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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.: 2015-5571
Revision No.: 28
Date Of Last Revision: 3/30/2026

State: Oregon

Area: Oregon Counties of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.21
01012 - Accounting Clerk II		20.44
01013 - Accounting Clerk III		22.86
01020 - Administrative Assistant		32.40
01035 - Court Reporter		20.69
01041 - Customer Service Representative I		17.16
01042 - Customer Service Representative II		18.72
01043 - Customer Service Representative III		21.02
01051 - Data Entry Operator I		18.25
01052 - Data Entry Operator II		19.91
01060 - Dispatcher, Motor Vehicle		22.55
01070 - Document Preparation Clerk		16.47
01090 - Duplicating Machine Operator		16.47
01111 - General Clerk I		18.65
01112 - General Clerk II		20.35
01113 - General Clerk III		22.84
01120 - Housing Referral Assistant		23.07
01141 - Messenger Courier		19.07
01191 - Order Clerk I		17.14
01192 - Order Clerk II		18.70
01261 - Personnel Assistant (Employment) I		19.00
01262 - Personnel Assistant (Employment) II		21.26
01263 - Personnel Assistant (Employment) III		23.69
01270 - Production Control Clerk		24.27
01290 - Rental Clerk		19.73
01300 - Scheduler, Maintenance		18.49

01311 - Secretary I	18.49
01312 - Secretary II	20.69
01313 - Secretary III	23.07
01320 - Service Order Dispatcher	20.16
01410 - Supply Technician	32.40
01420 - Survey Worker	22.11
01460 - Switchboard Operator/Receptionist	18.61
01531 - Travel Clerk I	18.26
01532 - Travel Clerk II	19.74
01533 - Travel Clerk III	22.73
01611 - Word Processor I	16.48
01612 - Word Processor II	18.49
01613 - Word Processor III	20.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.42
05010 - Automotive Electrician	23.17
05040 - Automotive Glass Installer	21.94
05070 - Automotive Worker	21.94
05110 - Mobile Equipment Servicer	19.38
05130 - Motor Equipment Metal Mechanic	24.44
05160 - Motor Equipment Metal Worker	21.94
05190 - Motor Vehicle Mechanic	24.44
05220 - Motor Vehicle Mechanic Helper	18.13
05250 - Motor Vehicle Upholstery Worker	20.66
05280 - Motor Vehicle Wrecker	21.94
05310 - Painter, Automotive	23.17
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	20.17
05400 - Transmission Repair Specialist	24.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.49
07041 - Cook I	19.67
07042 - Cook II	22.27
07070 - Dishwasher	16.03
07130 - Food Service Worker	16.98
07210 - Meat Cutter	22.43
07260 - Waiter/Waitress	14.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.95
09040 - Furniture Handler	15.94
09080 - Furniture Refinisher	23.95
09090 - Furniture Refinisher Helper	18.70
09110 - Furniture Repairer, Minor	21.32
09130 - Upholsterer	23.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.34
11060 - Elevator Operator	17.32
11090 - Gardener	23.47
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.71
11240 - Maid or Houseman	17.06
11260 - Pruner	17.19
11270 - Tractor Operator	21.95
11330 - Trail Maintenance Worker	18.71
11360 - Window Cleaner	18.85
12000 - Health Occupations	
12010 - Ambulance Driver	25.33
12011 - Breath Alcohol Technician	31.50
12012 - Certified Occupational Therapist Assistant	43.23

12015 - Certified Physical Therapist Assistant		33.50
12020 - Dental Assistant		26.19
12025 - Dental Hygienist		52.45
12030 - EKG Technician		49.62
12035 - Electroneurodiagnostic Technologist		49.62
12040 - Emergency Medical Technician		25.33
12071 - Licensed Practical Nurse I		28.16
12072 - Licensed Practical Nurse II		31.50
12073 - Licensed Practical Nurse III		35.13
12100 - Medical Assistant		23.09
12130 - Medical Laboratory Technician		42.17
12160 - Medical Record Clerk		20.93
12190 - Medical Record Technician		23.41
12195 - Medical Transcriptionist		25.06
12210 - Nuclear Medicine Technologist		69.23
12221 - Nursing Assistant I		16.04
12222 - Nursing Assistant II		18.05
12223 - Nursing Assistant III		19.69
12224 - Nursing Assistant IV		22.10
12235 - Optical Dispenser		21.94
12236 - Optical Technician		28.16
12250 - Pharmacy Technician		25.62
12280 - Phlebotomist		21.54
12305 - Radiologic Technologist		43.61
12311 - Registered Nurse I		30.35
12312 - Registered Nurse II		37.12
12313 - Registered Nurse II, Specialist		37.12
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III, Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		39.04
12320 - Substance Abuse Treatment Counselor		29.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.54
13012 - Exhibits Specialist II		29.17
13013 - Exhibits Specialist III		35.68
13041 - Illustrator I		21.40
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		32.30
13050 - Library Aide/Clerk		17.62
13054 - Library Information Technology Systems Administrator		29.16
13058 - Library Technician		21.37
13061 - Media Specialist I		21.04
13062 - Media Specialist II		23.54
13063 - Media Specialist III		26.26
13071 - Photographer I		19.76
13072 - Photographer II		22.11
13073 - Photographer III		27.38
13074 - Photographer IV		32.71
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		22.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.95
14042 - Computer Operator II		21.21
14043 - Computer Operator III		23.65
14044 - Computer Operator IV		26.27
14045 - Computer Operator V		29.10
14071 - Computer Programmer I	(see 1)	23.96
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		18.95
14160 - Personal Computer Support Technician		27.67
14170 - System Support Specialist		31.38
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.79
15020 - Aircrew Training Devices Instructor (Rated)		40.88
15030 - Air Crew Training Devices Instructor (Pilot)		49.00
15050 - Computer Based Training Specialist / Instructor		33.79
15060 - Educational Technologist		38.72
15070 - Flight Instructor (Pilot)		49.00
15080 - Graphic Artist		26.25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.00
15086 - Maintenance Test Pilot, Rotary Wing		49.00
15088 - Non-Maintenance Test/Co-Pilot		49.00
15090 - Technical Instructor		22.69
15095 - Technical Instructor/Course Developer		27.75
15110 - Test Proctor		18.32
15120 - Tutor		18.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.60
16030 - Counter Attendant		18.60
16040 - Dry Cleaner		21.25
16070 - Finisher, Flatwork, Machine		18.60
16090 - Presser, Hand		18.60
16110 - Presser, Machine, Drycleaning		18.60
16130 - Presser, Machine, Shirts		18.60
16160 - Presser, Machine, Wearing Apparel, Laundry		18.60
16190 - Sewing Machine Operator		22.15
16220 - Tailor		23.03
16250 - Washer, Machine		19.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.66
19040 - Tool And Die Maker		36.14
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.14
21030 - Material Coordinator		24.27
21040 - Material Expediter		24.27
21050 - Material Handling Laborer		17.87
21071 - Order Filler		18.40
21080 - Production Line Worker (Food Processing)		24.14
21110 - Shipping Packer		20.65
21130 - Shipping/Receiving Clerk		20.65
21140 - Store Worker I		16.42
21150 - Stock Clerk		21.35
21210 - Tools And Parts Attendant		24.14
21410 - Warehouse Specialist		24.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.13
23019 - Aircraft Logs and Records Technician		28.22
23021 - Aircraft Mechanic I		33.44
23022 - Aircraft Mechanic II		35.13
23023 - Aircraft Mechanic III		36.92
23040 - Aircraft Mechanic Helper		24.65

23050 - Aircraft, Painter	31.70
23060 - Aircraft Servicer	28.22
23070 - Aircraft Survival Flight Equipment Technician	31.70
23080 - Aircraft Worker	29.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.44
23110 - Appliance Mechanic	28.66
23120 - Bicycle Repairer	24.11
23125 - Cable Splicer	31.29
23130 - Carpenter, Maintenance	27.43
23140 - Carpet Layer	28.09
23160 - Electrician, Maintenance	38.83
23181 - Electronics Technician Maintenance I	28.09
23182 - Electronics Technician Maintenance II	29.66
23183 - Electronics Technician Maintenance III	31.29
23260 - Fabric Worker	26.45
23290 - Fire Alarm System Mechanic	32.07
23310 - Fire Extinguisher Repairer	24.82
23311 - Fuel Distribution System Mechanic	31.29
23312 - Fuel Distribution System Operator	24.82
23370 - General Maintenance Worker	23.41
23380 - Ground Support Equipment Mechanic	33.44
23381 - Ground Support Equipment Servicer	28.22
23382 - Ground Support Equipment Worker	29.95
23391 - Gunsmith I	24.82
23392 - Gunsmith II	28.09
23393 - Gunsmith III	31.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.16
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.69
23430 - Heavy Equipment Mechanic	32.87
23440 - Heavy Equipment Operator	29.78
23460 - Instrument Mechanic	31.29
23465 - Laboratory/Shelter Mechanic	29.66
23470 - Laborer	17.87
23510 - Locksmith	29.66
23530 - Machinery Maintenance Mechanic	32.17
23550 - Machinist, Maintenance	26.81
23580 - Maintenance Trades Helper	18.59
23591 - Metrology Technician I	31.29
23592 - Metrology Technician II	32.88
23593 - Metrology Technician III	34.54
23640 - Millwright	31.29
23710 - Office Appliance Repairer	21.89
23760 - Painter, Maintenance	22.61
23790 - Pipefitter, Maintenance	37.14
23810 - Plumber, Maintenance	35.21
23820 - Pneudraulic Systems Mechanic	31.29
23850 - Rigger	30.71
23870 - Scale Mechanic	28.09
23890 - Sheet-Metal Worker, Maintenance	26.85
23910 - Small Engine Mechanic	28.09
23931 - Telecommunications Mechanic I	34.04
23932 - Telecommunications Mechanic II	35.77
23950 - Telephone Lineman	31.57
23960 - Welder, Combination, Maintenance	25.22
23965 - Well Driller	31.29
23970 - Woodcraft Worker	31.29
23980 - Woodworker	24.82

24000 - Personal Needs Occupations

24550 - Case Manager		22.81
24570 - Child Care Attendant		16.33
24580 - Child Care Center Clerk		20.36
24610 - Chore Aide		18.88
24620 - Family Readiness And Support Services Coordinator		22.81
24630 - Homemaker		22.81
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.48
25040 - Sewage Plant Operator		35.28
25070 - Stationary Engineer		30.48
25190 - Ventilation Equipment Tender		22.47
25210 - Water Treatment Plant Operator		35.28
27000 - Protective Service Occupations		
27004 - Alarm Monitor		37.49
27007 - Baggage Inspector		17.47
27008 - Corrections Officer		41.27
27010 - Court Security Officer		41.27
27030 - Detection Dog Handler		19.54
27040 - Detention Officer		41.27
27070 - Firefighter		41.27
27101 - Guard I		17.47
27102 - Guard II		19.54
27131 - Police Officer I		38.03
27132 - Police Officer II		42.27
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.12
28042 - Carnival Equipment Repairer		20.44
28043 - Carnival Worker		14.97
28210 - Gate Attendant/Gate Tender		21.07
28310 - Lifeguard		17.42
28350 - Park Attendant (Aide)		23.57
28510 - Recreation Aide/Health Facility Attendant		17.20
28515 - Recreation Specialist		29.19
28630 - Sports Official		18.77
28690 - Swimming Pool Operator		23.17
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.09
29020 - Hatch Tender		28.09
29030 - Line Handler		28.09
29041 - Stevedore I		26.45
29042 - Stevedore II		29.66
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		19.72
30022 - Archeological Technician II		22.06
30023 - Archeological Technician III		27.33
30030 - Cartographic Technician		27.33
30040 - Civil Engineering Technician		38.33
30051 - Cryogenic Technician I		30.27
30052 - Cryogenic Technician II		33.44
30061 - Drafter/CAD Operator I		19.72
30062 - Drafter/CAD Operator II		22.06
30063 - Drafter/CAD Operator III		24.60
30064 - Drafter/CAD Operator IV		30.27

30081 - Engineering Technician I		18.02
30082 - Engineering Technician II		20.22
30083 - Engineering Technician III		22.62
30084 - Engineering Technician IV		28.02
30085 - Engineering Technician V		34.27
30086 - Engineering Technician VI		41.46
30090 - Environmental Technician		27.33
30095 - Evidence Control Specialist		27.33
30210 - Laboratory Technician		25.31
30221 - Latent Fingerprint Technician I		30.27
30222 - Latent Fingerprint Technician II		33.44
30240 - Mathematical Technician		27.33
30361 - Paralegal/Legal Assistant I		22.80
30362 - Paralegal/Legal Assistant II		28.24
30363 - Paralegal/Legal Assistant III		34.54
30364 - Paralegal/Legal Assistant IV		41.79
30375 - Petroleum Supply Specialist		33.44
30390 - Photo-Optics Technician		27.33
30395 - Radiation Control Technician		33.44
30461 - Technical Writer I		27.10
30462 - Technical Writer II		33.14
30463 - Technical Writer III		40.09
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		30.27
30502 - Weather Forecaster II		36.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.60
30621 - Weather Observer, Senior	(see 2)	27.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		18.92
31030 - Bus Driver		25.31
31043 - Driver Courier		20.12
31260 - Parking and Lot Attendant		15.75
31290 - Shuttle Bus Driver		17.01
31310 - Taxi Driver		15.33
31361 - Truckdriver, Light		21.51
31362 - Truckdriver, Medium		22.93
31363 - Truckdriver, Heavy		27.90
31364 - Truckdriver, Tractor-Trailer		27.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.67
99050 - Desk Clerk		17.07
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.87
99252 - Laboratory Animal Caretaker II		19.11
99260 - Marketing Analyst		28.21
99310 - Mortician		29.28
99410 - Pest Controller		25.01
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		29.52
99711 - Recycling Specialist		34.63
99730 - Refuse Collector		27.13
99810 - Sales Clerk		16.99
99820 - School Crossing Guard		18.90
99830 - Survey Party Chief		26.13
99831 - Surveying Aide		16.41

99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	23.09
99841 - Vending Machine Repairer	27.95
99842 - Vending Machine Repairer Helper	23.09

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, 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))."""