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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.: 2015-4143
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State: New York

Area: New York Counties of Albany, Rensselaer, Saratoga,
Schenectady and Schoharie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.42
01012 - Accounting Clerk II		21.80
01013 - Accounting Clerk III		24.38
01020 - Administrative Assistant		34.82
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		17.93
01042 - Customer Service Representative II		19.56
01043 - Customer Service Representative III		21.96
01051 - Data Entry Operator I		17.28
01052 - Data Entry Operator II		18.86
01060 - Dispatcher, Motor Vehicle		23.51
01070 - Document Preparation Clerk		19.26
01090 - Duplicating Machine Operator		19.26
01111 - General Clerk I		17.19
01112 - General Clerk II		18.75
01113 - General Clerk III		21.05
01120 - Housing Referral Assistant		23.20
01141 - Messenger Courier		18.01
01191 - Order Clerk I		20.94
01192 - Order Clerk II		22.86
01261 - Personnel Assistant (Employment) I		20.44
01262 - Personnel Assistant (Employment) II		22.86
01263 - Personnel Assistant (Employment) III		25.48
01270 - Production Control Clerk		25.30
01290 - Rental Clerk		19.51

01300 - Scheduler, Maintenance	18.61
01311 - Secretary I	18.61
01312 - Secretary II	20.82
01313 - Secretary III	23.20
01320 - Service Order Dispatcher	21.02
01410 - Supply Technician	34.82
01420 - Survey Worker	19.79
01460 - Switchboard Operator/Receptionist	19.05
01531 - Travel Clerk I	17.86
01532 - Travel Clerk II	20.04
01533 - Travel Clerk III	22.42
01611 - Word Processor I	17.14
01612 - Word Processor II	19.24
01613 - Word Processor III	21.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.94
05010 - Automotive Electrician	24.30
05040 - Automotive Glass Installer	22.82
05070 - Automotive Worker	22.82
05110 - Mobile Equipment Servicer	19.94
05130 - Motor Equipment Metal Mechanic	25.60
05160 - Motor Equipment Metal Worker	22.82
05190 - Motor Vehicle Mechanic	25.60
05220 - Motor Vehicle Mechanic Helper	18.39
05250 - Motor Vehicle Upholstery Worker	21.51
05280 - Motor Vehicle Wrecker	22.82
05310 - Painter, Automotive	24.30
05340 - Radiator Repair Specialist	22.82
05370 - Tire Repairer	19.16
05400 - Transmission Repair Specialist	25.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.14
07041 - Cook I	19.71
07042 - Cook II	22.55
07070 - Dishwasher	15.69
07130 - Food Service Worker	16.98
07210 - Meat Cutter	21.11
07260 - Waiter/Waitress	19.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.51
09040 - Furniture Handler	13.60
09080 - Furniture Refinisher	21.74
09090 - Furniture Refinisher Helper	16.45
09110 - Furniture Repairer, Minor	19.25
09130 - Upholsterer	20.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.04
11060 - Elevator Operator	17.77
11090 - Gardener	25.42
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer, Grounds Maintenance	19.38
11240 - Maid or Houseman	16.91
11260 - Pruner	17.36
11270 - Tractor Operator	23.43
11330 - Trail Maintenance Worker	19.38
11360 - Window Cleaner	19.84
12000 - Health Occupations	
12010 - Ambulance Driver	21.79
12011 - Breath Alcohol Technician	25.37

12012 - Certified Occupational Therapist Assistant		29.05
12015 - Certified Physical Therapist Assistant		29.99
12020 - Dental Assistant		23.45
12025 - Dental Hygienist		41.77
12030 - EKG Technician		32.20
12035 - Electroneurodiagnostic Technologist		32.20
12040 - Emergency Medical Technician		21.79
12071 - Licensed Practical Nurse I		22.68
12072 - Licensed Practical Nurse II		25.37
12073 - Licensed Practical Nurse III		28.29
12100 - Medical Assistant		20.13
12130 - Medical Laboratory Technician		37.17
12160 - Medical Record Clerk		23.16
12190 - Medical Record Technician		25.91
12195 - Medical Transcriptionist		21.69
12210 - Nuclear Medicine Technologist		50.40
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		29.87
12236 - Optical Technician		22.50
12250 - Pharmacy Technician		18.43
12280 - Phlebotomist		21.91
12305 - Radiologic Technologist		39.46
12311 - Registered Nurse I		27.66
12312 - Registered Nurse II		33.83
12313 - Registered Nurse II, Specialist		33.83
12314 - Registered Nurse III		40.93
12315 - Registered Nurse III, Anesthetist		40.93
12316 - Registered Nurse IV		49.06
12317 - Scheduler (Drug and Alcohol Testing)		31.44
12320 - Substance Abuse Treatment Counselor		27.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.22
13012 - Exhibits Specialist II		30.02
13013 - Exhibits Specialist III		36.72
13041 - Illustrator I		24.22
13042 - Illustrator II		30.02
13043 - Illustrator III		36.72
13047 - Librarian		33.24
13050 - Library Aide/Clerk		18.61
13054 - Library Information Technology Systems Administrator		30.02
13058 - Library Technician		19.34
13061 - Media Specialist I		21.66
13062 - Media Specialist II		24.22
13063 - Media Specialist III		27.02
13071 - Photographer I		19.75
13072 - Photographer II		22.09
13073 - Photographer III		27.36
13074 - Photographer IV		33.47
13075 - Photographer V		40.49
13090 - Technical Order Library Clerk		23.37
13110 - Video Teleconference Technician		26.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.98
14042 - Computer Operator II		24.59
14043 - Computer Operator III		27.40
14044 - Computer Operator IV		30.45
14045 - Computer Operator V		33.73
14071 - Computer Programmer I	(see 1)	22.83
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		21.98
14160 - Personal Computer Support Technician		30.45
14170 - System Support Specialist		33.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.78
15020 - Aircrew Training Devices Instructor (Rated)		42.07
15030 - Air Crew Training Devices Instructor (Pilot)		50.42
15050 - Computer Based Training Specialist / Instructor		34.78
15060 - Educational Technologist		37.39
15070 - Flight Instructor (Pilot)		50.42
15080 - Graphic Artist		31.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.42
15086 - Maintenance Test Pilot, Rotary Wing		50.42
15088 - Non-Maintenance Test/Co-Pilot		50.42
15090 - Technical Instructor		28.80
15095 - Technical Instructor/Course Developer		35.23
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.23
16030 - Counter Attendant		17.23
16040 - Dry Cleaner		19.69
16070 - Finisher, Flatwork, Machine		17.23
16090 - Presser, Hand		17.23
16110 - Presser, Machine, Drycleaning		17.23
16130 - Presser, Machine, Shirts		17.23
16160 - Presser, Machine, Wearing Apparel, Laundry		17.23
16190 - Sewing Machine Operator		20.51
16220 - Tailor		21.33
16250 - Washer, Machine		18.05
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		34.63
19040 - Tool And Die Maker		40.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.47
21030 - Material Coordinator		25.30
21040 - Material Expediter		25.30
21050 - Material Handling Laborer		21.40
21071 - Order Filler		18.43
21080 - Production Line Worker (Food Processing)		24.47
21110 - Shipping Packer		21.63
21130 - Shipping/Receiving Clerk		21.63
21140 - Store Worker I		16.48
21150 - Stock Clerk		21.60
21210 - Tools And Parts Attendant		24.47
21410 - Warehouse Specialist		24.47
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.63
23019 - Aircraft Logs and Records Technician		31.37
23021 - Aircraft Mechanic I		37.34
23022 - Aircraft Mechanic II		38.63
23023 - Aircraft Mechanic III		40.10

23040 - Aircraft Mechanic Helper	26.82
23050 - Aircraft, Painter	35.45
23060 - Aircraft Servicer	31.37
23070 - Aircraft Survival Flight Equipment Technician	35.45
23080 - Aircraft Worker	33.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.34
23110 - Appliance Mechanic	31.81
23120 - Bicycle Repairer	28.17
23125 - Cable Splicer	54.58
23130 - Carpenter, Maintenance	29.66
23140 - Carpet Layer	29.57
23160 - Electrician, Maintenance	35.01
23181 - Electronics Technician Maintenance I	32.02
23182 - Electronics Technician Maintenance II	34.10
23183 - Electronics Technician Maintenance III	35.93
23260 - Fabric Worker	30.38
23290 - Fire Alarm System Mechanic	29.54
23310 - Fire Extinguisher Repairer	28.17
23311 - Fuel Distribution System Mechanic	48.60
23312 - Fuel Distribution System Operator	37.86
23370 - General Maintenance Worker	23.38
23380 - Ground Support Equipment Mechanic	37.34
23381 - Ground Support Equipment Servicer	31.37
23382 - Ground Support Equipment Worker	33.28
23391 - Gunsmith I	28.17
23392 - Gunsmith II	32.23
23393 - Gunsmith III	36.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.08
23430 - Heavy Equipment Mechanic	32.36
23440 - Heavy Equipment Operator	34.35
23460 - Instrument Mechanic	36.16
23465 - Laboratory/Shelter Mechanic	34.32
23470 - Laborer	21.40
23510 - Locksmith	24.07
23530 - Machinery Maintenance Mechanic	33.80
23550 - Machinist, Maintenance	30.93
23580 - Maintenance Trades Helper	21.09
23591 - Metrology Technician I	36.16
23592 - Metrology Technician II	37.41
23593 - Metrology Technician III	38.83
23640 - Millwright	38.18
23710 - Office Appliance Repairer	24.97
23760 - Painter, Maintenance	23.88
23790 - Pipefitter, Maintenance	39.44
23810 - Plumber, Maintenance	37.44
23820 - Pneudraulic Systems Mechanic	36.16
23850 - Rigger	36.16
23870 - Scale Mechanic	32.23
23890 - Sheet-Metal Worker, Maintenance	32.30
23910 - Small Engine Mechanic	23.72
23931 - Telecommunications Mechanic I	37.05
23932 - Telecommunications Mechanic II	38.33
23950 - Telephone Lineman	42.07
23960 - Welder, Combination, Maintenance	28.15
23965 - Well Driller	36.16
23970 - Woodcraft Worker	36.16
23980 - Woodworker	28.17

24000 - Personal Needs Occupations		
24550 - Case Manager		21.42
24570 - Child Care Attendant		16.94
24580 - Child Care Center Clerk		21.12
24610 - Chore Aide		17.79
24620 - Family Readiness And Support Services Coordinator		21.42
24630 - Homemaker		21.42
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.10
25040 - Sewage Plant Operator		29.52
25070 - Stationary Engineer		31.10
25190 - Ventilation Equipment Tender		22.34
25210 - Water Treatment Plant Operator		29.52
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.62
27007 - Baggage Inspector		18.73
27008 - Corrections Officer		30.56
27010 - Court Security Officer		32.96
27030 - Detection Dog Handler		20.94
27040 - Detention Officer		30.56
27070 - Firefighter		35.16
27101 - Guard I		18.73
27102 - Guard II		20.94
27131 - Police Officer I		33.47
27132 - Police Officer II		37.20
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.60
28042 - Carnival Equipment Repairer		22.35
28043 - Carnival Worker		15.26
28210 - Gate Attendant/Gate Tender		20.60
28310 - Lifeguard		15.61
28350 - Park Attendant (Aide)		23.03
28510 - Recreation Aide/Health Facility Attendant		16.81
28515 - Recreation Specialist		28.56
28630 - Sports Official		18.35
28690 - Swimming Pool Operator		25.56
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.00
29020 - Hatch Tender		33.00
29030 - Line Handler		33.00
29041 - Stevedore I		31.10
29042 - Stevedore II		35.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.53
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.10
30021 - Archeological Technician I		20.02
30022 - Archeological Technician II		22.39
30023 - Archeological Technician III		27.74
30030 - Cartographic Technician		27.74
30040 - Civil Engineering Technician		33.21
30051 - Cryogenic Technician I		30.72
30052 - Cryogenic Technician II		33.92
30061 - Drafter/CAD Operator I		20.02
30062 - Drafter/CAD Operator II		22.39
30063 - Drafter/CAD Operator III		24.96

30064 - Drafter/CAD Operator IV		30.72
30081 - Engineering Technician I		18.19
30082 - Engineering Technician II		20.42
30083 - Engineering Technician III		22.84
30084 - Engineering Technician IV		28.30
30085 - Engineering Technician V		34.62
30086 - Engineering Technician VI		41.88
30090 - Environmental Technician		30.62
30095 - Evidence Control Specialist		27.74
30210 - Laboratory Technician		29.30
30221 - Latent Fingerprint Technician I		35.76
30222 - Latent Fingerprint Technician II		39.49
30240 - Mathematical Technician		28.89
30361 - Paralegal/Legal Assistant I		23.16
30362 - Paralegal/Legal Assistant II		28.69
30363 - Paralegal/Legal Assistant III		35.09
30364 - Paralegal/Legal Assistant IV		42.45
30375 - Petroleum Supply Specialist		33.92
30390 - Photo-Optics Technician		27.74
30395 - Radiation Control Technician		33.92
30461 - Technical Writer I		29.57
30462 - Technical Writer II		36.17
30463 - Technical Writer III		43.76
30491 - Unexploded Ordnance (UXO) Technician I		30.21
30492 - Unexploded Ordnance (UXO) Technician II		36.55
30493 - Unexploded Ordnance (UXO) Technician III		43.81
30494 - Unexploded (UXO) Safety Escort		30.21
30495 - Unexploded (UXO) Sweep Personnel		30.21
30501 - Weather Forecaster I		30.72
30502 - Weather Forecaster II		37.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.96
30621 - Weather Observer, Senior	(see 2)	27.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.55
31020 - Bus Aide		16.51
31030 - Bus Driver		23.35
31043 - Driver Courier		18.88
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		18.24
31310 - Taxi Driver		15.37
31361 - Truckdriver, Light		20.48
31362 - Truckdriver, Medium		22.09
31363 - Truckdriver, Heavy		28.82
31364 - Truckdriver, Tractor-Trailer		28.82
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.82
99030 - Cashier		16.10
99050 - Desk Clerk		17.17
99095 - Embalmer		36.35
99130 - Flight Follower		30.21
99251 - Laboratory Animal Caretaker I		18.89
99252 - Laboratory Animal Caretaker II		20.49
99260 - Marketing Analyst		34.27
99310 - Mortician		36.35
99410 - Pest Controller		21.57
99510 - Photofinishing Worker		15.88
99710 - Recycling Laborer		24.10
99711 - Recycling Specialist		29.15
99730 - Refuse Collector		21.59
99810 - Sales Clerk		16.85
99820 - School Crossing Guard		18.41
99830 - Survey Party Chief		33.88

99831 - Surveying Aide	20.20
99832 - Surveying Technician	30.81
99840 - Vending Machine Attendant	20.78
99841 - Vending Machine Repairer	25.80
99842 - Vending Machine Repairer Helper	20.78

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, 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 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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