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.: 2015-4837
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Michigan

Area: Michigan Counties of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.32
01012 - Accounting Clerk II		19.44
01013 - Accounting Clerk III		21.75
01020 - Administrative Assistant		28.37
01035 - Court Reporter		20.33
01041 - Customer Service Representative I		14.47
01042 - Customer Service Representative II		15.79
01043 - Customer Service Representative III		17.72
01051 - Data Entry Operator I		14.84
01052 - Data Entry Operator II		16.19
01060 - Dispatcher, Motor Vehicle		21.58
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		15.49
01112 - General Clerk II		16.90
01113 - General Clerk III		18.97
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		13.19
01191 - Order Clerk I		17.51
01192 - Order Clerk II		19.12
01261 - Personnel Assistant (Employment) I		18.18
01262 - Personnel Assistant (Employment) II		20.33
01263 - Personnel Assistant (Employment) III		22.66
01270 - Production Control Clerk		29.29
01290 - Rental Clerk		17.59
01300 - Scheduler, Maintenance		18.18
01311 - Secretary I		18.18
01312 - Secretary II		20.33
01313 - Secretary III		22.66
01320 - Service Order Dispatcher		19.29
01410 - Supply Technician		28.37
01420 - Survey Worker		20.33
01460 - Switchboard Operator/Receptionist		16.18
01531 - Travel Clerk I		16.19
01532 - Travel Clerk II		18.18
01533 - Travel Clerk III		20.33
01611 - Word Processor I		16.19
01612 - Word Processor II		18.18
01613 - Word Processor III		20.33
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.31
05010 - Automotive Electrician		21.43
05040 - Automotive Glass Installer		20.72
05070 - Automotive Worker		20.72
05110 - Mobile Equipment Servicer		18.92
05130 - Motor Equipment Metal Mechanic		22.55
05160 - Motor Equipment Metal Worker		20.72
05190 - Motor Vehicle Mechanic		22.55
05220 - Motor Vehicle Mechanic Helper		17.74
05250 - Motor Vehicle Upholstery Worker		19.88
05280 - Motor Vehicle Wrecker		20.72
05310 - Painter, Automotive		21.43
05340 - Radiator Repair Specialist		20.72
05370 - Tire Repairer		18.92
05400 - Transmission Repair Specialist		22.55
07000 - Food Preparation And Service Occupations		
07010 - Baker		19.63

07041 - Cook I		16.49
07042 - Cook II		18.06
07070 - Dishwasher		13.18
07130 - Food Service Worker		14.18
07210 - Meat Cutter		15.15
07260 - Waiter/Waitress		15.69
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		27.14
09040 - Furniture Handler		19.49
09080 - Furniture Refinisher		27.14
09090 - Furniture Refinisher Helper		22.46
09110 - Furniture Repairer, Minor		25.17
09130 - Upholsterer		27.14
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.10
11060 - Elevator Operator		14.33
11090 - Gardener		20.40
11122 - Housekeeping Aide		14.33
11150 - Janitor		14.33
11210 - Laborer, Grounds Maintenance		16.60
11240 - Maid or Houseman		14.21
11260 - Pruner		15.31
11270 - Tractor Operator		19.13
11330 - Trail Maintenance Worker		16.60
11360 - Window Cleaner		15.54
12000 - Health Occupations		
12010 - Ambulance Driver		25.40
12011 - Breath Alcohol Technician		25.40
12012 - Certified Occupational Therapist Assistant		34.85
12015 - Certified Physical Therapist Assistant		27.31
12020 - Dental Assistant		22.62
12025 - Dental Hygienist		39.49
12030 - EKG Technician		38.48
12035 - Electroneurodiagnostic Technologist		38.48
12040 - Emergency Medical Technician		25.40
12071 - Licensed Practical Nurse I		22.71
12072 - Licensed Practical Nurse II		25.40
12073 - Licensed Practical Nurse III		28.31
12100 - Medical Assistant		17.64
12130 - Medical Laboratory Technician		22.71
12160 - Medical Record Clerk		22.71
12190 - Medical Record Technician		25.40
12195 - Medical Transcriptionist		22.71
12210 - Nuclear Medicine Technologist		55.82
12221 - Nursing Assistant I		12.86
12222 - Nursing Assistant II		14.47
12223 - Nursing Assistant III		15.79
12224 - Nursing Assistant IV		17.72
12235 - Optical Dispenser		25.40
12236 - Optical Technician		22.71
12250 - Pharmacy Technician		18.21
12280 - Phlebotomist		22.71
12305 - Radiologic Technologist		38.48
12311 - Registered Nurse I		28.49
12312 - Registered Nurse II		34.84
12313 - Registered Nurse II, Specialist		34.84
12314 - Registered Nurse III		42.15
12315 - Registered Nurse III, Anesthetist		42.15
12316 - Registered Nurse IV		50.54
12317 - Scheduler (Drug and Alcohol Testing)		31.46
12320 - Substance Abuse Treatment Counselor		28.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.57
13012 - Exhibits Specialist II		26.72
13013 - Exhibits Specialist III		32.67
13041 - Illustrator I		20.47
13042 - Illustrator II		25.79
13043 - Illustrator III		32.67
13047 - Librarian		28.56
13050 - Library Aide/Clerk		14.77
13054 - Library Information Technology Systems Administrator		26.72
13058 - Library Technician		21.23
13061 - Media Specialist I		17.95
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.40
13071 - Photographer I		18.61
13072 - Photographer II		20.82
13073 - Photographer III		25.79
13074 - Photographer IV		31.56
13075 - Photographer V		38.18
13090 - Technical Order Library Clerk		18.85
13110 - Video Teleconference Technician		17.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
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		14.91
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.17
15020 - Aircrew Training Devices Instructor (Rated)		37.72
15030 - Air Crew Training Devices Instructor (Pilot)		45.22
15050 - Computer Based Training Specialist / Instructor		31.17
15060 - Educational Technologist		34.71
15070 - Flight Instructor (Pilot)		45.22
15080 - Graphic Artist		28.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.22
15086 - Maintenance Test Pilot, Rotary Wing		45.22
15088 - Non-Maintenance Test/Co-Pilot		45.22
15090 - Technical Instructor		24.20
15095 - Technical Instructor/Course Developer		29.60
15110 - Test Proctor		19.53
15120 - Tutor		19.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.62
16030 - Counter Attendant		13.62
16040 - Dry Cleaner		17.11
16070 - Finisher, Flatwork, Machine		13.62
16090 - Presser, Hand		13.62
16110 - Presser, Machine, Drycleaning		13.62
16130 - Presser, Machine, Shirts		13.62
16160 - Presser, Machine, Wearing Apparel, Laundry		13.62
16190 - Sewing Machine Operator		18.56
16220 - Tailor		19.96
16250 - Washer, Machine		14.43
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.13
19040 - Tool And Die Maker		36.65
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.46
21030 - Material Coordinator		29.29
21040 - Material Expediter		29.29
21050 - Material Handling Laborer		16.83
21071 - Order Filler		15.88
21080 - Production Line Worker (Food Processing)		21.46
21110 - Shipping Packer		19.73
21130 - Shipping/Receiving Clerk		19.73
21140 - Store Worker I		21.25
21150 - Stock Clerk		27.03
21210 - Tools And Parts Attendant		21.46
21410 - Warehouse Specialist		21.46
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.50
23019 - Aircraft Logs and Records Technician		25.17
23021 - Aircraft Mechanic I		28.56
23022 - Aircraft Mechanic II		29.50
23023 - Aircraft Mechanic III		30.73
23040 - Aircraft Mechanic Helper		22.46
23050 - Aircraft, Painter		28.07
23060 - Aircraft Servicer		25.17
23070 - Aircraft Survival Flight Equipment Technician		28.07
23080 - Aircraft Worker		26.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.56
23110 - Appliance Mechanic		27.14
23120 - Bicycle Repairer		23.95
23125 - Cable Splicer		28.56
23130 - Carpenter, Maintenance		24.43
23140 - Carpet Layer		26.23
23160 - Electrician, Maintenance		32.10
23181 - Electronics Technician Maintenance I		26.23
23182 - Electronics Technician Maintenance II		27.14
23183 - Electronics Technician Maintenance III		28.56
23260 - Fabric Worker		25.17
23290 - Fire Alarm System Mechanic		28.56
23310 - Fire Extinguisher Repairer		23.95
23311 - Fuel Distribution System Mechanic		28.56
23312 - Fuel Distribution System Operator		23.95
23370 - General Maintenance Worker		20.45
23380 - Ground Support Equipment Mechanic		28.56
23381 - Ground Support Equipment Servicer		25.17
23382 - Ground Support Equipment Worker		26.23
23391 - Gunsmith I		23.95
23392 - Gunsmith II		26.23
23393 - Gunsmith III		28.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic		25.14
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.88

23430 - Heavy Equipment Mechanic		28.56
23440 - Heavy Equipment Operator		31.14
23460 - Instrument Mechanic		28.56
23465 - Laboratory/Shelter Mechanic		27.14
23470 - Laborer		16.83
23510 - Locksmith		27.14
23530 - Machinery Maintenance Mechanic		33.56
23550 - Machinist, Maintenance		24.65
23580 - Maintenance Trades Helper		22.46
23591 - Metrology Technician I		28.56
23592 - Metrology Technician II		29.50
23593 - Metrology Technician III		30.73
23640 - Millwright		32.40
23710 - Office Appliance Repairer		27.14
23760 - Painter, Maintenance		27.14
23790 - Pipefitter, Maintenance		37.67
23810 - Plumber, Maintenance		35.81
23820 - Pneudraulic Systems Mechanic		28.56
23850 - Rigger		28.56
23870 - Scale Mechanic		26.23
23890 - Sheet-Metal Worker, Maintenance		30.71
23910 - Small Engine Mechanic		26.23
23931 - Telecommunications Mechanic I		28.56
23932 - Telecommunications Mechanic II		29.50
23950 - Telephone Lineman		28.56
23960 - Welder, Combination, Maintenance		26.25
23965 - Well Driller		28.56
23970 - Woodcraft Worker		28.56
23980 - Woodworker		23.95
24000 - Personal Needs Occupations		
24550 - Case Manager		16.90
24570 - Child Care Attendant		13.05
24580 - Child Care Center Clerk		16.28
24610 - Chore Aide		15.10
24620 - Family Readiness And Support Services Coordinator		16.90
24630 - Homemaker		16.90
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.67
25040 - Sewage Plant Operator		26.30
25070 - Stationary Engineer		27.67
25190 - Ventilation Equipment Tender		21.77
25210 - Water Treatment Plant Operator		26.30
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.23
27007 - Baggage Inspector		14.50
27008 - Corrections Officer		27.20
27010 - Court Security Officer		25.49
27030 - Detection Dog Handler		17.54
27040 - Detention Officer		27.20
27070 - Firefighter		23.73
27101 - Guard I		14.50
27102 - Guard II		17.54
27131 - Police Officer I		30.38
27132 - Police Officer II		33.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.41
28042 - Carnival Equipment Repairer		17.49
28043 - Carnival Worker		13.13
28210 - Gate Attendant/Gate Tender		20.09
28310 - Lifeguard		16.20
28350 - Park Attendant (Aide)		22.47
28510 - Recreation Aide/Health Facility Attendant		16.40
28515 - Recreation Specialist		27.81
28630 - Sports Official		17.89
28690 - Swimming Pool Operator		19.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.23
29020 - Hatch Tender		26.23
29030 - Line Handler		26.23
29041 - Stevedore I		25.17
29042 - Stevedore II		27.14
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		17.62
30022 - Archeological Technician II		19.71
30023 - Archeological Technician III		24.41
30030 - Cartographic Technician		24.41
30040 - Civil Engineering Technician		24.41
30051 - Cryogenic Technician I		26.13
30052 - Cryogenic Technician II		28.86
30061 - Drafter/CAD Operator I		17.62
30062 - Drafter/CAD Operator II		19.71
30063 - Drafter/CAD Operator III		21.97
30064 - Drafter/CAD Operator IV		27.04
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36

30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		24.41
30095 - Evidence Control Specialist		23.58
30210 - Laboratory Technician		26.59
30221 - Latent Fingerprint Technician I		26.13
30222 - Latent Fingerprint Technician II		28.86
30240 - Mathematical Technician		24.41
30361 - Paralegal/Legal Assistant I		22.41
30362 - Paralegal/Legal Assistant II		27.74
30363 - Paralegal/Legal Assistant III		33.96
30364 - Paralegal/Legal Assistant IV		41.09
30375 - Petroleum Supply Specialist		28.86
30390 - Photo-Optics Technician		24.41
30395 - Radiation Control Technician		28.86
30461 - Technical Writer I		24.41
30462 - Technical Writer II		29.86
30463 - Technical Writer III		36.13
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		27.04
30502 - Weather Forecaster II		32.89
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer, Senior	(see 2)	24.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.90
31030 - Bus Driver		19.26
31043 - Driver Courier		15.76
31260 - Parking and Lot Attendant		13.75
31290 - Shuttle Bus Driver		16.49
31310 - Taxi Driver		17.18
31361 - Truckdriver, Light		16.81
31362 - Truckdriver, Medium		17.66
31363 - Truckdriver, Heavy		26.34
31364 - Truckdriver, Tractor-Trailer		26.34
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.39
99050 - Desk Clerk		13.84
99095 - Embalmer		31.98
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		28.52
99252 - Laboratory Animal Caretaker II		30.07
99260 - Marketing Analyst		27.86
99310 - Mortician		31.98
99410 - Pest Controller		32.44
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		25.12
99711 - Recycling Specialist		28.95
99730 - Refuse Collector		23.17
99810 - Sales Clerk		14.48
99820 - School Crossing Guard		23.17
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		12.93
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		28.95
99841 - Vending Machine Repairer		33.81
99842 - Vending Machine Repairer Helper		28.95

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen 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, Day after Thanksgiving, Christmas Eve, 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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