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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.: 2015-5797
Revision No.: 31
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State: Pennsylvania

Area: Pennsylvania Counties of Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.91
01012 - Accounting Clerk II		21.22
01013 - Accounting Clerk III		23.74
01020 - Administrative Assistant		30.37
01035 - Court Reporter		22.15
01041 - Customer Service Representative I		16.61
01042 - Customer Service Representative II		18.13
01043 - Customer Service Representative III		20.35
01051 - Data Entry Operator I		17.43
01052 - Data Entry Operator II		19.02
01060 - Dispatcher, Motor Vehicle		20.50
01070 - Document Preparation Clerk		17.64
01090 - Duplicating Machine Operator		17.64
01111 - General Clerk I		18.10
01112 - General Clerk II		19.75
01113 - General Clerk III		22.17
01120 - Housing Referral Assistant		24.70
01141 - Messenger Courier		16.62
01191 - Order Clerk I		17.79
01192 - Order Clerk II		19.82
01261 - Personnel Assistant (Employment) I		21.40
01262 - Personnel Assistant (Employment) II		23.94
01263 - Personnel Assistant (Employment) III		26.68
01270 - Production Control Clerk		34.87
01290 - Rental Clerk		18.60
01300 - Scheduler, Maintenance		19.80
01311 - Secretary I		19.80
01312 - Secretary II		22.15
01313 - Secretary III		24.70
01320 - Service Order Dispatcher		18.34
01410 - Supply Technician		30.37
01420 - Survey Worker		19.84
01460 - Switchboard Operator/Receptionist		16.14
01531 - Travel Clerk I		18.73
01532 - Travel Clerk II		21.02

01533 - Travel Clerk III	23.35
01611 - Word Processor I	19.40
01612 - Word Processor II	21.78
01613 - Word Processor III	24.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.12
05010 - Automotive Electrician	21.76
05040 - Automotive Glass Installer	20.83
05070 - Automotive Worker	20.83
05110 - Mobile Equipment Servicer	18.87
05130 - Motor Equipment Metal Mechanic	22.65
05160 - Motor Equipment Metal Worker	20.83
05190 - Motor Vehicle Mechanic	22.65
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.88
05280 - Motor Vehicle Wrecker	20.83
05310 - Painter, Automotive	21.76
05340 - Radiator Repair Specialist	20.83
05370 - Tire Repairer	18.13
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	15.83
07042 - Cook II	17.47
07070 - Dishwasher	13.25
07130 - Food Service Worker	13.60
07210 - Meat Cutter	24.20
07260 - Waiter/Waitress	13.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.99
09040 - Furniture Handler	18.16
09080 - Furniture Refinisher	23.99
09090 - Furniture Refinisher Helper	20.33
09110 - Furniture Repairer, Minor	22.09
09130 - Upholsterer	23.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.96
11060 - Elevator Operator	16.79
11090 - Gardener	21.13
11122 - Housekeeping Aide	16.79
11150 - Janitor	16.79
11210 - Laborer, Grounds Maintenance	17.72
11240 - Maid or Houseman	14.99
11260 - Pruner	16.62
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.72
11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	20.20
12011 - Breath Alcohol Technician	25.30
12012 - Certified Occupational Therapist Assistant	33.19
12015 - Certified Physical Therapist Assistant	33.19
12020 - Dental Assistant	21.53
12025 - Dental Hygienist	36.51
12030 - EKG Technician	36.65
12035 - Electroneurodiagnostic Technologist	36.65
12040 - Emergency Medical Technician	20.20
12071 - Licensed Practical Nurse I	22.62
12072 - Licensed Practical Nurse II	25.30
12073 - Licensed Practical Nurse III	28.20
12100 - Medical Assistant	18.51
12130 - Medical Laboratory Technician	23.79
12160 - Medical Record Clerk	19.10
12190 - Medical Record Technician	25.47
12195 - Medical Transcriptionist	21.63
12210 - Nuclear Medicine Technologist	55.60
12221 - Nursing Assistant I	16.04
12222 - Nursing Assistant II	18.05
12223 - Nursing Assistant III	19.70

12224 - Nursing Assistant IV		22.11
12235 - Optical Dispenser		20.70
12236 - Optical Technician		22.62
12250 - Pharmacy Technician		16.99
12280 - Phlebotomist		20.34
12305 - Radiologic Technologist		33.90
12311 - Registered Nurse I		33.16
12312 - Registered Nurse II		40.55
12313 - Registered Nurse II, Specialist		40.55
12314 - Registered Nurse III		49.06
12315 - Registered Nurse III, Anesthetist		49.06
12316 - Registered Nurse IV		58.82
12317 - Scheduler (Drug and Alcohol Testing)		31.34
12320 - Substance Abuse Treatment Counselor		25.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		31.02
13041 - Illustrator I		20.46
13042 - Illustrator II		25.36
13043 - Illustrator III		31.02
13047 - Librarian		28.08
13050 - Library Aide/Clerk		13.62
13054 - Library Information Technology Systems Administrator		25.36
13058 - Library Technician		20.46
13061 - Media Specialist I		18.30
13062 - Media Specialist II		20.46
13063 - Media Specialist III		22.82
13071 - Photographer I		18.30
13072 - Photographer II		20.46
13073 - Photographer III		25.36
13074 - Photographer IV		31.02
13075 - Photographer V		37.52
13090 - Technical Order Library Clerk		23.19
13110 - Video Teleconference Technician		20.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.29
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.15
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
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		16.35
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.34
15020 - Aircrew Training Devices Instructor (Rated)		47.60
15030 - Air Crew Training Devices Instructor (Pilot)		57.06
15050 - Computer Based Training Specialist / Instructor		39.34
15060 - Educational Technologist		37.59
15070 - Flight Instructor (Pilot)		57.06
15080 - Graphic Artist		26.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		57.06
15086 - Maintenance Test Pilot, Rotary Wing		57.06
15088 - Non-Maintenance Test/Co-Pilot		57.06
15090 - Technical Instructor		25.23
15095 - Technical Instructor/Course Developer		30.85
15110 - Test Proctor		20.37
15120 - Tutor		20.37

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.95
16030 - Counter Attendant	16.95
16040 - Dry Cleaner	19.38
16070 - Finisher, Flatwork, Machine	16.95
16090 - Presser, Hand	16.95
16110 - Presser, Machine, Drycleaning	16.95
16130 - Presser, Machine, Shirts	16.95
16160 - Presser, Machine, Wearing Apparel, Laundry	16.95
16190 - Sewing Machine Operator	20.22
16220 - Tailor	21.52
16250 - Washer, Machine	17.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.22
19040 - Tool And Die Maker	29.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	27.30
21030 - Material Coordinator	34.87
21040 - Material Expediter	34.87
21050 - Material Handling Laborer	18.05
21071 - Order Filler	17.62
21080 - Production Line Worker (Food Processing)	27.30
21110 - Shipping Packer	20.91
21130 - Shipping/Receiving Clerk	20.91
21140 - Store Worker I	18.83
21150 - Stock Clerk	22.70
21210 - Tools And Parts Attendant	27.30
21410 - Warehouse Specialist	27.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.99
23019 - Aircraft Logs and Records Technician	25.51
23021 - Aircraft Mechanic I	28.88
23022 - Aircraft Mechanic II	29.99
23023 - Aircraft Mechanic III	30.95
23040 - Aircraft Mechanic Helper	22.90
23050 - Aircraft, Painter	27.74
23060 - Aircraft Servicer	25.51
23070 - Aircraft Survival Flight Equipment Technician	27.74
23080 - Aircraft Worker	26.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.88
23110 - Appliance Mechanic	27.74
23120 - Bicycle Repairer	24.22
23125 - Cable Splicer	29.07
23130 - Carpenter, Maintenance	22.90
23140 - Carpet Layer	26.59
23160 - Electrician, Maintenance	29.79
23181 - Electronics Technician Maintenance I	29.70
23182 - Electronics Technician Maintenance II	31.02
23183 - Electronics Technician Maintenance III	32.30
23260 - Fabric Worker	25.51
23290 - Fire Alarm System Mechanic	28.88
23310 - Fire Extinguisher Repairer	24.22
23311 - Fuel Distribution System Mechanic	28.88
23312 - Fuel Distribution System Operator	24.50
23370 - General Maintenance Worker	21.42
23380 - Ground Support Equipment Mechanic	28.88
23381 - Ground Support Equipment Servicer	25.51
23382 - Ground Support Equipment Worker	26.59
23391 - Gunsmith I	24.22
23392 - Gunsmith II	26.59
23393 - Gunsmith III	28.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.63
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.76
23430 - Heavy Equipment Mechanic	28.60
23440 - Heavy Equipment Operator	24.83

23460 - Instrument Mechanic	28.88
23465 - Laboratory/Shelter Mechanic	27.74
23470 - Laborer	18.05
23510 - Locksmith	27.74
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist, Maintenance	26.02
23580 - Maintenance Trades Helper	21.21
23591 - Metrology Technician I	28.88
23592 - Metrology Technician II	29.99
23593 - Metrology Technician III	30.95
23640 - Millwright	28.32
23710 - Office Appliance Repairer	27.74
23760 - Painter, Maintenance	27.62
23790 - Pipefitter, Maintenance	28.41
23810 - Plumber, Maintenance	27.30
23820 - Pneudraulic Systems Mechanic	28.88
23850 - Rigger	28.88
23870 - Scale Mechanic	26.59
23890 - Sheet-Metal Worker, Maintenance	31.69
23910 - Small Engine Mechanic	26.59
23931 - Telecommunications Mechanic I	29.81
23932 - Telecommunications Mechanic II	30.98
23950 - Telephone Lineman	28.88
23960 - Welder, Combination, Maintenance	24.92
23965 - Well Driller	28.88
23970 - Woodcraft Worker	28.88
23980 - Woodworker	24.22
24000 - Personal Needs Occupations	
24550 - Case Manager	20.17
24570 - Child Care Attendant	12.95
24580 - Child Care Center Clerk	16.14
24610 - Chore Aide	14.96
24620 - Family Readiness And Support Services Coordinator	20.17
24630 - Homemaker	20.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.22
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	32.22
25190 - Ventilation Equipment Tender	25.40
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.00
27007 - Baggage Inspector	17.35
27008 - Corrections Officer	23.10
27010 - Court Security Officer	22.79
27030 - Detection Dog Handler	19.41
27040 - Detention Officer	23.10
27070 - Firefighter	23.38
27101 - Guard I	17.35
27102 - Guard II	19.41
27131 - Police Officer I	36.56
27132 - Police Officer II	40.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.92
28042 - Carnival Equipment Repairer	16.83
28043 - Carnival Worker	13.50
28210 - Gate Attendant/Gate Tender	18.18
28310 - Lifeguard	16.21
28350 - Park Attendant (Aide)	20.33
28510 - Recreation Aide/Health Facility Attendant	14.84
28515 - Recreation Specialist	25.18
28630 - Sports Official	16.19
28690 - Swimming Pool Operator	18.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.59
29020 - Hatch Tender	26.59
29030 - Line Handler	26.59
29041 - Stevedore I	25.51

29042 - Stevedore II		27.74
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		21.15
30022 - Archeological Technician II		23.67
30023 - Archeological Technician III		29.78
30030 - Cartographic Technician		29.78
30040 - Civil Engineering Technician		29.78
30051 - Cryogenic Technician I		32.47
30052 - Cryogenic Technician II		35.89
30061 - Drafter/CAD Operator I		21.15
30062 - Drafter/CAD Operator II		23.67
30063 - Drafter/CAD Operator III		26.39
30064 - Drafter/CAD Operator IV		32.47
30081 - Engineering Technician I		18.65
30082 - Engineering Technician II		20.93
30083 - Engineering Technician III		24.05
30084 - Engineering Technician IV		29.78
30085 - Engineering Technician V		35.49
30086 - Engineering Technician VI		44.37
30090 - Environmental Technician		30.57
30095 - Evidence Control Specialist		29.78
30210 - Laboratory Technician		27.65
30221 - Latent Fingerprint Technician I		32.47
30222 - Latent Fingerprint Technician II		35.89
30240 - Mathematical Technician		30.57
30361 - Paralegal/Legal Assistant I		23.09
30362 - Paralegal/Legal Assistant II		28.62
30363 - Paralegal/Legal Assistant III		34.99
30364 - Paralegal/Legal Assistant IV		42.34
30375 - Petroleum Supply Specialist		35.49
30390 - Photo-Optics Technician		29.78
30395 - Radiation Control Technician		35.49
30461 - Technical Writer I		29.78
30462 - Technical Writer II		35.49
30463 - Technical Writer III		44.37
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		32.47
30502 - Weather Forecaster II		39.51
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.39
30621 - Weather Observer, Senior	(see 2)	29.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		15.21
31030 - Bus Driver		18.67
31043 - Driver Courier		17.06
31260 - Parking and Lot Attendant		15.00
31290 - Shuttle Bus Driver		16.16
31310 - Taxi Driver		13.24
31361 - Truckdriver, Light		17.91
31362 - Truckdriver, Medium		18.67
31363 - Truckdriver, Heavy		25.63
31364 - Truckdriver, Tractor-Trailer		25.63
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		13.43
99050 - Desk Clerk		14.78
99095 - Embalmer		34.51
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		17.47
99252 - Laboratory Animal Caretaker II		18.41

99260 - Marketing Analyst	26.59
99310 - Mortician	34.51
99410 - Pest Controller	26.77
99510 - Photofinishing Worker	18.13
99710 - Recycling Laborer	19.83
99711 - Recycling Specialist	22.24
99730 - Refuse Collector	18.80
99810 - Sales Clerk	14.03
99820 - School Crossing Guard	18.80
99830 - Survey Party Chief	25.05
99831 - Surveying Aide	16.74
99832 - Surveying Technician	22.77
99840 - Vending Machine Attendant	22.24
99841 - Vending Machine Repairer	25.34
99842 - Vending Machine Repairer Helper	22.24

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026 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; and 3 weeks after 10 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
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