Light		18.65
31362 - Truckdriver, Medium		19.82
31363 - Truckdriver, Heavy		27.90
31364 - Truckdriver, Tractor-Trailer		27.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.04
99030 - Cashier		13.81
99050 - Desk Clerk		14.21
99095 - Embalmer		36.64

99130 - Flight Follower	30.57
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	17.08
99260 - Marketing Analyst	31.65
99310 - Mortician	36.64
99410 - Pest Controller	21.74
99510 - Photofinishing Worker	16.07
99710 - Recycling Laborer	24.61
99711 - Recycling Specialist	28.85
99730 - Refuse Collector	22.58
99810 - Sales Clerk	14.94
99820 - School Crossing Guard	20.49
99830 - Survey Party Chief	33.97
99831 - Surveying Aide	19.37
99832 - Surveying Technician	29.09
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	16.14

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per

week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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))."""