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.: 2015-5579
Revision No.: 28
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State: Oregon

Area: Oregon Counties of Coos, Curry and Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.88
01012 - Accounting Clerk II		20.07
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		30.75
01035 - Court Reporter		20.49
01041 - Customer Service Representative I		15.98
01042 - Customer Service Representative II		17.44
01043 - Customer Service Representative III		19.57
01051 - Data Entry Operator I		17.40
01052 - Data Entry Operator II		18.99
01060 - Dispatcher, Motor Vehicle		22.66
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		18.22
01112 - General Clerk II		19.87
01113 - General Clerk III		22.31
01120 - Housing Referral Assistant		22.85
01141 - Messenger Courier		16.09
01191 - Order Clerk I		16.95
01192 - Order Clerk II		18.50
01261 - Personnel Assistant (Employment) I		18.70
01262 - Personnel Assistant (Employment) II		20.92
01263 - Personnel Assistant (Employment) III		23.31
01270 - Production Control Clerk		24.28
01290 - Rental Clerk		19.39
01300 - Scheduler, Maintenance		18.31
01311 - Secretary I		18.31
01312 - Secretary II		20.49
01313 - Secretary III		22.85
01320 - Service Order Dispatcher		20.25
01410 - Supply Technician		30.75
01420 - Survey Worker		23.21
01460 - Switchboard Operator/Receptionist		17.91
01531 - Travel Clerk I		18.02
01532 - Travel Clerk II		19.87

01533 - Travel Clerk III	21.74
01611 - Word Processor I	16.31
01612 - Word Processor II	18.31
01613 - Word Processor III	20.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	22.10
05040 - Automotive Glass Installer	20.90
05070 - Automotive Worker	20.90
05110 - Mobile Equipment Servicer	18.40
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	20.90
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	17.18
05250 - Motor Vehicle Upholstery Worker	19.64
05280 - Motor Vehicle Wrecker	20.90
05310 - Painter, Automotive	22.10
05340 - Radiator Repair Specialist	20.90
05370 - Tire Repairer	19.94
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.57
07041 - Cook I	18.01
07042 - Cook II	20.45
07070 - Dishwasher	16.03
07130 - Food Service Worker	15.94
07210 - Meat Cutter	20.60
07260 - Waiter/Waitress	14.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.07
09040 - Furniture Handler	15.91
09080 - Furniture Refinisher	24.07
09090 - Furniture Refinisher Helper	18.69
09110 - Furniture Repairer, Minor	21.36

09130 - Upholsterer	24.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.65
11060 - Elevator Operator	17.32
11090 - Gardener	23.70
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.83
11240 - Maid or Houseman	16.76
11260 - Pruner	17.20
11270 - Tractor Operator	22.12
11330 - Trail Maintenance Worker	18.83
11360 - Window Cleaner	18.96
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	30.98
12012 - Certified Occupational Therapist Assistant	42.52
12015 - Certified Physical Therapist Assistant	37.85
12020 - Dental Assistant	24.38
12025 - Dental Hygienist	49.67
12030 - EKG Technician	46.96
12035 - Electroneurodiagnostic Technologist	46.96
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	27.70
12072 - Licensed Practical Nurse II	30.98
12073 - Licensed Practical Nurse III	34.55
12100 - Medical Assistant	22.68
12130 - Medical Laboratory Technician	33.02
12160 - Medical Record Clerk	21.55
12190 - Medical Record Technician	24.10
12195 - Medical Transcriptionist	27.70
12210 - Nuclear Medicine Technologist	68.09
12221 - Nursing Assistant I	16.44
12222 - Nursing Assistant II	18.50
12223 - Nursing Assistant III	20.19

12224 - Nursing Assistant IV	22.66
12235 - Optical Dispenser	21.48
12236 - Optical Technician	27.70
12250 - Pharmacy Technician	23.93
12280 - Phlebotomist	22.14
12305 - Radiologic Technologist	47.71
12311 - Registered Nurse I	28.94
12312 - Registered Nurse II	35.40
12313 - Registered Nurse II, Specialist	35.40
12314 - Registered Nurse III	42.83
12315 - Registered Nurse III, Anesthetist	42.83
12316 - Registered Nurse IV	51.35
12317 - Scheduler (Drug and Alcohol Testing)	38.39
12320 - Substance Abuse Treatment Counselor	31.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.78
13012 - Exhibits Specialist II	24.50
13013 - Exhibits Specialist III	29.97
13041 - Illustrator I	19.78
13042 - Illustrator II	24.50
13043 - Illustrator III	29.97
13047 - Librarian	27.14
13050 - Library Aide/Clerk	16.87
13054 - Library Information Technology Systems Administrator	24.50
13058 - Library Technician	20.45
13061 - Media Specialist I	17.69
13062 - Media Specialist II	19.78
13063 - Media Specialist III	22.05
13071 - Photographer I	17.69
13072 - Photographer II	19.78
13073 - Photographer III	24.50
13074 - Photographer IV	29.97
13075 - Photographer V	36.26
13090 - Technical Order Library Clerk	21.09
13110 - Video Teleconference Technician	17.69

14000 - Information Technology Occupations		
14041 - Computer Operator I		19.52
14042 - Computer Operator II		21.83
14043 - Computer Operator III		24.33
14044 - Computer Operator IV		27.04
14045 - Computer Operator V		29.95
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		19.52
14160 - Personal Computer Support Technician		27.40
14170 - System Support Specialist		30.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.27
15020 - Aircrew Training Devices Instructor (Rated)		41.46
15030 - Air Crew Training Devices Instructor (Pilot)		49.71
15050 - Computer Based Training Specialist / Instructor		34.27
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		49.71
15080 - Graphic Artist		26.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.71
15086 - Maintenance Test Pilot, Rotary Wing		49.71
15088 - Non-Maintenance Test/Co-Pilot		49.71
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		29.07
15110 - Test Proctor		19.07
15120 - Tutor		19.07

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.92
16030 - Counter Attendant	18.92
16040 - Dry Cleaner	21.58
16070 - Finisher, Flatwork, Machine	18.92
16090 - Presser, Hand	18.92
16110 - Presser, Machine, Drycleaning	18.92
16130 - Presser, Machine, Shirts	18.92
16160 - Presser, Machine, Wearing Apparel, Laundry	18.92
16190 - Sewing Machine Operator	22.47
16220 - Tailor	23.38
16250 - Washer, Machine	19.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.70
19040 - Tool And Die Maker	37.39
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.80
21030 - Material Coordinator	24.28
21040 - Material Expediter	24.28
21050 - Material Handling Laborer	17.67
21071 - Order Filler	18.05
21080 - Production Line Worker (Food Processing)	23.80
21110 - Shipping Packer	20.52
21130 - Shipping/Receiving Clerk	20.52
21140 - Store Worker I	17.02
21150 - Stock Clerk	21.75
21210 - Tools And Parts Attendant	23.80
21410 - Warehouse Specialist	23.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.12
23019 - Aircraft Logs and Records Technician	27.28
23021 - Aircraft Mechanic I	32.41
23022 - Aircraft Mechanic II	34.12
23023 - Aircraft Mechanic III	35.86

23040 - Aircraft Mechanic Helper	23.87
23050 - Aircraft, Painter	30.70
23060 - Aircraft Servicer	27.28
23070 - Aircraft Survival Flight Equipment Technician	30.70
23080 - Aircraft Worker	29.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.41
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	25.57
23125 - Cable Splicer	58.94
23130 - Carpenter, Maintenance	25.06
23140 - Carpet Layer	29.03
23160 - Electrician, Maintenance	39.51
23181 - Electronics Technician Maintenance I	36.45
23182 - Electronics Technician Maintenance II	38.61
23183 - Electronics Technician Maintenance III	40.74
23260 - Fabric Worker	27.28
23290 - Fire Alarm System Mechanic	32.41
23310 - Fire Extinguisher Repairer	25.57
23311 - Fuel Distribution System Mechanic	32.41
23312 - Fuel Distribution System Operator	25.57
23370 - General Maintenance Worker	21.67
23380 - Ground Support Equipment Mechanic	32.41
23381 - Ground Support Equipment Servicer	27.28
23382 - Ground Support Equipment Worker	29.03
23391 - Gunsmith I	25.57
23392 - Gunsmith II	29.03
23393 - Gunsmith III	32.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.34
23430 - Heavy Equipment Mechanic	30.00
23440 - Heavy Equipment Operator	28.35

23460 - Instrument Mechanic	32.41
23465 - Laboratory/Shelter Mechanic	30.70
23470 - Laborer	17.67
23510 - Locksmith	30.70
23530 - Machinery Maintenance Mechanic	34.31
23550 - Machinist, Maintenance	27.57
23580 - Maintenance Trades Helper	19.68
23591 - Metrology Technician I	32.41
23592 - Metrology Technician II	34.12
23593 - Metrology Technician III	35.86
23640 - Millwright	30.61
23710 - Office Appliance Repairer	30.70
23760 - Painter, Maintenance	23.18
23790 - Pipefitter, Maintenance	35.01
23810 - Plumber, Maintenance	33.17
23820 - Pneudraulic Systems Mechanic	32.41
23850 - Rigger	32.41
23870 - Scale Mechanic	29.03
23890 - Sheet-Metal Worker, Maintenance	29.30
23910 - Small Engine Mechanic	21.81
23931 - Telecommunications Mechanic I	32.75
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	30.83
23960 - Welder, Combination, Maintenance	25.32
23965 - Well Driller	32.41
23970 - Woodcraft Worker	32.41
23980 - Woodworker	25.57
24000 - Personal Needs Occupations	
24550 - Case Manager	22.29
24570 - Child Care Attendant	16.43
24580 - Child Care Center Clerk	20.48
24610 - Chore Aide	18.29
24620 - Family Readiness And Support Services Coordinator	22.29
24630 - Homemaker	22.29

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.58
25040 - Sewage Plant Operator	29.11
25070 - Stationary Engineer	28.58
25190 - Ventilation Equipment Tender	21.05
25210 - Water Treatment Plant Operator	29.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.79
27007 - Baggage Inspector	17.62
27008 - Corrections Officer	34.81
27010 - Court Security Officer	30.74
27030 - Detection Dog Handler	19.71
27040 - Detention Officer	34.81
27070 - Firefighter	31.36
27101 - Guard I	17.62
27102 - Guard II	19.71
27131 - Police Officer I	33.43
27132 - Police Officer II	37.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.96
28042 - Carnival Equipment Repairer	22.45
28043 - Carnival Worker	16.30
28210 - Gate Attendant/Gate Tender	20.22
28310 - Lifeguard	16.00
28350 - Park Attendant (Aide)	22.63
28510 - Recreation Aide/Health Facility Attendant	16.50
28515 - Recreation Specialist	28.03
28630 - Sports Official	18.01
28690 - Swimming Pool Operator	25.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.36
29020 - Hatch Tender	29.36
29030 - Line Handler	29.36
29041 - Stevedore I	27.59

29042 - Stevedore II		31.10
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		19.28
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		26.71
30030 - Cartographic Technician		26.71
30040 - Civil Engineering Technician		40.77
30051 - Cryogenic Technician I		29.58
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		19.28
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.03
30064 - Drafter/CAD Operator IV		29.58
30081 - Engineering Technician I		17.17
30082 - Engineering Technician II		19.28
30083 - Engineering Technician III		21.56
30084 - Engineering Technician IV		26.71
30085 - Engineering Technician V		32.66
30086 - Engineering Technician VI		39.52
30090 - Environmental Technician		26.71
30095 - Evidence Control Specialist		26.71
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		29.58
30222 - Latent Fingerprint Technician II		32.66
30240 - Mathematical Technician		26.71
30361 - Paralegal/Legal Assistant I		22.10
30362 - Paralegal/Legal Assistant II		27.38
30363 - Paralegal/Legal Assistant III		33.49
30364 - Paralegal/Legal Assistant IV		40.51
30375 - Petroleum Supply Specialist		32.66

30390 - Photo-Optics Technician		26.71
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		26.71
30462 - Technical Writer II		32.66
30463 - Technical Writer III		39.52
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		29.58
30502 - Weather Forecaster II		35.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.03
30621 - Weather Observer, Senior	(see 2)	26.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.34
31030 - Bus Driver		20.59
31043 - Driver Courier		19.44
31260 - Parking and Lot Attendant		15.93
31290 - Shuttle Bus Driver		17.70
31310 - Taxi Driver		17.05
31361 - Truckdriver, Light		20.83
31362 - Truckdriver, Medium		22.22
31363 - Truckdriver, Heavy		27.77
31364 - Truckdriver, Tractor-Trailer		27.77
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.38
99050 - Desk Clerk		16.84
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		18.56
99252 - Laboratory Animal Caretaker II		19.88

99260 - Marketing Analyst	29.21
99310 - Mortician	29.28
99410 - Pest Controller	24.75
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	29.59
99711 - Recycling Specialist	34.76
99730 - Refuse Collector	27.04
99810 - Sales Clerk	16.90
99820 - School Crossing Guard	21.73
99830 - Survey Party Chief	27.48
99831 - Surveying Aide	17.25
99832 - Surveying Technician	23.49
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer Helper	18.79

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 :
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, 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))."""