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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.: 2015-4351
Revision No.: 31
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State: West Virginia

Area: West Virginia Counties of Greenbrier, Logan, McDowell, Mercer, Mingo, Monroe, Nicholas, Pocahontas, Summers, Webster and Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.62
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.87
01020 - Administrative Assistant		24.95
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		14.60
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.89
01051 - Data Entry Operator I		14.82
01052 - Data Entry Operator II		16.16
01060 - Dispatcher, Motor Vehicle		24.53
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		14.84
01112 - General Clerk II		16.19
01113 - General Clerk III		18.18
01120 - Housing Referral Assistant		21.92
01141 - Messenger Courier		12.76
01191 - Order Clerk I		14.35
01192 - Order Clerk II		15.66
01261 - Personnel Assistant (Employment) I		18.38
01262 - Personnel Assistant (Employment) II		20.56
01263 - Personnel Assistant (Employment) III		22.91
01270 - Production Control Clerk		25.05
01290 - Rental Clerk		14.18
01300 - Scheduler, Maintenance		17.58
01311 - Secretary I		17.58
01312 - Secretary II		19.66
01313 - Secretary III		21.92
01320 - Service Order Dispatcher		21.92
01410 - Supply Technician		24.95
01420 - Survey Worker		14.50
01460 - Switchboard Operator/Receptionist		14.00
01531 - Travel Clerk I		15.66
01532 - Travel Clerk II		17.58
01533 - Travel Clerk III		19.66
01611 - Word Processor I		15.66
01612 - Word Processor II		17.58
01613 - Word Processor III		19.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.62
05010 - Automotive Electrician		17.24
05040 - Automotive Glass Installer		16.18
05070 - Automotive Worker		16.18
05110 - Mobile Equipment Servicer		14.07
05130 - Motor Equipment Metal Mechanic		18.08
05160 - Motor Equipment Metal Worker		16.18
05190 - Motor Vehicle Mechanic		18.08
05220 - Motor Vehicle Mechanic Helper		13.02
05250 - Motor Vehicle Upholstery Worker		15.16
05280 - Motor Vehicle Wrecker		16.18
05310 - Painter, Automotive		17.24
05340 - Radiator Repair Specialist		16.18
05370 - Tire Repairer		14.07
05400 - Transmission Repair Specialist		18.08
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.76
07041 - Cook I		13.45
07042 - Cook II		15.46
07070 - Dishwasher		12.24
07130 - Food Service Worker		12.57
07210 - Meat Cutter		13.12
07260 - Waiter/Waitress		13.20

09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.05
09040 - Furniture Handler		15.20
09080 - Furniture Refinisher		23.85
09090 - Furniture Refinisher Helper		18.28
09110 - Furniture Repairer, Minor		21.25
09130 - Upholsterer		23.85
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		13.43
11060 - Elevator Operator		14.51
11090 - Gardener		18.96
11122 - Housekeeping Aide		14.51
11150 - Janitor		14.51
11210 - Laborer, Grounds Maintenance		14.59
11240 - Maid or Houseman		12.91
11260 - Pruner		13.20
11270 - Tractor Operator		17.53
11330 - Trail Maintenance Worker		14.59
11360 - Window Cleaner		16.04
12000 - Health Occupations		
12010 - Ambulance Driver		15.38
12011 - Breath Alcohol Technician		20.67
12012 - Certified Occupational Therapist Assistant		28.36
12015 - Certified Physical Therapist Assistant		28.86
12020 - Dental Assistant		17.85
12025 - Dental Hygienist		35.01
12030 - EKG Technician		31.32
12035 - Electroneurodiagnostic Technologist		31.32
12040 - Emergency Medical Technician		15.38
12071 - Licensed Practical Nurse I		18.48
12072 - Licensed Practical Nurse II		20.67
12073 - Licensed Practical Nurse III		23.04
12100 - Medical Assistant		15.83
12130 - Medical Laboratory Technician		25.43
12160 - Medical Record Clerk		16.61
12190 - Medical Record Technician		18.92
12195 - Medical Transcriptionist		18.48
12210 - Nuclear Medicine Technologist		45.43
12221 - Nursing Assistant I		13.90
12222 - Nursing Assistant II		15.64
12223 - Nursing Assistant III		17.07
12224 - Nursing Assistant IV		19.16
12235 - Optical Dispenser		18.50
12236 - Optical Technician		18.48
12250 - Pharmacy Technician		16.97
12280 - Phlebotomist		17.70
12305 - Radiologic Technologist		29.95
12311 - Registered Nurse I		25.20
12312 - Registered Nurse II		30.82
12313 - Registered Nurse II, Specialist		30.82
12314 - Registered Nurse III		37.29
12315 - Registered Nurse III, Anesthetist		37.29
12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		25.61
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		16.23
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		14.98
13072 - Photographer II		16.75
13073 - Photographer III		20.76
13074 - Photographer IV		25.39
13075 - Photographer V		30.72
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		14.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
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		16.09
14160 - Personal Computer Support Technician		22.67
14170 - System Support Specialist		24.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.73
15020 - Aircrew Training Devices Instructor (Rated)		38.39
15030 - Air Crew Training Devices Instructor (Pilot)		46.03
15050 - Computer Based Training Specialist /		

Instructor	31.73
15060 - Educational Technologist	29.40
15070 - Flight Instructor (Pilot)	46.03
15080 - Graphic Artist	30.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.03
15086 - Maintenance Test Pilot, Rotary Wing	46.03
15088 - Non-Maintenance Test/Co-Pilot	46.03
15090 - Technical Instructor	24.84
15095 - Technical Instructor/Course Developer	30.38
15110 - Test Proctor	20.05
15120 - Tutor	20.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.17
16030 - Counter Attendant	12.17
16040 - Dry Cleaner	14.94
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	16.01
16220 - Tailor	17.05
16250 - Washer, Machine	12.83
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.02
19040 - Tool And Die Maker	33.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.38
21030 - Material Coordinator	25.05
21040 - Material Expediter	25.05
21050 - Material Handling Laborer	16.49
21071 - Order Filler	14.69
21080 - Production Line Worker (Food Processing)	19.38
21110 - Shipping Packer	18.91
21130 - Shipping/Receiving Clerk	18.91
21140 - Store Worker I	15.23
21150 - Stock Clerk	20.52
21210 - Tools And Parts Attendant	19.38
21410 - Warehouse Specialist	19.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.93
23019 - Aircraft Logs and Records Technician	24.64
23021 - Aircraft Mechanic I	29.40
23022 - Aircraft Mechanic II	30.93
23023 - Aircraft Mechanic III	32.26
23040 - Aircraft Mechanic Helper	21.16
23050 - Aircraft, Painter	28.02
23060 - Aircraft Servicer	24.64
23070 - Aircraft Survival Flight Equipment Technician	28.02
23080 - Aircraft Worker	26.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.40
23110 - Appliance Mechanic	28.02
23120 - Bicycle Repairer	22.88
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	20.18
23140 - Carpet Layer	26.30
23160 - Electrician, Maintenance	35.71
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	28.02
23183 - Electronics Technician Maintenance III	29.40
23260 - Fabric Worker	24.64
23290 - Fire Alarm System Mechanic	25.35
23310 - Fire Extinguisher Repairer	22.88
23311 - Fuel Distribution System Mechanic	33.66
23312 - Fuel Distribution System Operator	26.30
23370 - General Maintenance Worker	18.62
23380 - Ground Support Equipment Mechanic	29.40
23381 - Ground Support Equipment Servicer	24.64
23382 - Ground Support Equipment Worker	26.30
23391 - Gunsmith I	22.88
23392 - Gunsmith II	26.30
23393 - Gunsmith III	29.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.49
23430 - Heavy Equipment Mechanic	27.38
23440 - Heavy Equipment Operator	22.30
23460 - Instrument Mechanic	29.40
23465 - Laboratory/Shelter Mechanic	28.02
23470 - Laborer	16.49
23510 - Locksmith	28.02
23530 - Machinery Maintenance Mechanic	27.88
23550 - Machinist, Maintenance	22.86
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	29.40
23592 - Metrology Technician II	30.93
23593 - Metrology Technician III	32.26
23640 - Millwright	26.42
23710 - Office Appliance Repairer	28.02
23760 - Painter, Maintenance	20.19
23790 - Pipefitter, Maintenance	23.05
23810 - Plumber, Maintenance	21.97
23820 - Pneudraulic Systems Mechanic	29.40
23850 - Rigger	29.40
23870 - Scale Mechanic	26.30
23890 - Sheet-Metal Worker, Maintenance	27.31

23910 - Small Engine Mechanic		26.30
23931 - Telecommunications Mechanic I		33.49
23932 - Telecommunications Mechanic II		35.24
23950 - Telephone Lineman		42.24
23960 - Welder, Combination, Maintenance		21.94
23965 - Well Driller		27.82
23970 - Woodcraft Worker		29.40
23980 - Woodworker		22.88
24000 - Personal Needs Occupations		
24550 - Case Manager		18.02
24570 - Child Care Attendant		11.01
24580 - Child Care Center Clerk		13.73
24610 - Chore Aide		13.03
24620 - Family Readiness And Support Services Coordinator		18.02
24630 - Homemaker		18.02
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.99
25040 - Sewage Plant Operator		18.19
25070 - Stationary Engineer		22.99
25190 - Ventilation Equipment Tender		16.62
25210 - Water Treatment Plant Operator		18.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.35
27007 - Baggage Inspector		14.05
27008 - Corrections Officer		24.59
27010 - Court Security Officer		21.08
27030 - Detection Dog Handler		15.72
27040 - Detention Officer		24.59
27070 - Firefighter		16.40
27101 - Guard I		14.05
27102 - Guard II		15.72
27131 - Police Officer I		23.71
27132 - Police Officer II		26.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.07
28042 - Carnival Equipment Repairer		18.48
28043 - Carnival Worker		13.31
28210 - Gate Attendant/Gate Tender		16.57
28310 - Lifeguard		16.60
28350 - Park Attendant (Aide)		18.54
28510 - Recreation Aide/Health Facility Attendant		13.53
28515 - Recreation Specialist		22.95
28630 - Sports Official		14.77
28690 - Swimming Pool Operator		23.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.30
29020 - Hatch Tender		26.30
29030 - Line Handler		26.30
29041 - Stevedore I		24.64
29042 - Stevedore II		28.02
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		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		25.47
30051 - Cryogenic Technician I		28.56
30052 - Cryogenic Technician II		31.54
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		28.56
30081 - Engineering Technician I		16.57
30082 - Engineering Technician II		18.61
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		24.64
30095 - Evidence Control Specialist		25.79
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		28.56
30222 - Latent Fingerprint Technician II		31.54
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		18.82
30362 - Paralegal/Legal Assistant II		23.32
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.51
30375 - Petroleum Supply Specialist		31.54
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		31.54
30461 - Technical Writer I		25.79
30462 - Technical Writer II		31.54
30463 - Technical Writer III		38.15
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		28.56
30502 - Weather Forecaster II		34.73
30620 - Weather Observer, Combined Upper Air Or		

Surface Programs	(see 2)	23.64
30621 - Weather Observer, Senior	(see 2)	26.27

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	14.41
31030 - Bus Driver	20.13
31043 - Driver Courier	16.74
31260 - Parking and Lot Attendant	13.41
31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	11.81
31361 - Truckdriver, Light	18.11
31362 - Truckdriver, Medium	19.49
31363 - Truckdriver, Heavy	23.24
31364 - Truckdriver, Tractor-Trailer	23.24

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	10.51
99050 - Desk Clerk	12.13
99095 - Embalmer	30.90
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	15.20
99260 - Marketing Analyst	21.88
99310 - Mortician	30.90
99410 - Pest Controller	26.22
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	19.97
99730 - Refuse Collector	15.05
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	16.95
99830 - Survey Party Chief	23.07
99831 - Surveying Aide	14.27
99832 - Surveying Technician	19.59
99840 - Vending Machine Attendant	22.52
99841 - Vending Machine Repairer	27.99
99842 - Vending Machine Repairer Helper	22.52

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 1
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 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. (See 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))."
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