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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.: 2015-4313
Revision No.: 33
Date Of Last Revision: 5/14/2026

State: Virginia

Area: Virginia Counties of Amelia, Charles City, Chesterfield,
Colonial Heights*, Dinwiddie, Goochland,
Hanover, Henrico, Hopewell*, King
William, New Kent, Petersburg*,
Powhatan, Prince George, Richmond* and
Sussex

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.71
01012 - Accounting Clerk II		21.00
01013 - Accounting Clerk III		23.49
01020 - Administrative Assistant		34.22
01035 - Court Reporter		23.51
01041 - Customer Service Representative I		15.82
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		19.38
01051 - Data Entry Operator I		16.60
01052 - Data Entry Operator II		18.12
01060 - Dispatcher, Motor Vehicle		22.52
01070 - Document Preparation Clerk		17.61
01090 - Duplicating Machine Operator		17.61
01111 - General Clerk I		17.51
01112 - General Clerk II		19.11
01113 - General Clerk III		21.45
01120 - Housing Referral Assistant		26.20
01141 - Messenger Courier		19.49
01191 - Order Clerk I		18.16
01192 - Order Clerk II		19.81
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		27.04
01290 - Rental Clerk		20.21
01300 - Scheduler, Maintenance		21.01
01311 - Secretary I		21.01
01312 - Secretary II		23.51
01313 - Secretary III		26.20
01320 - Service Order Dispatcher		20.14
01410 - Supply Technician		34.22
01420 - Survey Worker		20.26
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		19.88
01532 - Travel Clerk II		21.13
01533 - Travel Clerk III		22.80
01611 - Word Processor I		17.84
01612 - Word Processor II		20.02
01613 - Word Processor III		22.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.65
05010 - Automotive Electrician		25.06
05040 - Automotive Glass Installer		23.71
05070 - Automotive Worker		23.71
05110 - Mobile Equipment Servicer		20.83
05130 - Motor Equipment Metal Mechanic		26.30
05160 - Motor Equipment Metal Worker		23.71
05190 - Motor Vehicle Mechanic		26.30
05220 - Motor Vehicle Mechanic Helper		19.37
05250 - Motor Vehicle Upholstery Worker		22.20
05280 - Motor Vehicle Wrecker		23.71
05310 - Painter, Automotive		25.06
05340 - Radiator Repair Specialist		23.71

05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 26.30

07000 - Food Preparation And Service Occupations
07010 - Baker 15.61
07041 - Cook I 17.40
07042 - Cook II 19.80
07070 - Dishwasher 14.63
07130 - Food Service Worker 15.18
07210 - Meat Cutter 18.72
07260 - Waiter/Waitress 14.29

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.74
09040 - Furniture Handler 15.11
09080 - Furniture Refinisher 22.91
09090 - Furniture Refinisher Helper 17.83
09110 - Furniture Repairer, Minor 20.29
09130 - Upholsterer 23.05

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.74
11060 - Elevator Operator 15.74
11090 - Gardener 23.32
11122 - Housekeeping Aide 15.90
11150 - Janitor 15.90
11210 - Laborer, Grounds Maintenance 17.86
11240 - Maid or Houseman 14.83
11260 - Pruner 15.99
11270 - Tractor Operator 21.68
11330 - Trail Maintenance Worker 17.86
11360 - Window Cleaner 17.75

12000 - Health Occupations
12010 - Ambulance Driver 21.66
12011 - Breath Alcohol Technician 27.00
12012 - Certified Occupational Therapist Assistant 36.42
12015 - Certified Physical Therapist Assistant 36.36
12020 - Dental Assistant 22.47
12025 - Dental Hygienist 47.13
12030 - EKG Technician 38.53
12035 - Electroneurodiagnostic Technologist 38.53
12040 - Emergency Medical Technician 21.66
12071 - Licensed Practical Nurse I 29.78
12072 - Licensed Practical Nurse II 27.00
12073 - Licensed Practical Nurse III 30.09
12100 - Medical Assistant 19.04
12130 - Medical Laboratory Technician 30.00
12160 - Medical Record Clerk 22.84
12190 - Medical Record Technician 25.55
12195 - Medical Transcriptionist 16.81
12210 - Nuclear Medicine Technologist 46.08
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 26.49
12236 - Optical Technician 22.73
12250 - Pharmacy Technician 19.91
12280 - Phlebotomist 22.34
12305 - Radiologic Technologist 37.97
12311 - Registered Nurse I 29.15
12312 - Registered Nurse II 35.66
12313 - Registered Nurse II, Specialist 35.66
12314 - Registered Nurse III 43.14
12315 - Registered Nurse III, Anesthetist 43.14
12316 - Registered Nurse IV 51.72
12317 - Scheduler (Drug and Alcohol Testing) 33.44
12320 - Substance Abuse Treatment Counselor 27.33

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.46
13012 - Exhibits Specialist II 29.08
13013 - Exhibits Specialist III 35.55
13041 - Illustrator I 22.89
13042 - Illustrator II 28.35
13043 - Illustrator III 34.67
13047 - Librarian 32.67
13050 - Library Aide/Clerk 17.85
13054 - Library Information Technology Systems
Administrator 29.50
13058 - Library Technician 18.75
13061 - Media Specialist I 21.29
13062 - Media Specialist II 23.81
13063 - Media Specialist III 26.54
13071 - Photographer I 19.28
13072 - Photographer II 21.57
13073 - Photographer III 26.72
13074 - Photographer IV 32.69
13075 - Photographer V 39.54
13090 - Technical Order Library Clerk 22.41
13110 - Video Teleconference Technician 25.30

14000 - Information Technology Occupations
14041 - Computer Operator I 23.19
14042 - Computer Operator II 25.93
14043 - Computer Operator III 28.90
14044 - Computer Operator IV 32.12

14045 - Computer Operator V		35.58
14071 - Computer Programmer I	(see 1)	25.33
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		23.19
14160 - Personal Computer Support Technician		32.12
14170 - System Support Specialist		35.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.29
15020 - Aircrew Training Devices Instructor (Rated)		41.48
15030 - Air Crew Training Devices Instructor (Pilot)		49.72
15050 - Computer Based Training Specialist / Instructor		34.29
15060 - Educational Technologist		37.95
15070 - Flight Instructor (Pilot)		49.72
15080 - Graphic Artist		30.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.72
15086 - Maintenance Test Pilot, Rotary Wing		49.72
15088 - Non-Maintenance Test/Co-Pilot		49.72
15090 - Technical Instructor		27.90
15095 - Technical Instructor/Course Developer		34.12
15110 - Test Proctor		22.52
15120 - Tutor		22.52
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)		24.99
19040 - Tool And Die Maker		30.00
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.63
21030 - Material Coordinator		27.04
21040 - Material Expediter		27.04
21050 - Material Handling Laborer		19.20
21071 - Order Filler		17.56
21080 - Production Line Worker (Food Processing)		23.63
21110 - Shipping Packer		20.48
21130 - Shipping/Receiving Clerk		20.48
21140 - Store Worker I		15.67
21150 - Stock Clerk		21.94
21210 - Tools And Parts Attendant		23.63
21410 - Warehouse Specialist		23.63
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.47
23019 - Aircraft Logs and Records Technician		31.03
23021 - Aircraft Mechanic I		36.77
23022 - Aircraft Mechanic II		38.47
23023 - Aircraft Mechanic III		40.25
23040 - Aircraft Mechanic Helper		27.08
23050 - Aircraft, Painter		35.04
23060 - Aircraft Servicer		31.03
23070 - Aircraft Survival Flight Equipment Technician		35.04
23080 - Aircraft Worker		33.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.77
23110 - Appliance Mechanic		24.78
23120 - Bicycle Repairer		23.67
23125 - Cable Splicer		38.08
23130 - Carpenter, Maintenance		23.86
23140 - Carpet Layer		27.77
23160 - Electrician, Maintenance		28.94
23181 - Electronics Technician Maintenance I		30.20
23182 - Electronics Technician Maintenance II		31.92
23183 - Electronics Technician Maintenance III		33.50
23260 - Fabric Worker		26.00
23290 - Fire Alarm System Mechanic		28.62
23310 - Fire Extinguisher Repairer		24.40
23311 - Fuel Distribution System Mechanic		34.11
23312 - Fuel Distribution System Operator		27.03
23370 - General Maintenance Worker		23.50
23380 - Ground Support Equipment Mechanic		36.77
23381 - Ground Support Equipment Servicer		31.03
23382 - Ground Support Equipment Worker		33.15
23391 - Gunsmith I		24.40
23392 - Gunsmith II		27.77

23393 - Gunsmith III		30.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.60
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.92
23430 - Heavy Equipment Mechanic		30.22
23440 - Heavy Equipment Operator		23.75
23460 - Instrument Mechanic		32.12
23465 - Laboratory/Shelter Mechanic		29.35
23470 - Laborer		19.20
23510 - Locksmith		26.66
23530 - Machinery Maintenance Mechanic		31.76
23550 - Machinist, Maintenance		29.54
23580 - Maintenance Trades Helper		17.69
23591 - Metrology Technician I		32.12
23592 - Metrology Technician II		33.60
23593 - Metrology Technician III		35.16
23640 - Millwright		28.04
23710 - Office Appliance Repairer		22.29
23760 - Painter, Maintenance		21.47
23790 - Pipefitter, Maintenance		30.26
23810 - Plumber, Maintenance		28.83
23820 - Pneudraulic Systems Mechanic		30.81
23850 - Rigger		29.36
23870 - Scale Mechanic		27.77
23890 - Sheet-Metal Worker, Maintenance		27.13
23910 - Small Engine Mechanic		22.30
23931 - Telecommunications Mechanic I		32.85
23932 - Telecommunications Mechanic II		34.37
23950 - Telephone Lineman		39.69
23960 - Welder, Combination, Maintenance		27.06
23965 - Well Driller		29.43
23970 - Woodcraft Worker		30.81
23980 - Woodworker		24.40
24000 - Personal Needs Occupations		
24550 - Case Manager		20.19
24570 - Child Care Attendant		14.03
24580 - Child Care Center Clerk		17.49
24610 - Chore Aide		13.56
24620 - Family Readiness And Support Services Coordinator		20.19
24630 - Homemaker		20.19
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.79
25040 - Sewage Plant Operator		27.53
25070 - Stationary Engineer		27.79
25190 - Ventilation Equipment Tender		20.46
25210 - Water Treatment Plant Operator		27.53
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.83
27007 - Baggage Inspector		18.25
27008 - Corrections Officer		25.02
27010 - Court Security Officer		27.30
27030 - Detection Dog Handler		20.41
27040 - Detention Officer		25.02
27070 - Firefighter		29.57
27101 - Guard I		18.25
27102 - Guard II		20.41
27131 - Police Officer I		27.49
27132 - Police Officer II		30.54
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.16
28042 - Carnival Equipment Repairer		18.46
28043 - Carnival Worker		12.66
28210 - Gate Attendant/Gate Tender		18.83
28310 - Lifeguard		14.38
28350 - Park Attendant (Aide)		21.06
28510 - Recreation Aide/Health Facility Attendant		15.37
28515 - Recreation Specialist		26.08
28630 - Sports Official		16.77
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.47
29020 - Hatch Tender		32.47
29030 - Line Handler		32.47
29041 - Stevedore I		30.39
29042 - Stevedore II		34.33
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.36
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.48
30021 - Archeological Technician I		20.37
30022 - Archeological Technician II		22.78
30023 - Archeological Technician III		28.24
30030 - Cartographic Technician		28.24
30040 - Civil Engineering Technician		29.08
30051 - Cryogenic Technician I		31.26
30052 - Cryogenic Technician II		34.54
30061 - Drafter/CAD Operator I		20.37

30062 - Drafter/CAD Operator II		22.78
30063 - Drafter/CAD Operator III		25.40
30064 - Drafter/CAD Operator IV		31.26
30081 - Engineering Technician I		20.09
30082 - Engineering Technician II		22.55
30083 - Engineering Technician III		25.22
30084 - Engineering Technician IV		31.24
30085 - Engineering Technician V		38.21
30086 - Engineering Technician VI		46.23
30090 - Environmental Technician		23.55
30095 - Evidence Control Specialist		28.24
30210 - Laboratory Technician		28.28
30221 - Latent Fingerprint Technician I		31.83
30222 - Latent Fingerprint Technician II		35.16
30240 - Mathematical Technician		29.21
30361 - Paralegal/Legal Assistant I		22.90
30362 - Paralegal/Legal Assistant II		28.36
30363 - Paralegal/Legal Assistant III		34.68
30364 - Paralegal/Legal Assistant IV		41.96
30375 - Petroleum Supply Specialist		34.54
30390 - Photo-Optics Technician		28.24
30395 - Radiation Control Technician		34.54
30461 - Technical Writer I		30.21
30462 - Technical Writer II		36.95
30463 - Technical Writer III		44.71
30491 - Unexploded Ordnance (UXO) Technician I		31.36
30492 - Unexploded Ordnance (UXO) Technician II		37.95
30493 - Unexploded Ordnance (UXO) Technician III		45.49
30494 - Unexploded (UXO) Safety Escort		31.36
30495 - Unexploded (UXO) Sweep Personnel		31.36
30501 - Weather Forecaster I		31.26
30502 - Weather Forecaster II		38.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.40
30621 - Weather Observer, Senior	(see 2)	28.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.95
31020 - Bus Aide		21.27
31030 - Bus Driver		29.57
31043 - Driver Courier		19.07
31260 - Parking and Lot Attendant		14.15
31290 - Shuttle Bus Driver		17.60
31310 - Taxi Driver		14.75
31361 - Truckdriver, Light		20.52
31362 - Truckdriver, Medium		21.85
31363 - Truckdriver, Heavy		26.76
31364 - Truckdriver, Tractor-Trailer		26.76
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.50
99030 - Cashier		14.31
99050 - Desk Clerk		14.69
99095 - Embalmer		31.75
99130 - Flight Follower		31.36
99251 - Laboratory Animal Caretaker I		17.55
99252 - Laboratory Animal Caretaker II		18.88
99260 - Marketing Analyst		38.29
99310 - Mortician		31.44
99410 - Pest Controller		21.80
99510 - Photofinishing Worker		16.48
99710 - Recycling Laborer		19.54
99711 - Recycling Specialist		23.42
99730 - Refuse Collector		17.50
99810 - Sales Clerk		15.02
99820 - School Crossing Guard		16.90
99830 - Survey Party Chief		26.80
99831 - Surveying Aide		17.53
99832 - Surveying Technician		24.01
99840 - Vending Machine Attendant		20.32
99841 - Vending Machine Repairer		24.81
99842 - Vending Machine Repairer Helper		20.32

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 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. (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))."""