"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.: 2015-4299
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Virginia

Area: Virginia Counties of Floyd, Giles, Montgomery, Pulaski

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.37
01012 - Accounting Clerk II		20.61
01013 - Accounting Clerk III		23.06
01020 - Administrative Assistant		31.15
01035 - Court Reporter		21.50
01041 - Customer Service Representative I		15.00
01042 - Customer Service Representative II		16.37
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.82
01052 - Data Entry Operator II		17.26
01060 - Dispatcher, Motor Vehicle		18.70
01070 - Document Preparation Clerk		17.12
01090 - Duplicating Machine Operator		17.12
01111 - General Clerk I		16.07
01112 - General Clerk II		17.54
01113 - General Clerk III		19.69
01120 - Housing Referral Assistant		23.96
01141 - Messenger Courier		15.48
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.12
01261 - Personnel Assistant (Employment) I		19.47
01262 - Personnel Assistant (Employment) II		21.78
01263 - Personnel Assistant (Employment) III		24.27
01270 - Production Control Clerk		26.36
01290 - Rental Clerk		17.91
01300 - Scheduler, Maintenance		19.22
01311 - Secretary I		19.22
01312 - Secretary II		21.50
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		16.72
01410 - Supply Technician		31.15
01420 - Survey Worker		17.32
01460 - Switchboard Operator/Receptionist		15.53
01531 - Travel Clerk I		17.12
01532 - Travel Clerk II		18.61
01533 - Travel Clerk III		19.72
01611 - Word Processor I		17.12
01612 - Word Processor II		19.22
01613 - Word Processor III		21.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.23
05010 - Automotive Electrician		21.20

05040 - Automotive Glass Installer	20.03
05070 - Automotive Worker	20.03
05110 - Mobile Equipment Servicer	17.68
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	20.03
05190 - Motor Vehicle Mechanic	22.25
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.85
05280 - Motor Vehicle Wrecker	20.03
05310 - Painter, Automotive	21.20
05340 - Radiator Repair Specialist	20.03
05370 - Tire Repairer	17.68
05400 - Transmission Repair Specialist	22.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.78
07041 - Cook I	16.81
07042 - Cook II	19.11
07070 - Dishwasher	13.47
07130 - Food Service Worker	13.70
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	14.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.11
09040 - Furniture Handler	15.96
09080 - Furniture Refinisher	24.11
09090 - Furniture Refinisher Helper	18.71
09110 - Furniture Repairer, Minor	21.44
09130 - Upholsterer	24.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.95
11060 - Elevator Operator	14.49
11090 - Gardener	20.71
11122 - Housekeeping Aide	14.49
11150 - Janitor	14.49
11210 - Laborer, Grounds Maintenance	16.45
11240 - Maid or Houseman	13.89
11260 - Pruner	14.97
11270 - Tractor Operator	19.28
11330 - Trail Maintenance Worker	16.45
11360 - Window Cleaner	15.92
12000 - Health Occupations	
12010 - Ambulance Driver	20.53
12011 - Breath Alcohol Technician	23.45
12012 - Certified Occupational Therapist Assistant	32.17
12015 - Certified Physical Therapist Assistant	34.14
12020 - Dental Assistant	21.50
12025 - Dental Hygienist	38.96
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	20.53
12071 - Licensed Practical Nurse I	20.96
12072 - Licensed Practical Nurse II	23.45
12073 - Licensed Practical Nurse III	26.13
12100 - Medical Assistant	18.46
12130 - Medical Laboratory Technician	28.90
12160 - Medical Record Clerk	17.50
12190 - Medical Record Technician	20.03
12195 - Medical Transcriptionist	20.96
12210 - Nuclear Medicine Technologist	51.52
12221 - Nursing Assistant I	13.68
12222 - Nursing Assistant II	15.39
12223 - Nursing Assistant III	16.79
12224 - Nursing Assistant IV	18.85
12235 - Optical Dispenser	23.03
12236 - Optical Technician	20.96

12250 - Pharmacy Technician		18.96
12280 - Phlebotomist		19.88
12305 - Radiologic Technologist		34.52
12311 - Registered Nurse I		26.46
12312 - Registered Nurse II		32.36
12313 - Registered Nurse II, Specialist		32.36
12314 - Registered Nurse III		39.15
12315 - Registered Nurse III, Anesthetist		39.15
12316 - Registered Nurse IV		46.94
12317 - Scheduler (Drug and Alcohol Testing)		29.04
12320 - Substance Abuse Treatment Counselor		24.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.42
13041 - Illustrator I		19.42
13042 - Illustrator II		24.05
13043 - Illustrator III		29.42
13047 - Librarian		26.64
13050 - Library Aide/Clerk		14.34
13054 - Library Information Technology Systems Administrator		24.05
13058 - Library Technician		17.74
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		17.36
13072 - Photographer II		19.42
13073 - Photographer III		24.05
13074 - Photographer IV		29.42
13075 - Photographer V		35.59
13090 - Technical Order Library Clerk		18.62
13110 - Video Teleconference Technician		25.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.55
14042 - Computer Operator II		24.09
14043 - Computer Operator III		27.24
14044 - Computer Operator IV		30.29
14045 - Computer Operator V		33.52
14071 - Computer Programmer I	(see 1)	22.46
14072 - Computer Programmer II	(see 1)	27.40
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		21.55
14160 - Personal Computer Support Technician		30.29
14170 - System Support Specialist		34.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.01
15020 - Aircrew Training Devices Instructor (Rated)		41.15
15030 - Air Crew Training Devices Instructor (Pilot)		49.34
15050 - Computer Based Training Specialist / Instructor		34.01
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		49.34
15080 - Graphic Artist		24.40
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.34
15086 - Maintenance Test Pilot, Rotary Wing		49.34
15088 - Non-Maintenance Test/Co-Pilot		49.34
15090 - Technical Instructor		25.93
15095 - Technical Instructor/Course Developer		31.71
15110 - Test Proctor		20.93
15120 - Tutor		20.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	14.10
16030 - Counter Attendant	14.10
16040 - Dry Cleaner	16.13
16070 - Finisher, Flatwork, Machine	14.10
16090 - Presser, Hand	14.10
16110 - Presser, Machine, Drycleaning	14.10
16130 - Presser, Machine, Shirts	14.10
16160 - Presser, Machine, Wearing Apparel, Laundry	14.10
16190 - Sewing Machine Operator	16.81
16220 - Tailor	17.63
16250 - Washer, Machine	14.78
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.61
19040 - Tool And Die Maker	31.81
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.65
21030 - Material Coordinator	26.36
21040 - Material Expediter	26.36
21050 - Material Handling Laborer	21.27
21071 - Order Filler	15.49
21080 - Production Line Worker (Food Processing)	18.65
21110 - Shipping Packer	18.90
21130 - Shipping/Receiving Clerk	18.90
21140 - Store Worker I	14.64
21150 - Stock Clerk	19.22
21210 - Tools And Parts Attendant	18.65
21410 - Warehouse Specialist	18.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.27
23019 - Aircraft Logs and Records Technician	23.66
23021 - Aircraft Mechanic I	27.92
23022 - Aircraft Mechanic II	29.27
23023 - Aircraft Mechanic III	30.68
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	26.61
23060 - Aircraft Servicer	23.66
23070 - Aircraft Survival Flight Equipment Technician	26.61
23080 - Aircraft Worker	25.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.92
23110 - Appliance Mechanic	26.61
23120 - Bicycle Repairer	22.18
23125 - Cable Splicer	39.80
23130 - Carpenter, Maintenance	22.33
23140 - Carpet Layer	25.13
23160 - Electrician, Maintenance	28.07
23181 - Electronics Technician Maintenance I	24.93
23182 - Electronics Technician Maintenance II	26.39
23183 - Electronics Technician Maintenance III	27.70
23260 - Fabric Worker	23.66
23290 - Fire Alarm System Mechanic	27.92
23310 - Fire Extinguisher Repairer	22.18
23311 - Fuel Distribution System Mechanic	27.92
23312 - Fuel Distribution System Operator	22.18
23370 - General Maintenance Worker	23.19
23380 - Ground Support Equipment Mechanic	27.92
23381 - Ground Support Equipment Servicer	23.66
23382 - Ground Support Equipment Worker	25.13
23391 - Gunsmith I	22.18
23392 - Gunsmith II	25.13
23393 - Gunsmith III	27.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.47

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.70
23430 - Heavy Equipment Mechanic	26.59
23440 - Heavy Equipment Operator	23.42
23460 - Instrument Mechanic	27.92
23465 - Laboratory/Shelter Mechanic	26.61
23470 - Laborer	21.27
23510 - Locksmith	26.61
23530 - Machinery Maintenance Mechanic	29.78
23550 - Machinist, Maintenance	29.52
23580 - Maintenance Trades Helper	18.12
23591 - Metrology Technician I	27.92
23592 - Metrology Technician II	29.27
23593 - Metrology Technician III	30.68
23640 - Millwright	27.92
23710 - Office Appliance Repairer	26.61
23760 - Painter, Maintenance	20.11
23790 - Pipefitter, Maintenance	25.61
23810 - Plumber, Maintenance	24.40
23820 - Pneudraulic Systems Mechanic	27.92
23850 - Rigger	27.54
23870 - Scale Mechanic	25.13
23890 - Sheet-Metal Worker, Maintenance	27.10
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic I	27.92
23932 - Telecommunications Mechanic II	29.27
23950 - Telephone Lineman	30.29
23960 - Welder, Combination, Maintenance	23.78
23965 - Well Driller	27.92
23970 - Woodcraft Worker	27.92
23980 - Woodworker	22.18
24000 - Personal Needs Occupations	
24550 - Case Manager	18.08
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	16.39
24610 - Chore Aide	13.29
24620 - Family Readiness And Support Services Coordinator	18.08
24630 - Homemaker	18.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	23.69
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	23.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.89
27007 - Baggage Inspector	17.86
27008 - Corrections Officer	23.38
27010 - Court Security Officer	20.57
27030 - Detection Dog Handler	19.98
27040 - Detention Officer	23.38
27070 - Firefighter	19.32
27101 - Guard I	17.86
27102 - Guard II	19.98
27131 - Police Officer I	24.72
27132 - Police Officer II	27.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.14
28042 - Carnival Equipment Repairer	18.40
28043 - Carnival Worker	13.31
28210 - Gate Attendant/Gate Tender	17.36
28310 - Lifeguard	13.20
28350 - Park Attendant (Aide)	19.42
28510 - Recreation Aide/Health Facility Attendant	14.18

28515 - Recreation Specialist		24.06
28630 - Sports Official		15.47
28690 - Swimming Pool Operator		21.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.13
29020 - Hatch Tender		25.13
29030 - Line Handler		25.13
29041 - Stevedore I		23.66
29042 - Stevedore II		26.61
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		19.00
30022 - Archeological Technician II		21.25
30023 - Archeological Technician III		26.32
30030 - Cartographic Technician		26.32
30040 - Civil Engineering Technician		26.32
30051 - Cryogenic Technician I		29.15
30052 - Cryogenic Technician II		32.19
30061 - Drafter/CAD Operator I		19.00
30062 - Drafter/CAD Operator II		21.25
30063 - Drafter/CAD Operator III		23.68
30064 - Drafter/CAD Operator IV		29.15
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.04
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		24.99
30085 - Engineering Technician V		30.58
30086 - Engineering Technician VI		36.99
30090 - Environmental Technician		26.32
30095 - Evidence Control Specialist		26.32
30210 - Laboratory Technician		24.69
30221 - Latent Fingerprint Technician I		29.15
30222 - Latent Fingerprint Technician II		32.19
30240 - Mathematical Technician		26.32
30361 - Paralegal/Legal Assistant I		22.72
30362 - Paralegal/Legal Assistant II		28.14
30363 - Paralegal/Legal Assistant III		34.42
30364 - Paralegal/Legal Assistant IV		41.64
30375 - Petroleum Supply Specialist		32.19
30390 - Photo-Optics Technician		26.32
30395 - Radiation Control Technician		32.19
30461 - Technical Writer I		25.54
30462 - Technical Writer II		31.24
30463 - Technical Writer III		37.79
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		29.15
30502 - Weather Forecaster II		35.46
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.68
30621 - Weather Observer, Senior	(see 2)	26.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.20
31030 - Bus Driver		17.71
31043 - Driver Courier		16.46
31260 - Parking and Lot Attendant		13.42
31290 - Shuttle Bus Driver		15.51
31310 - Taxi Driver		15.13
31361 - Truckdriver, Light		17.68

31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	23.82
31364 - Truckdriver, Tractor-Trailer	23.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.46
99050 - Desk Clerk	14.29
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	16.40
99252 - Laboratory Animal Caretaker II	17.62
99260 - Marketing Analyst	30.19
99310 - Mortician	29.28
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	20.26
99730 - Refuse Collector	15.73
99810 - Sales Clerk	14.53
99820 - School Crossing Guard	16.09
99830 - Survey Party Chief	25.12
99831 - Surveying Aide	15.21
99832 - Surveying Technician	20.84
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	25.22
99842 - Vending Machine Repairer Helper	20.72

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))."