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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.: 2015-4147
Revision No.: 35
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State: New York

Area: New York Counties of Erie and Niagara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.27
01012 - Accounting Clerk II		21.63
01013 - Accounting Clerk III		24.19
01020 - Administrative Assistant		35.52
01035 - Court Reporter		44.69
01041 - Customer Service Representative I		17.97
01042 - Customer Service Representative II		19.61
01043 - Customer Service Representative III		22.01
01051 - Data Entry Operator I		17.58
01052 - Data Entry Operator II		19.19
01060 - Dispatcher, Motor Vehicle		23.49
01070 - Document Preparation Clerk		20.70
01090 - Duplicating Machine Operator		20.70
01111 - General Clerk I		17.37
01112 - General Clerk II		18.96
01113 - General Clerk III		21.28
01120 - Housing Referral Assistant		25.02
01141 - Messenger Courier		18.01
01191 - Order Clerk I		20.13
01192 - Order Clerk II		21.97
01261 - Personnel Assistant (Employment) I		19.38
01262 - Personnel Assistant (Employment) II		21.68
01263 - Personnel Assistant (Employment) III		24.17
01270 - Production Control Clerk		25.51
01290 - Rental Clerk		19.33
01300 - Scheduler, Maintenance		20.07

01311 - Secretary I	20.07
01312 - Secretary II	22.45
01313 - Secretary III	25.02
01320 - Service Order Dispatcher	21.00
01410 - Supply Technician	35.52
01420 - Survey Worker	22.40
01460 - Switchboard Operator/Receptionist	18.29
01531 - Travel Clerk I	17.24
01532 - Travel Clerk II	19.35
01533 - Travel Clerk III	21.64
01611 - Word Processor I	17.59
01612 - Word Processor II	19.75
01613 - Word Processor III	22.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.54
05010 - Automotive Electrician	22.12
05040 - Automotive Glass Installer	21.30
05070 - Automotive Worker	21.30
05110 - Mobile Equipment Servicer	19.52
05130 - Motor Equipment Metal Mechanic	22.88
05160 - Motor Equipment Metal Worker	21.30
05190 - Motor Vehicle Mechanic	22.88
05220 - Motor Vehicle Mechanic Helper	18.65
05250 - Motor Vehicle Upholstery Worker	20.41
05280 - Motor Vehicle Wrecker	21.30
05310 - Painter, Automotive	22.12
05340 - Radiator Repair Specialist	21.30
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.01
07041 - Cook I	18.54
07042 - Cook II	20.23
07070 - Dishwasher	15.95
07130 - Food Service Worker	16.47
07210 - Meat Cutter	22.63
07260 - Waiter/Waitress	18.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.57
09040 - Furniture Handler	19.26
09080 - Furniture Refinisher	24.57
09090 - Furniture Refinisher Helper	21.15
09110 - Furniture Repairer, Minor	22.80
09130 - Upholsterer	24.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.13
11060 - Elevator Operator	17.30
11090 - Gardener	24.15
11122 - Housekeeping Aide	17.30
11150 - Janitor	17.30
11210 - Laborer, Grounds Maintenance	20.14
11240 - Maid or Houseman	16.56
11260 - Pruner	18.68
11270 - Tractor Operator	23.07
11330 - Trail Maintenance Worker	20.14
11360 - Window Cleaner	18.66
12000 - Health Occupations	
12010 - Ambulance Driver	19.27
12011 - Breath Alcohol Technician	25.83
12012 - Certified Occupational Therapist Assistant	24.63

12015 - Certified Physical Therapist Assistant		26.00
12020 - Dental Assistant		22.23
12025 - Dental Hygienist		37.77
12030 - EKG Technician		38.19
12035 - Electroneurodiagnostic Technologist		38.19
12040 - Emergency Medical Technician		19.27
12071 - Licensed Practical Nurse I		23.10
12072 - Licensed Practical Nurse II		25.83
12073 - Licensed Practical Nurse III		28.81
12100 - Medical Assistant		21.59
12130 - Medical Laboratory Technician		37.82
12160 - Medical Record Clerk		23.91
12190 - Medical Record Technician		26.75
12195 - Medical Transcriptionist		19.71
12210 - Nuclear Medicine Technologist		47.22
12221 - Nursing Assistant I		13.58
12222 - Nursing Assistant II		15.28
12223 - Nursing Assistant III		16.68
12224 - Nursing Assistant IV		18.72
12235 - Optical Dispenser		28.71
12236 - Optical Technician		21.04
12250 - Pharmacy Technician		18.09
12280 - Phlebotomist		21.92
12305 - Radiologic Technologist		38.53
12311 - Registered Nurse I		28.33
12312 - Registered Nurse II		34.65
12313 - Registered Nurse II, Specialist		34.65
12314 - Registered Nurse III		41.92
12315 - Registered Nurse III, Anesthetist		41.92
12316 - Registered Nurse IV		50.24
12317 - Scheduler (Drug and Alcohol Testing)		32.01
12320 - Substance Abuse Treatment Counselor		26.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.47
13012 - Exhibits Specialist II		27.85
13013 - Exhibits Specialist III		34.05
13041 - Illustrator I		22.23
13042 - Illustrator II		27.54
13043 - Illustrator III		33.68
13047 - Librarian		30.43
13050 - Library Aide/Clerk		15.63
13054 - Library Information Technology Systems Administrator		27.48
13058 - Library Technician		22.01
13061 - Media Specialist I		19.83
13062 - Media Specialist II		22.18
13063 - Media Specialist III		24.73
13071 - Photographer I		19.39
13072 - Photographer II		21.69
13073 - Photographer III		26.87
13074 - Photographer IV		32.87
13075 - Photographer V		39.77
13090 - Technical Order Library Clerk		19.64
13110 - Video Teleconference Technician		25.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.61
14042 - Computer Operator II		26.44
14043 - Computer Operator III		29.57
14044 - Computer Operator IV		32.92
14045 - Computer Operator V		36.45
14071 - Computer Programmer I	(see 1)	23.59
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		23.61
14160 - Personal Computer Support Technician		32.92
14170 - System Support Specialist		37.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.25
15020 - Aircrew Training Devices Instructor (Rated)		40.23
15030 - Air Crew Training Devices Instructor (Pilot)		48.23
15050 - Computer Based Training Specialist / Instructor		33.25
15060 - Educational Technologist		37.79
15070 - Flight Instructor (Pilot)		48.23
15080 - Graphic Artist		27.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.23
15086 - Maintenance Test Pilot, Rotary Wing		48.23
15088 - Non-Maintenance Test/Co-Pilot		48.23
15090 - Technical Instructor		25.62
15095 - Technical Instructor/Course Developer		31.34
15110 - Test Proctor		20.68
15120 - Tutor		20.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.28
16030 - Counter Attendant		17.28
16040 - Dry Cleaner		19.74
16070 - Finisher, Flatwork, Machine		17.28
16090 - Presser, Hand		17.28
16110 - Presser, Machine, Drycleaning		17.28
16130 - Presser, Machine, Shirts		17.28
16160 - Presser, Machine, Wearing Apparel, Laundry		17.28
16190 - Sewing Machine Operator		20.56
16220 - Tailor		21.38
16250 - Washer, Machine		18.10
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.90
19040 - Tool And Die Maker		40.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.00
21030 - Material Coordinator		25.51
21040 - Material Expediter		25.51
21050 - Material Handling Laborer		19.84
21071 - Order Filler		17.96
21080 - Production Line Worker (Food Processing)		24.00
21110 - Shipping Packer		21.20
21130 - Shipping/Receiving Clerk		21.20
21140 - Store Worker I		20.84
21150 - Stock Clerk		26.25
21210 - Tools And Parts Attendant		24.00
21410 - Warehouse Specialist		24.00
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.18
23019 - Aircraft Logs and Records Technician		33.73
23021 - Aircraft Mechanic I		37.82
23022 - Aircraft Mechanic II		39.18
23023 - Aircraft Mechanic III		40.28
23040 - Aircraft Mechanic Helper		30.84

23050 - Aircraft, Painter	36.56
23060 - Aircraft Servicer	33.73
23070 - Aircraft Survival Flight Equipment Technician	36.56
23080 - Aircraft Worker	35.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.82
23110 - Appliance Mechanic	21.53
23120 - Bicycle Repairer	30.85
23125 - Cable Splicer	56.47
23130 - Carpenter, Maintenance	28.43
23140 - Carpet Layer	33.66
23160 - Electrician, Maintenance	37.78
23181 - Electronics Technician Maintenance I	31.91
23182 - Electronics Technician Maintenance II	33.14
23183 - Electronics Technician Maintenance III	34.28
23260 - Fabric Worker	32.25
23290 - Fire Alarm System Mechanic	28.52
23310 - Fire Extinguisher Repairer	30.85
23311 - Fuel Distribution System Mechanic	43.72
23312 - Fuel Distribution System Operator	37.30
23370 - General Maintenance Worker	23.36
23380 - Ground Support Equipment Mechanic	37.82
23381 - Ground Support Equipment Servicer	33.73
23382 - Ground Support Equipment Worker	35.21
23391 - Gunsmith I	30.85
23392 - Gunsmith II	33.66
23393 - Gunsmith III	36.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.92
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.96
23430 - Heavy Equipment Mechanic	29.54
23440 - Heavy Equipment Operator	31.41
23460 - Instrument Mechanic	36.16
23465 - Laboratory/Shelter Mechanic	34.96
23470 - Laborer	19.84
23510 - Locksmith	24.23
23530 - Machinery Maintenance Mechanic	33.50
23550 - Machinist, Maintenance	28.57
23580 - Maintenance Trades Helper	19.44
23591 - Metrology Technician I	36.16
23592 - Metrology Technician II	37.45
23593 - Metrology Technician III	38.51
23640 - Millwright	40.02
23710 - Office Appliance Repairer	22.99
23760 - Painter, Maintenance	26.77
23790 - Pipefitter, Maintenance	36.50
23810 - Plumber, Maintenance	35.28
23820 - Pneudraulic Systems Mechanic	36.16
23850 - Rigger	36.69
23870 - Scale Mechanic	33.66
23890 - Sheet-Metal Worker, Maintenance	32.35
23910 - Small Engine Mechanic	22.83
23931 - Telecommunications Mechanic I	41.38
23932 - Telecommunications Mechanic II	42.85
23950 - Telephone Lineman	46.09
23960 - Welder, Combination, Maintenance	25.54
23965 - Well Driller	35.72
23970 - Woodcraft Worker	36.16
23980 - Woodworker	30.85

24000 - Personal Needs Occupations

24550 - Case Manager		21.57
24570 - Child Care Attendant		16.46
24580 - Child Care Center Clerk		20.52
24610 - Chore Aide		17.12
24620 - Family Readiness And Support Services Coordinator		21.57
24630 - Homemaker		21.57
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.94
25040 - Sewage Plant Operator		30.26
25070 - Stationary Engineer		32.94
25190 - Ventilation Equipment Tender		26.85
25210 - Water Treatment Plant Operator		30.26
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.21
27007 - Baggage Inspector		18.37
27008 - Corrections Officer		36.22
27010 - Court Security Officer		35.61
27030 - Detection Dog Handler		20.55
27040 - Detention Officer		36.22
27070 - Firefighter		35.00
27101 - Guard I		18.37
27102 - Guard II		20.55
27131 - Police Officer I		35.21
27132 - Police Officer II		39.12
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.81
28042 - Carnival Equipment Repairer		20.73
28043 - Carnival Worker		16.04
28210 - Gate Attendant/Gate Tender		18.92
28310 - Lifeguard		16.06
28350 - Park Attendant (Aide)		21.17
28510 - Recreation Aide/Health Facility Attendant		15.45
28515 - Recreation Specialist		26.22
28630 - Sports Official		16.86
28690 - Swimming Pool Operator		22.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.76
29020 - Hatch Tender		35.76
29030 - Line Handler		35.76
29041 - Stevedore I		34.34
29042 - Stevedore II		37.03
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.22
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.58
30021 - Archeological Technician I		19.03
30022 - Archeological Technician II		21.29
30023 - Archeological Technician III		26.37
30030 - Cartographic Technician		26.37
30040 - Civil Engineering Technician		29.26
30051 - Cryogenic Technician I		29.21
30052 - Cryogenic Technician II		32.25
30061 - Drafter/CAD Operator I		19.03
30062 - Drafter/CAD Operator II		21.29
30063 - Drafter/CAD Operator III		23.73
30064 - Drafter/CAD Operator IV		29.21

30081 - Engineering Technician I		19.15
30082 - Engineering Technician II		21.49
30083 - Engineering Technician III		24.04
30084 - Engineering Technician IV		29.79
30085 - Engineering Technician V		36.44
30086 - Engineering Technician VI		38.35
30090 - Environmental Technician		24.60
30095 - Evidence Control Specialist		26.37
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.19
30222 - Latent Fingerprint Technician II		37.75
30240 - Mathematical Technician		28.42
30361 - Paralegal/Legal Assistant I		22.73
30362 - Paralegal/Legal Assistant II		28.15
30363 - Paralegal/Legal Assistant III		34.43
30364 - Paralegal/Legal Assistant IV		41.65
30375 - Petroleum Supply Specialist		32.25
30390 - Photo-Optics Technician		26.37
30395 - Radiation Control Technician		32.25
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.51
30463 - Technical Writer III		42.96
30491 - Unexploded Ordnance (UXO) Technician I		30.62
30492 - Unexploded Ordnance (UXO) Technician II		37.05
30493 - Unexploded Ordnance (UXO) Technician III		44.40
30494 - Unexploded (UXO) Safety Escort		30.62
30495 - Unexploded (UXO) Sweep Personnel		30.62
30501 - Weather Forecaster I		29.21
30502 - Weather Forecaster II		35.53
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.73
30621 - Weather Observer, Senior	(see 2)	26.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.05
31020 - Bus Aide		17.27
31030 - Bus Driver		21.63
31043 - Driver Courier		20.21
31260 - Parking and Lot Attendant		16.01
31290 - Shuttle Bus Driver		17.83
31310 - Taxi Driver		15.17
31361 - Truckdriver, Light		21.15
31362 - Truckdriver, Medium		22.11
31363 - Truckdriver, Heavy		27.59
31364 - Truckdriver, Tractor-Trailer		27.59
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.06
99030 - Cashier		15.22
99050 - Desk Clerk		16.83
99095 - Embalmer		32.12
99130 - Flight Follower		30.62
99251 - Laboratory Animal Caretaker I		17.78
99252 - Laboratory Animal Caretaker II		18.61
99260 - Marketing Analyst		35.76
99310 - Mortician		32.12
99410 - Pest Controller		22.97
99510 - Photofinishing Worker		16.09
99710 - Recycling Laborer		24.85
99711 - Recycling Specialist		28.46
99730 - Refuse Collector		23.04
99810 - Sales Clerk		16.47
99820 - School Crossing Guard		17.20
99830 - Survey Party Chief		31.79
99831 - Surveying Aide		16.40

99832 - Surveying Technician	25.82
99840 - Vending Machine Attendant	19.23
99841 - Vending Machine Repairer	21.95
99842 - Vending Machine Repairer Helper	19.23

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 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, 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))."""