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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.: 2015-4211 Revision No.: 34 Date Of Last Revision: 7/30/2026

State: New Jersey

Area: New Jersey Counties of Essex, Morris, Sussex and Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		23.22
01012 - Accounting Clerk II		26.05
01013 - Accounting Clerk III		29.15
01020 - Administrative Assistant		40.31
01035 - Court Reporter		42.17
01041 - Customer Service Representative I		19.47
01042 - Customer Service Representative II		21.25
01043 - Customer Service Representative III		23.84
01051 - Data Entry Operator I		19.99
01052 - Data Entry Operator II		21.81
01060 - Dispatcher, Motor Vehicle		28.37
01070 - Document Preparation Clerk		21.79
01090 - Duplicating Machine Operator		21.79
01111 - General Clerk I		18.72
01112 - General Clerk II		20.43
01113 - General Clerk III		22.92
01120 - Housing Referral Assistant		28.42
01141 - Messenger Courier		20.30
01191 - Order Clerk I		21.07
01192 - Order Clerk II		22.99
01261 - Personnel Assistant (Employment) I		21.91
01262 - Personnel Assistant (Employment) II		24.51
01263 - Personnel Assistant (Employment) III		27.33
01270 - Production Control Clerk		30.35
01290 - Rental Clerk		23.10
01300 - Scheduler, Maintenance		22.79
01311 - Secretary I		22.79
01312 - Secretary II		25.50
01313 - Secretary III		28.42
01320 - Service Order Dispatcher		25.00
01410 - Supply Technician		40.31
01420 - Survey Worker		27.56
01460 - Switchboard Operator/Receptionist		21.48
01531 - Travel Clerk I		22.38
01532 - Travel Clerk II		25.11
01533 - Travel Clerk III		28.09
01611 - Word Processor I		20.03
01612 - Word Processor II		22.47
01613 - Word Processor III		25.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.43
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68
05160 - Motor Equipment Metal Worker		27.31
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		23.15
05250 - Motor Vehicle Upholstery Worker		26.12
05280 - Motor Vehicle Wrecker		27.31
05310 - Painter, Automotive		28.50
05340 - Radiator Repair Specialist		27.31
05370 - Tire Repairer		21.38
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.85

07041 - Cook I		22.54
07042 - Cook II		25.15
07070 - Dishwasher		17.31
07130 - Food Service Worker		17.65
07210 - Meat Cutter		21.33
07260 - Waiter/Waitress		22.17
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		28.09
09040 - Furniture Handler		16.99
09080 - Furniture Refinisher		24.05
09090 - Furniture Refinisher Helper		19.45
09110 - Furniture Repairer, Minor		21.89
09130 - Upholsterer		23.95
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		19.97
11060 - Elevator Operator		20.60
11090 - Gardener		26.62
11122 - Housekeeping Aide		20.60
11150 - Janitor		20.60
11210 - Laborer, Grounds Maintenance		21.89
11240 - Maid or Houseman		21.16
11260 - Pruner		20.35
11270 - Tractor Operator		25.05
11330 - Trail Maintenance Worker		21.89
11360 - Window Cleaner		22.16
12000 - Health Occupations		
12010 - Ambulance Driver		25.88
12011 - Breath Alcohol Technician		32.73
12012 - Certified Occupational Therapist Assistant		36.04
12015 - Certified Physical Therapist Assistant		36.36
12020 - Dental Assistant		23.29
12025 - Dental Hygienist		52.75
12030 - EKG Technician		41.93
12035 - Electroneurodiagnostic Technologist		41.93
12040 - Emergency Medical Technician		25.88
12071 - Licensed Practical Nurse I		29.25
12072 - Licensed Practical Nurse II		32.73
12073 - Licensed Practical Nurse III		36.50
12100 - Medical Assistant		23.26
12130 - Medical Laboratory Technician		42.61
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.49
12210 - Nuclear Medicine Technologist		60.26
12221 - Nursing Assistant I		17.20
12222 - Nursing Assistant II		19.35
12223 - Nursing Assistant III		21.11
12224 - Nursing Assistant IV		23.69
12235 - Optical Dispenser		33.20
12236 - Optical Technician		19.13
12250 - Pharmacy Technician		21.46
12280 - Phlebotomist		24.03
12305 - Radiologic Technologist		49.39
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		39.68
12313 - Registered Nurse II, Specialist		39.68
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		40.54
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		32.08
13042 - Illustrator II		40.20
13043 - Illustrator III		49.13
13047 - Librarian		39.26
13050 - Library Aide/Clerk		18.20
13054 - Library Information Technology Systems Administrator		35.45
13058 - Library Technician		25.62
13061 - Media Specialist I		25.58
13062 - Media Specialist II		28.62
13063 - Media Specialist III		31.91
13071 - Photographer I		22.76
13072 - Photographer II		25.46
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		22.85
13110 - Video Teleconference Technician		34.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
14071 - Computer Programmer I	(see 1)	
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.54
15020 - Aircrew Training Devices Instructor (Rated)		51.48
15030 - Air Crew Training Devices Instructor (Pilot)		61.70
15050 - Computer Based Training Specialist / Instructor		42.54
15060 - Educational Technologist		41.21
15070 - Flight Instructor (Pilot)		61.70
15080 - Graphic Artist		38.12
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.70
15086 - Maintenance Test Pilot, Rotary Wing		61.70
15088 - Non-Maintenance Test/Co-Pilot		61.70
15090 - Technical Instructor		31.38
15095 - Technical Instructor/Course Developer		38.39
15110 - Test Proctor		25.33
15120 - Tutor		25.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.20
16030 - Counter Attendant		20.20
16040 - Dry Cleaner		23.09
16070 - Finisher, Flatwork, Machine		20.20
16090 - Presser, Hand		20.20
16110 - Presser, Machine, Drycleaning		20.20
16130 - Presser, Machine, Shirts		20.20
16160 - Presser, Machine, Wearing Apparel, Laundry		20.20
16190 - Sewing Machine Operator		24.03
16220 - Tailor		25.00
16250 - Washer, Machine		21.16
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.69
19040 - Tool And Die Maker		36.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		30.35
21040 - Material Expediter		30.35
21050 - Material Handling Laborer		20.81
21071 - Order Filler		18.56
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.38
21130 - Shipping/Receiving Clerk		22.38
21140 - Store Worker I		20.99
21150 - Stock Clerk		26.31
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		54.12
23019 - Aircraft Logs and Records Technician		45.62
23021 - Aircraft Mechanic I		52.10
23022 - Aircraft Mechanic II		54.12
23023 - Aircraft Mechanic III		56.14
23040 - Aircraft Mechanic Helper		40.55
23050 - Aircraft, Painter		50.14
23060 - Aircraft Servicer		45.62
23070 - Aircraft Survival Flight Equipment Technician		50.14
23080 - Aircraft Worker		48.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		48.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		52.10
23110 - Appliance Mechanic		31.34
23120 - Bicycle Repairer		25.07
23125 - Cable Splicer		58.89
23130 - Carpenter, Maintenance		35.72
23140 - Carpet Layer		31.05
23160 - Electrician, Maintenance		37.99
23181 - Electronics Technician Maintenance I		37.19
23182 - Electronics Technician Maintenance II		38.79
23183 - Electronics Technician Maintenance III		40.30
23260 - Fabric Worker		48.68
23290 - Fire Alarm System Mechanic		32.56
23310 - Fire Extinguisher Repairer		34.03
23311 - Fuel Distribution System Mechanic		50.25
23312 - Fuel Distribution System Operator		41.55
23370 - General Maintenance Worker		28.63
23380 - Ground Support Equipment Mechanic		52.10
23381 - Ground Support Equipment Servicer		45.62
23382 - Ground Support Equipment Worker		48.07
23391 - Gunsmith I		34.03
23392 - Gunsmith II		37.97
23393 - Gunsmith III		41.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic		37.50
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		38.96

23430 - Heavy Equipment Mechanic		37.53
23440 - Heavy Equipment Operator		46.90
23460 - Instrument Mechanic		37.41
23465 - Laboratory/Shelter Mechanic		39.60
23470 - Laborer		20.81
23510 - Locksmith		29.73
23530 - Machinery Maintenance Mechanic		36.18
23550 - Machinist, Maintenance		30.17
23580 - Maintenance Trades Helper		22.26
23591 - Metrology Technician I		37.41
23592 - Metrology Technician II		38.86
23593 - Metrology Technician III		40.32
23640 - Millwright		44.75
23710 - Office Appliance Repairer		30.06
23760 - Painter, Maintenance		29.53
23790 - Pipefitter, Maintenance		38.18
23810 - Plumber, Maintenance		36.75
23820 - Pneudraulic Systems Mechanic		41.15
23850 - Rigger		49.54
23870 - Scale Mechanic		37.97
23890 - Sheet-Metal Worker, Maintenance		37.19
23910 - Small Engine Mechanic		27.46
23931 - Telecommunications Mechanic I		36.49
23932 - Telecommunications Mechanic II		37.91
23950 - Telephone Lineman		51.77
23960 - Welder, Combination, Maintenance		29.66
23965 - Well Driller		37.66
23970 - Woodcraft Worker		41.15
23980 - Woodworker		34.03
24000 - Personal Needs Occupations		
24550 - Case Manager		23.01
24570 - Child Care Attendant		18.21
24580 - Child Care Center Clerk		22.72
24610 - Chore Aide		19.08
24620 - Family Readiness And Support Services Coordinator		23.01
24630 - Homemaker		23.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		50.39
25040 - Sewage Plant Operator		40.06
25070 - Stationary Engineer		50.39
25190 - Ventilation Equipment Tender		39.22
25210 - Water Treatment Plant Operator		40.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.54
27007 - Baggage Inspector		21.15
27008 - Corrections Officer		44.82
27010 - Court Security Officer		47.99
27030 - Detection Dog Handler		23.66
27040 - Detention Officer		44.82
27070 - Firefighter		51.16
27101 - Guard I		21.15
27102 - Guard II		23.66
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.25
28042 - Carnival Equipment Repairer		22.57
28043 - Carnival Worker		17.26
28210 - Gate Attendant/Gate Tender		22.63
28310 - Lifeguard		17.61
28350 - Park Attendant (Aide)		25.31
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		31.36
28630 - Sports Official		20.17
28690 - Swimming Pool Operator		25.19
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		46.38
29020 - Hatch Tender		46.38
29030 - Line Handler		46.38
29041 - Stevedore I		44.02
29042 - Stevedore II		48.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.84
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.64
30021 - Archeological Technician I		24.17
30022 - Archeological Technician II		27.04
30023 - Archeological Technician III		33.50
30030 - Cartographic Technician		33.50
30040 - Civil Engineering Technician		35.48
30051 - Cryogenic Technician I		37.10
30052 - Cryogenic Technician II		40.98
30061 - Drafter/CAD Operator I		24.17
30062 - Drafter/CAD Operator II		27.04
30063 - Drafter/CAD Operator III		30.16
30064 - Drafter/CAD Operator IV		37.10
30081 - Engineering Technician I		21.37
30082 - Engineering Technician II		23.98

30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		30.12
30095 - Evidence Control Specialist		33.50
30210 - Laboratory Technician		29.00
30221 - Latent Fingerprint Technician I		35.55
30222 - Latent Fingerprint Technician II		39.27
30240 - Mathematical Technician		39.86
30361 - Paralegal/Legal Assistant I		25.38
30362 - Paralegal/Legal Assistant II		31.45
30363 - Paralegal/Legal Assistant III		38.46
30364 - Paralegal/Legal Assistant IV		46.53
30375 - Petroleum Supply Specialist		40.98
30390 - Photo-Optics Technician		33.50
30395 - Radiation Control Technician		40.98
30461 - Technical Writer I		36.06
30462 - Technical Writer II		44.12
30463 - Technical Writer III		53.39
30491 - Unexploded Ordnance (UXO) Technician I		34.85
30492 - Unexploded Ordnance (UXO) Technician II		42.17
30493 - Unexploded Ordnance (UXO) Technician III		50.54
30494 - Unexploded (UXO) Safety Escort		34.85
30495 - Unexploded (UXO) Sweep Personnel		34.85
30501 - Weather Forecaster I		37.10
30502 - Weather Forecaster II		45.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.16
30621 - Weather Observer, Senior	(see 2)	33.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		42.17
31020 - Bus Aide		29.16
31030 - Bus Driver		37.56
31043 - Driver Courier		21.47
31260 - Parking and Lot Attendant		17.27
31290 - Shuttle Bus Driver		21.83
31310 - Taxi Driver		17.57
31361 - Truckdriver, Light		22.81
31362 - Truckdriver, Medium		24.16
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.56
99030 - Cashier		17.28
99050 - Desk Clerk		20.91
99095 - Embalmer		39.23
99130 - Flight Follower		34.85
99251 - Laboratory Animal Caretaker I		22.19
99252 - Laboratory Animal Caretaker II		23.58
99260 - Marketing Analyst		48.33
99310 - Mortician		36.79
99410 - Pest Controller		24.01
99510 - Photofinishing Worker		27.57
99710 - Recycling Laborer		33.77
99711 - Recycling Specialist		38.65
99730 - Refuse Collector		31.40
99810 - Sales Clerk		18.40
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		33.29
99831 - Surveying Aide		24.15
99832 - Surveying Technician		30.18
99840 - Vending Machine Attendant		28.92
99841 - Vending Machine Repairer		34.29
99842 - Vending Machine Repairer Helper		28.92

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: 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))."""