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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.: 2015-4341
Revision No.: 33
Date Of Last Revision: 3/30/2026

State: Virginia, North Carolina

Area: Virginia Counties of Gloucester, Hampton, Isle of Wight,
James City, Mathews and York

North Carolina Counties of Currituck and Gates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		32.04
01035 - Court Reporter		23.33
01041 - Customer Service Representative I		14.66
01042 - Customer Service Representative II		15.99

01043 - Customer Service Representative III	17.95
01051 - Data Entry Operator I	15.80
01052 - Data Entry Operator II	17.23
01060 - Dispatcher, Motor Vehicle	22.18
01070 - Document Preparation Clerk	15.83
01090 - Duplicating Machine Operator	15.83
01111 - General Clerk I	16.45
01112 - General Clerk II	17.94
01113 - General Clerk III	20.13
01120 - Housing Referral Assistant	23.97
01141 - Messenger Courier	18.48
01191 - Order Clerk I	17.93
01192 - Order Clerk II	19.56
01261 - Personnel Assistant (Employment) I	18.72
01262 - Personnel Assistant (Employment) II	20.94
01263 - Personnel Assistant (Employment) III	23.35
01270 - Production Control Clerk	30.09
01290 - Rental Clerk	18.43
01300 - Scheduler, Maintenance	19.23
01311 - Secretary I	19.23
01312 - Secretary II	21.51
01313 - Secretary III	23.97
01320 - Service Order Dispatcher	19.83
01410 - Supply Technician	32.04
01420 - Survey Worker	18.14
01460 - Switchboard Operator/Receptionist	16.67
01531 - Travel Clerk I	16.68
01532 - Travel Clerk II	18.72
01533 - Travel Clerk III	20.51
01611 - Word Processor I	16.56
01612 - Word Processor II	18.59
01613 - Word Processor III	20.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.82
05010 - Automotive Electrician	23.82
05040 - Automotive Glass Installer	22.59
05070 - Automotive Worker	22.59
05110 - Mobile Equipment Servicer	20.36
05130 - Motor Equipment Metal Mechanic	25.00
05160 - Motor Equipment Metal Worker	22.59
05190 - Motor Vehicle Mechanic	25.00
05220 - Motor Vehicle Mechanic Helper	19.18
05250 - Motor Vehicle Upholstery Worker	21.46
05280 - Motor Vehicle Wrecker	22.59
05310 - Painter, Automotive	23.82
05340 - Radiator Repair Specialist	22.59
05370 - Tire Repairer	17.34
05400 - Transmission Repair Specialist	25.00

07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
07041 - Cook I	17.88
07042 - Cook II	19.82
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.98
07210 - Meat Cutter	19.08
07260 - Waiter/Waitress	14.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.37
09040 - Furniture Handler	15.20
09080 - Furniture Refinisher	21.32
09090 - Furniture Refinisher Helper	17.16
09110 - Furniture Repairer, Minor	19.21
09130 - Upholsterer	22.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.05
11060 - Elevator Operator	15.14
11090 - Gardener	20.98
11122 - Housekeeping Aide	15.14
11150 - Janitor	15.14
11210 - Laborer, Grounds Maintenance	17.50
11240 - Maid or Houseman	14.39
11260 - Pruner	16.03
11270 - Tractor Operator	19.78
11330 - Trail Maintenance Worker	17.50
11360 - Window Cleaner	16.53
12000 - Health Occupations	
12010 - Ambulance Driver	20.43
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	34.36
12020 - Dental Assistant	22.42
12025 - Dental Hygienist	45.47
12030 - EKG Technician	36.53
12035 - Electroneurodiagnostic Technologist	36.53
12040 - Emergency Medical Technician	20.43
12071 - Licensed Practical Nurse I	23.47
12072 - Licensed Practical Nurse II	26.26
12073 - Licensed Practical Nurse III	29.27
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	26.57
12160 - Medical Record Clerk	21.28
12190 - Medical Record Technician	23.80
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine Technologist	46.27
12221 - Nursing Assistant I	13.05

12222 - Nursing Assistant II		14.68
12223 - Nursing Assistant III		16.02
12224 - Nursing Assistant IV		17.98
12235 - Optical Dispenser		24.66
12236 - Optical Technician		20.83
12250 - Pharmacy Technician		20.29
12280 - Phlebotomist		19.78
12305 - Radiologic Technologist		35.29
12311 - Registered Nurse I		26.81
12312 - Registered Nurse II		32.80
12313 - Registered Nurse II, Specialist		32.80
12314 - Registered Nurse III		39.68
12315 - Registered Nurse III, Anesthetist		39.68
12316 - Registered Nurse IV		47.56
12317 - Scheduler (Drug and Alcohol Testing)		32.54
12320 - Substance Abuse Treatment Counselor		27.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.76
13012 - Exhibits Specialist II		30.69
13013 - Exhibits Specialist III		37.20
13041 - Illustrator I		25.87
13042 - Illustrator II		32.05
13043 - Illustrator III		39.22
13047 - Librarian		35.79
13050 - Library Aide/Clerk		17.34
13054 - Library Information Technology Systems Administrator		32.05
13058 - Library Technician		18.63
13061 - Media Specialist I		23.13
13062 - Media Specialist II		25.87
13063 - Media Specialist III		28.85
13071 - Photographer I		18.36
13072 - Photographer II		21.89
13073 - Photographer III		27.12
13074 - Photographer IV		31.12
13075 - Photographer V		37.65
13090 - Technical Order Library Clerk		21.76
13110 - Video Teleconference Technician		24.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.79
14042 - Computer Operator II		21.01
14043 - Computer Operator III		23.42
14044 - Computer Operator IV		26.03
14045 - Computer Operator V		28.83
14071 - Computer Programmer I	(see 1)	25.93
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		18.79
14160 - Personal Computer Support Technician		26.03
14170 - System Support Specialist		28.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.58
15020 - Aircrew Training Devices Instructor (Rated)		40.63
15030 - Air Crew Training Devices Instructor (Pilot)		48.71
15050 - Computer Based Training Specialist / Instructor		33.58
15060 - Educational Technologist		40.49
15070 - Flight Instructor (Pilot)		48.71
15080 - Graphic Artist		29.22
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.71
15086 - Maintenance Test Pilot, Rotary Wing		48.71
15088 - Non-Maintenance Test/Co-Pilot		48.71
15090 - Technical Instructor		28.53
15095 - Technical Instructor/Course Developer		34.90
15110 - Test Proctor		23.03
15120 - Tutor		23.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.40
16030 - Counter Attendant		14.40
16040 - Dry Cleaner		16.56
16070 - Finisher, Flatwork, Machine		14.40
16090 - Presser, Hand		14.40
16110 - Presser, Machine, Drycleaning		14.40
16130 - Presser, Machine, Shirts		14.40
16160 - Presser, Machine, Wearing Apparel, Laundry		14.40
16190 - Sewing Machine Operator		17.26
16220 - Tailor		17.95
16250 - Washer, Machine		15.17
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.66
19040 - Tool And Die Maker		31.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.38
21030 - Material Coordinator		30.09
21040 - Material Expediter		30.09
21050 - Material Handling Laborer		18.53
21071 - Order Filler		16.74
21080 - Production Line Worker (Food Processing)		22.38

21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	16.44
21150 - Stock Clerk	20.60
21210 - Tools And Parts Attendant	22.38
21410 - Warehouse Specialist	22.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.30
23019 - Aircraft Logs and Records Technician	31.28
23021 - Aircraft Mechanic I	36.45
23022 - Aircraft Mechanic II	38.30
23023 - Aircraft Mechanic III	40.09
23040 - Aircraft Mechanic Helper	27.99
23050 - Aircraft, Painter	34.75
23060 - Aircraft Servicer	31.28
23070 - Aircraft Survival Flight Equipment Technician	34.75
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.45
23110 - Appliance Mechanic	26.58
23120 - Bicycle Repairer	24.55
23125 - Cable Splicer	32.15
23130 - Carpenter, Maintenance	23.70
23140 - Carpet Layer	27.22
23160 - Electrician, Maintenance	29.23
23181 - Electronics Technician Maintenance I	29.66
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.84
23260 - Fabric Worker	25.87
23290 - Fire Alarm System Mechanic	26.45
23310 - Fire Extinguisher Repairer	24.55
23311 - Fuel Distribution System Mechanic	33.28
23312 - Fuel Distribution System Operator	27.11
23370 - General Maintenance Worker	22.43
23380 - Ground Support Equipment Mechanic	36.45
23381 - Ground Support Equipment Servicer	31.28
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	24.55
23392 - Gunsmith II	27.22
23393 - Gunsmith III	30.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.59
23430 - Heavy Equipment Mechanic	29.68
23440 - Heavy Equipment Operator	23.97

23460 - Instrument Mechanic	32.70
23465 - Laboratory/Shelter Mechanic	28.74
23470 - Laborer	18.53
23510 - Locksmith	26.33
23530 - Machinery Maintenance Mechanic	30.32
23550 - Machinist, Maintenance	30.91
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	32.70
23592 - Metrology Technician II	34.36
23593 - Metrology Technician III	35.96
23640 - Millwright	29.08
23710 - Office Appliance Repairer	25.03
23760 - Painter, Maintenance	21.70
23790 - Pipefitter, Maintenance	29.34
23810 - Plumber, Maintenance	27.97
23820 - Pneudraulic Systems Mechanic	30.14
23850 - Rigger	30.23
23870 - Scale Mechanic	27.22
23890 - Sheet-Metal Worker, Maintenance	29.71
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	32.68
23960 - Welder, Combination, Maintenance	30.59
23965 - Well Driller	29.66
23970 - Woodcraft Worker	30.14
23980 - Woodworker	24.55
24000 - Personal Needs Occupations	
24550 - Case Manager	19.13
24570 - Child Care Attendant	13.62
24580 - Child Care Center Clerk	16.98
24610 - Chore Aide	13.36
24620 - Family Readiness And Support Services Coordinator	19.13
24630 - Homemaker	19.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	25.96
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	23.89
25210 - Water Treatment Plant Operator	25.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.40
27007 - Baggage Inspector	18.18
27008 - Corrections Officer	24.40
27010 - Court Security Officer	26.21
27030 - Detection Dog Handler	20.34

27040 - Detention Officer			24.40
27070 - Firefighter			28.02
27101 - Guard I			18.18
27102 - Guard II			20.34
27131 - Police Officer I			26.13
27132 - Police Officer II			29.04
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.12
28042 - Carnival Equipment Repairer			17.11
28043 - Carnival Worker			13.05
28210 - Gate Attendant/Gate Tender			20.36
28310 - Lifeguard			14.67
28350 - Park Attendant (Aide)			22.78
28510 - Recreation Aide/Health Facility Attendant			16.63
28515 - Recreation Specialist			28.23
28630 - Sports Official			18.15
28690 - Swimming Pool Operator			19.26
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			30.70
29020 - Hatch Tender			30.70
29030 - Line Handler			30.70
29041 - Stevedore I			29.17
29042 - Stevedore II			32.41
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)		(see 2)	46.76
30011 - Air Traffic Control Specialist, Station (HFO)		(see 2)	32.25
30012 - Air Traffic Control Specialist, Terminal (HFO)		(see 2)	35.51
30021 - Archeological Technician I			19.51
30022 - Archeological Technician II			21.83
30023 - Archeological Technician III			27.05
30030 - Cartographic Technician			27.05
30040 - Civil Engineering Technician			28.45
30051 - Cryogenic Technician I			29.95
30052 - Cryogenic Technician II			33.08
30061 - Drafter/CAD Operator I			19.51
30062 - Drafter/CAD Operator II			21.83
30063 - Drafter/CAD Operator III			24.34
30064 - Drafter/CAD Operator IV			29.95
30081 - Engineering Technician I			19.81
30082 - Engineering Technician II			22.24
30083 - Engineering Technician III			24.87
30084 - Engineering Technician IV			30.81
30085 - Engineering Technician V			37.68
30086 - Engineering Technician VI			45.59

30090 - Environmental Technician		25.87
30095 - Evidence Control Specialist		27.05
30210 - Laboratory Technician		23.12
30221 - Latent Fingerprint Technician I		28.48
30222 - Latent Fingerprint Technician II		31.45
30240 - Mathematical Technician		35.52
30361 - Paralegal/Legal Assistant I		22.65
30362 - Paralegal/Legal Assistant II		28.06
30363 - Paralegal/Legal Assistant III		34.34
30364 - Paralegal/Legal Assistant IV		41.53
30375 - Petroleum Supply Specialist		33.08
30390 - Photo-Optics Technician		27.05
30395 - Radiation Control Technician		33.08
30461 - Technical Writer I		26.31
30462 - Technical Writer II		32.18
30463 - Technical Writer III		38.93
30491 - Unexploded Ordnance (UXO) Technician I		29.72
30492 - Unexploded Ordnance (UXO) Technician II		35.95
30493 - Unexploded Ordnance (UXO) Technician III		43.09
30494 - Unexploded (UXO) Safety Escort		29.72
30495 - Unexploded (UXO) Sweep Personnel		29.72
30501 - Weather Forecaster I		29.95
30502 - Weather Forecaster II		36.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.34
30621 - Weather Observer, Senior	(see 2)	27.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.95
31020 - Bus Aide		17.48
31030 - Bus Driver		22.08
31043 - Driver Courier		17.61
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		16.99
31310 - Taxi Driver		14.88
31361 - Truckdriver, Light		18.68
31362 - Truckdriver, Medium		19.68
31363 - Truckdriver, Heavy		23.57
31364 - Truckdriver, Tractor-Trailer		23.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.53
99030 - Cashier		13.83
99050 - Desk Clerk		14.45
99095 - Embalmer		30.76
99130 - Flight Follower		29.72
99251 - Laboratory Animal Caretaker I		16.07
99252 - Laboratory Animal Caretaker II		17.07
99260 - Marketing Analyst		31.22
99310 - Mortician		30.76

99410 - Pest Controller	18.68
99510 - Photofinishing Worker	15.62
99710 - Recycling Laborer	23.39
99711 - Recycling Specialist	26.50
99730 - Refuse Collector	21.31
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	25.34
99831 - Surveying Aide	15.82
99832 - Surveying Technician	23.04
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which

the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-
covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any
paid sick leave provided pursuant to EO 13706.

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