WAGE DETERMINATION

BRISTOL COUNTY, MASSACHUSETTS

WD 15-4047 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018
****

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.: 2015-4047 Revision No.: 6 Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

---

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

WORCESTER COUNTY - Berlin, Bolton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54
01012 - Accounting Clerk II		19.69
01013 - Accounting Clerk III		22.03
01020 - Administrative Assistant		30.38
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.55
01042 - Customer Service Representative II		18.61
01043 - Customer Service Representative III		20.30

01051 - Data Entry Operator I	16.51
01052 - Data Entry Operator II	18.02
01060 - Dispatcher, Motor Vehicle	21.26
01070 - Document Preparation Clerk	16.92
01090 - Duplicating Machine Operator	16.92
01111 - General Clerk I	14.92
01112 - General Clerk II	16.28
01113 - General Clerk III	18.27
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	14.28
01191 - Order Clerk I	17.11
01192 - Order Clerk II	18.67
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.70
01263 - Personnel Assistant (Employment) III	23.08
01270 - Production Control Clerk	25.47
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.00
01410 - Supply Technician	30.38
01420 - Survey Worker	18.65
01460 - Switchboard Operator/Receptionist	15.74
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	17.48
01612 - Word Processor II	19.62
01613 - Word Processor III	21.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	22.60
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	21.60
05110 - Mobile Equipment Servicer	19.58
05130 - Motor Equipment Metal Mechanic	23.59
05160 - Motor Equipment Metal Worker	21.60
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic Helper	18.40
05250 - Motor Vehicle Upholstery Worker	20.59
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter, Automotive	22.60
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	15.19
07042 - Cook II	16.76
07070 - Dishwasher	11.13
07130 - Food Service Worker	12.28
07210 - Meat Cutter	21.77
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.70
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.98

09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	14.11
11090 - Gardener	20.01
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer, Grounds Maintenance	16.20
11240 - Maid or Houseman	14.28
11260 - Pruner	14.90
11270 - Tractor Operator	18.81
11330 - Trail Maintenance Worker	16.20
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	22.45
12012 - Certified Occupational Therapist Assistant	26.12
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	21.82
12025 - Dental Hygienist	41.93
12030 - EKG Technician	34.09
12035 - Electroneurodiagnostic Technologist	34.09
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	22.27
12072 - Licensed Practical Nurse II	24.92
12073 - Licensed Practical Nurse III	27.78
12100 - Medical Assistant	18.28
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	19.28
12190 - Medical Record Technician	21.57
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine Technologist	38.48
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	27.29
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	35.42
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	23.55
12320 - Substance Abuse Treatment Counselor	20.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.93
13050 - Library Aide/Clerk	15.76
13054 - Library Information Technology Systems Administrator	30.83
13058 - Library Technician	22.62

13061 - Media Specialist I		20.68
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.65
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		30.00
13075 - Photographer V		38.26
13090 - Technical Order Library Clerk		19.79
13110 - Video Teleconference Technician		23.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	25.98
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		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.98
15086 - Maintenance Test Pilot, Rotary Wing		42.98
15088 - Non-Maintenance Test/Co-Pilot		42.98
15090 - Technical Instructor		29.29
15095 - Technical Instructor/Course Developer		35.83
15110 - Test Proctor		23.65
15120 - Tutor		23.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		15.08
16070 - Finisher, Flatwork, Machine		12.03
16090 - Presser, Hand		12.03
16110 - Presser, Machine, Drycleaning		12.03
16130 - Presser, Machine, Shirts		12.03
16160 - Presser, Machine, Wearing Apparel, Laundry		12.03
16190 - Sewing Machine Operator		15.99
16220 - Tailor		16.69
16250 - Washer, Machine		12.63
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.95
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.23
21030 - Material Coordinator		25.47
21040 - Material Expediter		25.47
21050 - Material Handling Laborer		14.26

21071 - Order Filler	15.51
21080 - Production Line Worker (Food Processing)	18.23
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	13.57
21150 - Stock Clerk	17.47
21210 - Tools And Parts Attendant	18.23
21410 - Warehouse Specialist	18.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.35
23019 - Aircraft Logs and Records Technician	26.14
23021 - Aircraft Mechanic I	31.04
23022 - Aircraft Mechanic II	33.35
23023 - Aircraft Mechanic III	33.67
23040 - Aircraft Mechanic Helper	23.36
23050 - Aircraft, Painter	28.69
23060 - Aircraft Servicer	26.14
23070 - Aircraft Survival Flight Equipment Technician	28.69
23080 - Aircraft Worker	27.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	17.00
23125 - Cable Splicer	37.24
23130 - Carpenter, Maintenance	30.65
23140 - Carpet Layer	26.51
23160 - Electrician, Maintenance	34.10
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	26.65
23290 - Fire Alarm System Mechanic	29.80
23310 - Fire Extinguisher Repairer	25.42
23311 - Fuel Distribution System Mechanic	31.11
23312 - Fuel Distribution System Operator	24.65
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	31.04
23381 - Ground Support Equipment Servicer	26.14
23382 - Ground Support Equipment Worker	27.42
23391 - Gunsmith I	25.42
23392 - Gunsmith II	28.05
23393 - Gunsmith III	30.61
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.44
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.59
23430 - Heavy Equipment Mechanic	29.80
23440 - Heavy Equipment Operator	34.81
23460 - Instrument Mechanic	26.48
23465 - Laboratory/Shelter Mechanic	29.33
23470 - Laborer	15.05
23510 - Locksmith	25.63
23530 - Machinery Maintenance Mechanic	27.83
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	26.48
23592 - Metrology Technician II	27.55
23593 - Metrology Technician III	28.65
23640 - Millwright	30.81

23710 - Office Appliance Repairer	25.51
23760 - Painter, Maintenance	26.66
23790 - Pipefitter, Maintenance	32.93
23810 - Plumber, Maintenance	31.55
23820 - Pneudraulic Systems Mechanic	30.61
23850 - Rigger	25.30
23870 - Scale Mechanic	28.05
23890 - Sheet-Metal Worker, Maintenance	30.93
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	33.63
23932 - Telecommunications Mechanic II	35.26
23950 - Telephone Lineman	34.77
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	30.61
23970 - Woodcraft Worker	30.61
23980 - Woodworker	25.42
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.52
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.99
25040 - Sewage Plant Operator	26.84
25070 - Stationary Engineer	29.99
25190 - Ventilation Equipment Tender	23.21
25210 - Water Treatment Plant Operator	26.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	32.52
27010 - Court Security Officer	31.35
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	32.52
27070 - Firefighter	28.95
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	30.38
27132 - Police Officer II	33.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15
28042 - Carnival Equipment Repairer	15.06
28043 - Carnival Worker	11.21
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.33

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	28.50
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	31.38
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30051 - Cryogenic Technician I		27.65
30052 - Cryogenic Technician II		30.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		38.49
30090 - Environmental Technician		28.49
30095 - Evidence Control Specialist		24.96
30210 - Laboratory Technician		26.70
30221 - Latent Fingerprint Technician I		27.65
30222 - Latent Fingerprint Technician II		30.54
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30375 - Petroleum Supply Specialist		30.54
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		30.54
30461 - Technical Writer I		26.59
30462 - Technical Writer II		32.52
30463 - Technical Writer III		39.36
30491 - Unexploded Ordnance (UXO) Technician I		26.26
30492 - Unexploded Ordnance (UXO) Technician II		31.78
30493 - Unexploded Ordnance (UXO) Technician III		38.09
30494 - Unexploded (UXO) Safety Escort		26.26
30495 - Unexploded (UXO) Sweep Personnel		26.26
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.78
31020 - Bus Aide		15.97
31030 - Bus Driver		21.20
31043 - Driver Courier		16.36
31260 - Parking and Lot Attendant		12.94
31290 - Shuttle Bus Driver		17.41
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		17.41
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		24.44
31364 - Truckdriver, Tractor-Trailer		24.44
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.49
99030 - Cashier		11.25
99050 - Desk Clerk		14.08

99095 - Embalmer	31.93
99130 - Flight Follower	26.26
99251 - Laboratory Animal Caretaker I	17.67
99252 - Laboratory Animal Caretaker II	18.95
99260 - Marketing Analyst	33.00
99310 - Mortician	37.64
99410 - Pest Controller	20.42
99510 - Photofinishing Worker	14.55
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	23.98
99730 - Refuse Collector	18.99
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	29.34
99831 - Surveying Aide	19.41
99832 - Surveying Technician	26.68
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.41 per hour or $176.40 per week or $764.40 per month

HEALTH & WELFARE EO 13706: $4.13 per hour, or $165.20 per week, or $715.87 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).