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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.: 2015-4929
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Wisconsin

Area: Wisconsin Counties of Barron, Buffalo, Clark, Crawford, Dunn, Jackson, Juneau, Monroe, Pepin and Trempealeau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.31
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.99
01020 - Administrative Assistant		29.60
01035 - Court Reporter		22.32
01041 - Customer Service Representative I		17.29
01042 - Customer Service Representative II		18.87
01043 - Customer Service Representative III		21.18
01051 - Data Entry Operator I		16.29
01052 - Data Entry Operator II		17.78
01060 - Dispatcher, Motor Vehicle		24.74
01070 - Document Preparation Clerk		17.01
01090 - Duplicating Machine Operator		17.01
01111 - General Clerk I		17.32
01112 - General Clerk II		18.90
01113 - General Clerk III		21.21
01120 - Housing Referral Assistant		24.88
01141 - Messenger Courier		13.86
01191 - Order Clerk I		16.39
01192 - Order Clerk II		17.89
01261 - Personnel Assistant (Employment) I		19.25
01262 - Personnel Assistant (Employment) II		21.53
01263 - Personnel Assistant (Employment) III		24.00
01270 - Production Control Clerk		26.77
01290 - Rental Clerk		20.65
01300 - Scheduler, Maintenance		19.95
01311 - Secretary I		19.95
01312 - Secretary II		22.32
01313 - Secretary III		24.88
01320 - Service Order Dispatcher		22.12
01410 - Supply Technician		29.60
01420 - Survey Worker		20.88
01460 - Switchboard Operator/Receptionist		18.77
01531 - Travel Clerk I		17.81
01532 - Travel Clerk II		19.10
01533 - Travel Clerk III		21.36
01611 - Word Processor I		17.77
01612 - Word Processor II		19.95
01613 - Word Processor III		22.32
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.84
05010 - Automotive Electrician		20.46
05040 - Automotive Glass Installer		19.41
05070 - Automotive Worker		19.41
05110 - Mobile Equipment Servicer		17.35
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.41
05190 - Motor Vehicle Mechanic		21.46
05220 - Motor Vehicle Mechanic Helper		16.36
05250 - Motor Vehicle Upholstery Worker		18.40
05280 - Motor Vehicle Wrecker		19.41
05310 - Painter, Automotive		20.46
05340 - Radiator Repair Specialist		19.41
05370 - Tire Repairer		18.56
05400 - Transmission Repair Specialist		21.46
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.70
07041 - Cook I		18.19
07042 - Cook II		20.46
07070 - Dishwasher		10.86
07130 - Food Service Worker		15.55
07210 - Meat Cutter		20.69
07260 - Waiter/Waitress		11.87
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.23
09040 - Furniture Handler		15.66

09080 - Furniture Refinisher		22.97
09090 - Furniture Refinisher Helper		18.15
09110 - Furniture Repairer, Minor		20.59
09130 - Upholsterer		24.15
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.19
11060 - Elevator Operator		17.72
11090 - Gardener		22.32
11122 - Housekeeping Aide		17.72
11150 - Janitor		17.72
11210 - Laborer, Grounds Maintenance		18.03
11240 - Maid or Houseman		15.38
11260 - Pruner		16.60
11270 - Tractor Operator		20.90
11330 - Trail Maintenance Worker		18.03
11360 - Window Cleaner		19.24
12000 - Health Occupations		
12010 - Ambulance Driver		16.43
12011 - Breath Alcohol Technician		26.37
12012 - Certified Occupational Therapist Assistant		34.94
12015 - Certified Physical Therapist Assistant		30.11
12020 - Dental Assistant		22.91
12025 - Dental Hygienist		39.29
12030 - EKG Technician		39.95
12035 - Electroneurodiagnostic Technologist		39.95
12040 - Emergency Medical Technician		16.43
12071 - Licensed Practical Nurse I		23.58
12072 - Licensed Practical Nurse II		26.37
12073 - Licensed Practical Nurse III		29.39
12100 - Medical Assistant		21.92
12130 - Medical Laboratory Technician		30.62
12160 - Medical Record Clerk		22.33
12190 - Medical Record Technician		24.98
12195 - Medical Transcriptionist		23.58
12210 - Nuclear Medicine Technologist		57.95
12221 - Nursing Assistant I		14.77
12222 - Nursing Assistant II		16.61
12223 - Nursing Assistant III		18.13
12224 - Nursing Assistant IV		20.35
12235 - Optical Dispenser		18.03
12236 - Optical Technician		23.58
12250 - Pharmacy Technician		20.35
12280 - Phlebotomist		20.20
12305 - Radiologic Technologist		37.39
12311 - Registered Nurse I		29.70
12312 - Registered Nurse II		36.32
12313 - Registered Nurse II, Specialist		36.32
12314 - Registered Nurse III		43.95
12315 - Registered Nurse III, Anesthetist		43.95
12316 - Registered Nurse IV		52.67
12317 - Scheduler (Drug and Alcohol Testing)		32.66
12320 - Substance Abuse Treatment Counselor		29.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.16
13012 - Exhibits Specialist II		24.99
13013 - Exhibits Specialist III		30.57
13041 - Illustrator I		20.16
13042 - Illustrator II		24.99
13043 - Illustrator III		30.57
13047 - Librarian		27.86
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		24.99
13058 - Library Technician		15.04
13061 - Media Specialist I		18.03
13062 - Media Specialist II		20.16
13063 - Media Specialist III		22.48
13071 - Photographer I		17.54
13072 - Photographer II		19.62
13073 - Photographer III		24.31
13074 - Photographer IV		29.72
13075 - Photographer V		35.96
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.43
14042 - Computer Operator II		23.97
14043 - Computer Operator III		26.87
14044 - Computer Operator IV		29.91
14045 - Computer Operator V		34.64
14071 - Computer Programmer I	(see 1)	23.02
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		21.43
14160 - Personal Computer Support Technician		29.91
14170 - System Support Specialist		34.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.04
15020 - Aircrew Training Devices Instructor (Rated)		41.18
15030 - Air Crew Training Devices Instructor (Pilot)		49.36
15050 - Computer Based Training Specialist / Instructor		34.04
15060 - Educational Technologist		40.45
15070 - Flight Instructor (Pilot)		49.36
15080 - Graphic Artist		26.36
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.36
15086 - Maintenance Test Pilot, Rotary Wing		49.36
15088 - Non-Maintenance Test/Co-Pilot		49.36

15090 - Technical Instructor	25.99
15095 - Technical Instructor/Course Developer	31.78
15110 - Test Proctor	20.98
15120 - Tutor	20.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.88
16030 - Counter Attendant	17.88
16040 - Dry Cleaner	20.44
16070 - Finisher, Flatwork, Machine	17.88
16090 - Presser, Hand	17.88
16110 - Presser, Machine, Drycleaning	17.88
16130 - Presser, Machine, Shirts	17.88
16160 - Presser, Machine, Wearing Apparel, Laundry	17.88
16190 - Sewing Machine Operator	21.29
16220 - Tailor	22.14
16250 - Washer, Machine	18.74
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.94
19040 - Tool And Die Maker	30.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	26.54
21030 - Material Coordinator	26.77
21040 - Material Expediter	26.77
21050 - Material Handling Laborer	19.78
21071 - Order Filler	18.33
21080 - Production Line Worker (Food Processing)	26.54
21110 - Shipping Packer	21.95
21130 - Shipping/Receiving Clerk	21.95
21140 - Store Worker I	17.31
21150 - Stock Clerk	22.21
21210 - Tools And Parts Attendant	26.54
21410 - Warehouse Specialist	26.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.48
23019 - Aircraft Logs and Records Technician	26.58
23021 - Aircraft Mechanic I	31.09
23022 - Aircraft Mechanic II	32.48
23023 - Aircraft Mechanic III	33.87
23040 - Aircraft Mechanic Helper	23.42
23050 - Aircraft, Painter	29.65
23060 - Aircraft Servicer	26.58
23070 - Aircraft Survival Flight Equipment Technician	29.65
23080 - Aircraft Worker	28.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.09
23110 - Appliance Mechanic	29.65
23120 - Bicycle Repairer	25.01
23125 - Cable Splicer	48.60
23130 - Carpenter, Maintenance	24.29
23140 - Carpet Layer	28.12
23160 - Electrician, Maintenance	32.57
23181 - Electronics Technician Maintenance I	28.12
23182 - Electronics Technician Maintenance II	29.65
23183 - Electronics Technician Maintenance III	31.09
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	31.09
23310 - Fire Extinguisher Repairer	25.01
23311 - Fuel Distribution System Mechanic	41.01
23312 - Fuel Distribution System Operator	33.11
23370 - General Maintenance Worker	23.86
23380 - Ground Support Equipment Mechanic	31.09
23381 - Ground Support Equipment Servicer	26.58
23382 - Ground Support Equipment Worker	28.12
23391 - Gunsmith I	25.01
23392 - Gunsmith II	28.12
23393 - Gunsmith III	31.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.41
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.72
23430 - Heavy Equipment Mechanic	30.27
23440 - Heavy Equipment Operator	30.57
23460 - Instrument Mechanic	31.09
23465 - Laboratory/Shelter Mechanic	29.65
23470 - Laborer	19.78
23510 - Locksmith	29.65
23530 - Machinery Maintenance Mechanic	30.14
23550 - Machinist, Maintenance	24.50
23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	31.09
23592 - Metrology Technician II	32.48
23593 - Metrology Technician III	33.87
23640 - Millwright	30.05
23710 - Office Appliance Repairer	29.65
23760 - Painter, Maintenance	23.55
23790 - Pipefitter, Maintenance	34.18
23810 - Plumber, Maintenance	32.59
23820 - Pneudraulic Systems Mechanic	31.09
23850 - Rigger	31.09
23870 - Scale Mechanic	28.12
23890 - Sheet-Metal Worker, Maintenance	27.26
23910 - Small Engine Mechanic	22.22
23931 - Telecommunications Mechanic I	29.74
23932 - Telecommunications Mechanic II	31.07
23950 - Telephone Lineman	31.87
23960 - Welder, Combination, Maintenance	24.36
23965 - Well Driller	31.09
23970 - Woodcraft Worker	31.09
23980 - Woodworker	25.01
24000 - Personal Needs Occupations	
24550 - Case Manager	24.70

24570 - Child Care Attendant		14.33
24580 - Child Care Center Clerk		17.88
24610 - Chore Aide		16.25
24620 - Family Readiness And Support Services Coordinator		24.70
24630 - Homemaker		24.70
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.90
25040 - Sewage Plant Operator		29.47
25070 - Stationary Engineer		30.90
25190 - Ventilation Equipment Tender		23.28
25210 - Water Treatment Plant Operator		29.47
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.48
27007 - Baggage Inspector		17.27
27008 - Corrections Officer		28.86
27010 - Court Security Officer		23.74
27030 - Detection Dog Handler		19.32
27040 - Detention Officer		28.86
27070 - Firefighter		19.75
27101 - Guard I		17.27
27102 - Guard II		19.32
27131 - Police Officer I		27.54
27132 - Police Officer II		30.61
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.10
28042 - Carnival Equipment Repairer		17.19
28043 - Carnival Worker		12.79
28210 - Gate Attendant/Gate Tender		20.19
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		22.58
28510 - Recreation Aide/Health Facility Attendant		16.48
28515 - Recreation Specialist		27.97
28630 - Sports Official		17.98
28690 - Swimming Pool Operator		19.34
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.12
29020 - Hatch Tender		28.12
29030 - Line Handler		28.12
29041 - Stevedore I		26.58
29042 - Stevedore II		29.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.73
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.29
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.77
30021 - Archeological Technician I		20.09
30022 - Archeological Technician II		22.46
30023 - Archeological Technician III		27.89
30030 - Cartographic Technician		27.89
30040 - Civil Engineering Technician		30.68
30051 - Cryogenic Technician I		30.82
30052 - Cryogenic Technician II		34.03
30061 - Drafter/CAD Operator I		20.09
30062 - Drafter/CAD Operator II		22.46
30063 - Drafter/CAD Operator III		25.09
30064 - Drafter/CAD Operator IV		30.88
30081 - Engineering Technician I		17.72
30082 - Engineering Technician II		19.91
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		33.74
30086 - Engineering Technician VI		40.83
30090 - Environmental Technician		27.97
30095 - Evidence Control Specialist		27.83
30210 - Laboratory Technician		25.01
30221 - Latent Fingerprint Technician I		30.82
30222 - Latent Fingerprint Technician II		34.03
30240 - Mathematical Technician		27.89
30361 - Paralegal/Legal Assistant I		23.69
30362 - Paralegal/Legal Assistant II		29.35
30363 - Paralegal/Legal Assistant III		35.89
30364 - Paralegal/Legal Assistant IV		43.43
30375 - Petroleum Supply Specialist		34.03
30390 - Photo-Optics Technician		27.89
30395 - Radiation Control Technician		34.03
30461 - Technical Writer I		27.89
30462 - Technical Writer II		34.11
30463 - Technical Writer III		41.26
30491 - Unexploded Ordnance (UXO) Technician I		31.60
30492 - Unexploded Ordnance (UXO) Technician II		38.24
30493 - Unexploded Ordnance (UXO) Technician III		45.84
30494 - Unexploded (UXO) Safety Escort		31.60
30495 - Unexploded (UXO) Sweep Personnel		31.60
30501 - Weather Forecaster I		30.88
30502 - Weather Forecaster II		37.55
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.09
30621 - Weather Observer, Senior	(see 2)	27.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.24
31020 - Bus Aide		16.62
31030 - Bus Driver		22.44
31043 - Driver Courier		19.13
31260 - Parking and Lot Attendant		15.73
31290 - Shuttle Bus Driver		15.99
31310 - Taxi Driver		13.08
31361 - Truckdriver, Light		20.43
31362 - Truckdriver, Medium		21.71
31363 - Truckdriver, Heavy		26.92
31364 - Truckdriver, Tractor-Trailer		26.92

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.65
99030 - Cashier	14.46
99050 - Desk Clerk	14.53
99095 - Embalmer	34.95
99130 - Flight Follower	31.60
99251 - Laboratory Animal Caretaker I	14.63
99252 - Laboratory Animal Caretaker II	15.62
99260 - Marketing Analyst	29.78
99310 - Mortician	34.95
99410 - Pest Controller	27.01
99510 - Photofinishing Worker	16.61
99710 - Recycling Laborer	22.62
99711 - Recycling Specialist	26.20
99730 - Refuse Collector	20.85
99810 - Sales Clerk	16.44
99820 - School Crossing Guard	18.90
99830 - Survey Party Chief	29.57
99831 - Surveying Aide	17.29
99832 - Surveying Technician	22.70
99840 - Vending Machine Attendant	23.05
99841 - Vending Machine Repairer	27.68
99842 - Vending Machine Repairer Helper	23.05

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11 Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance

Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""
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