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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4341
Revision No.: 35
Date Of Last Revision: 7/30/2026

State: Virginia, North Carolina

Area: Virginia Counties of Chesapeake*, Gloucester, Hampton*, Isle of Wight, James City, Mathews, Newport News*, Norfolk*, Poquoson*, Portsmouth*, Suffolk*, Virginia Beach*, Williamsburg* and York

North Carolina Counties of Currituck and Gates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.65
01012 - Accounting Clerk II		20.92
01013 - Accounting Clerk III		23.41
01020 - Administrative Assistant		32.51
01035 - Court Reporter		25.66
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.35
01043 - Customer Service Representative III		18.34
01051 - Data Entry Operator I		16.75
01052 - Data Entry Operator II		18.28
01060 - Dispatcher, Motor Vehicle		23.16
01070 - Document Preparation Clerk		17.41
01090 - Duplicating Machine Operator		17.41
01111 - General Clerk I		17.53
01112 - General Clerk II		19.13
01113 - General Clerk III		21.46
01120 - Housing Referral Assistant		23.97
01141 - Messenger Courier		18.48
01191 - Order Clerk I		18.65
01192 - Order Clerk II		20.35
01261 - Personnel Assistant (Employment) I		18.72
01262 - Personnel Assistant (Employment) II		20.94
01263 - Personnel Assistant (Employment) III		23.35
01270 - Production Control Clerk		30.41
01290 - Rental Clerk		20.15
01300 - Scheduler, Maintenance		19.23
01311 - Secretary I		19.23
01312 - Secretary II		21.51
01313 - Secretary III		23.97
01320 - Service Order Dispatcher		20.70
01410 - Supply Technician		32.51
01420 - Survey Worker		18.76
01460 - Switchboard Operator/Receptionist		17.05
01531 - Travel Clerk I		16.68
01532 - Travel Clerk II		18.72
01533 - Travel Clerk III		20.68
01611 - Word Processor I		18.22
01612 - Word Processor II		20.45
01613 - Word Processor III		22.87
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.40
05010 - Automotive Electrician		26.20
05040 - Automotive Glass Installer		24.85
05070 - Automotive Worker		24.85
05110 - Mobile Equipment Servicer		22.40
05130 - Motor Equipment Metal Mechanic		27.50
05160 - Motor Equipment Metal Worker		24.85
05190 - Motor Vehicle Mechanic		27.50
05220 - Motor Vehicle Mechanic Helper		21.10
05250 - Motor Vehicle Upholstery Worker		23.61
05280 - Motor Vehicle Wrecker		24.85
05310 - Painter, Automotive		26.20
05340 - Radiator Repair Specialist		24.85

05370 - Tire Repairer 19.07
05400 - Transmission Repair Specialist 27.50

07000 - Food Preparation And Service Occupations
07010 - Baker 16.25
07041 - Cook I 18.48
07042 - Cook II 20.49
07070 - Dishwasher 14.31
07130 - Food Service Worker 15.66
07210 - Meat Cutter 19.82
07260 - Waiter/Waitress 16.19

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.83
09040 - Furniture Handler 16.72
09080 - Furniture Refinisher 23.45
09090 - Furniture Refinisher Helper 18.88
09110 - Furniture Repairer, Minor 21.13
09130 - Upholsterer 22.19

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.05
11060 - Elevator Operator 16.15
11090 - Gardener 21.05
11122 - Housekeeping Aide 16.15
11150 - Janitor 16.15
11210 - Laborer, Grounds Maintenance 17.56
11240 - Maid or Houseman 14.95
11260 - Pruner 16.09
11270 - Tractor Operator 19.85
11330 - Trail Maintenance Worker 17.56
11360 - Window Cleaner 17.63

12000 - Health Occupations
12010 - Ambulance Driver 22.07
12011 - Breath Alcohol Technician 23.66
12012 - Certified Occupational Therapist Assistant 34.69
12015 - Certified Physical Therapist Assistant 35.24
12020 - Dental Assistant 22.44
12025 - Dental Hygienist 47.54
12030 - EKG Technician 37.55
12035 - Electroneurodiagnostic Technologist 37.55
12040 - Emergency Medical Technician 22.07
12071 - Licensed Practical Nurse I 24.81
12072 - Licensed Practical Nurse II 27.75
12073 - Licensed Practical Nurse III 30.95
12100 - Medical Assistant 20.58
12130 - Medical Laboratory Technician 28.30
12160 - Medical Record Clerk 21.74
12190 - Medical Record Technician 24.32
12195 - Medical Transcriptionist 18.19
12210 - Nuclear Medicine Technologist 47.90
12221 - Nursing Assistant I 13.62
12222 - Nursing Assistant II 15.31
12223 - Nursing Assistant III 16.71
12224 - Nursing Assistant IV 18.75
12235 - Optical Dispenser 25.19
12236 - Optical Technician 20.83
12250 - Pharmacy Technician 21.12
12280 - Phlebotomist 21.34
12305 - Radiologic Technologist 37.16
12311 - Registered Nurse I 29.05
12312 - Registered Nurse II 35.53
12313 - Registered Nurse II, Specialist 35.53
12314 - Registered Nurse III 43.00
12315 - Registered Nurse III, Anesthetist 43.00
12316 - Registered Nurse IV 51.54
12317 - Scheduler (Drug and Alcohol Testing) 34.38
12320 - Substance Abuse Treatment Counselor 28.50

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.17
13012 - Exhibits Specialist II 33.65
13013 - Exhibits Specialist III 40.92
13041 - Illustrator I 25.87
13042 - Illustrator II 32.05
13043 - Illustrator III 39.22
13047 - Librarian 37.27
13050 - Library Aide/Clerk 19.07
13054 - Library Information Technology Systems Administrator 33.65
13058 - Library Technician 19.27
13061 - Media Specialist I 24.28
13062 - Media Specialist II 27.17
13063 - Media Specialist III 30.30
13071 - Photographer I 18.36
13072 - Photographer II 21.89
13073 - Photographer III 27.12
13074 - Photographer IV 31.12
13075 - Photographer V 37.65
13090 - Technical Order Library Clerk 23.94
13110 - Video Teleconference Technician 25.94

14000 - Information Technology Occupations
14041 - Computer Operator I 19.37
14042 - Computer Operator II 21.67
14043 - Computer Operator III 24.17
14044 - Computer Operator IV 26.84

14045 - Computer Operator V		29.73
14071 - Computer Programmer I	(see 1)	27.02
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		19.37
14160 - Personal Computer Support Technician		26.84
14170 - System Support Specialist		29.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.39
15020 - Aircrew Training Devices Instructor (Rated)		41.62
15030 - Air Crew Training Devices Instructor (Pilot)		49.89
15050 - Computer Based Training Specialist / Instructor		34.39
15060 - Educational Technologist		41.01
15070 - Flight Instructor (Pilot)		49.89
15080 - Graphic Artist		29.22
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.89
15086 - Maintenance Test Pilot, Rotary Wing		49.89
15088 - Non-Maintenance Test/Co-Pilot		49.89
15090 - Technical Instructor		29.27
15095 - Technical Instructor/Course Developer		35.80
15110 - Test Proctor		23.63
15120 - Tutor		23.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.77
16030 - Counter Attendant		14.77
16040 - Dry Cleaner		16.89
16070 - Finisher, Flatwork, Machine		14.77
16090 - Presser, Hand		14.77
16110 - Presser, Machine, Drycleaning		14.77
16130 - Presser, Machine, Shirts		14.77
16160 - Presser, Machine, Wearing Apparel, Laundry		14.77
16190 - Sewing Machine Operator		17.61
16220 - Tailor		18.31
16250 - Washer, Machine		15.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.66
19040 - Tool And Die Maker		31.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.62
21030 - Material Coordinator		30.41
21040 - Material Expediter		30.41
21050 - Material Handling Laborer		18.83
21071 - Order Filler		16.88
21080 - Production Line Worker (Food Processing)		22.62
21110 - Shipping Packer		20.98
21130 - Shipping/Receiving Clerk		20.98
21140 - Store Worker I		16.77
21150 - Stock Clerk		21.01
21210 - Tools And Parts Attendant		22.62
21410 - Warehouse Specialist		22.62
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.64
23019 - Aircraft Logs and Records Technician		33.20
23021 - Aircraft Mechanic I		38.68
23022 - Aircraft Mechanic II		40.64
23023 - Aircraft Mechanic III		42.54
23040 - Aircraft Mechanic Helper		29.70
23050 - Aircraft, Painter		36.88
23060 - Aircraft Servicer		33.20
23070 - Aircraft Survival Flight Equipment Technician		36.88
23080 - Aircraft Worker		34.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		34.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.68
23110 - Appliance Mechanic		29.24
23120 - Bicycle Repairer		24.55
23125 - Cable Splicer		32.86
23130 - Carpenter, Maintenance		24.76
23140 - Carpet Layer		27.27
23160 - Electrician, Maintenance		29.98
23181 - Electronics Technician Maintenance I		31.42
23182 - Electronics Technician Maintenance II		33.18
23183 - Electronics Technician Maintenance III		34.80
23260 - Fabric Worker		25.92
23290 - Fire Alarm System Mechanic		29.06
23310 - Fire Extinguisher Repairer		24.60
23311 - Fuel Distribution System Mechanic		33.28
23312 - Fuel Distribution System Operator		27.11
23370 - General Maintenance Worker		22.99
23380 - Ground Support Equipment Mechanic		38.68
23381 - Ground Support Equipment Servicer		33.20
23382 - Ground Support Equipment Worker		34.92
23391 - Gunsmith I		24.60
23392 - Gunsmith II		27.27

23393 - Gunsmith III		30.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.59
23430 - Heavy Equipment Mechanic		30.89
23440 - Heavy Equipment Operator		25.03
23460 - Instrument Mechanic		35.97
23465 - Laboratory/Shelter Mechanic		28.79
23470 - Laborer		18.83
23510 - Locksmith		26.33
23530 - Machinery Maintenance Mechanic		31.07
23550 - Machinist, Maintenance		30.91
23580 - Maintenance Trades Helper		18.52
23591 - Metrology Technician I		35.97
23592 - Metrology Technician II		37.80
23593 - Metrology Technician III		39.56
23640 - Millwright		29.08
23710 - Office Appliance Repairer		25.03
23760 - Painter, Maintenance		22.65
23790 - Pipefitter, Maintenance		29.75
23810 - Plumber, Maintenance		28.36
23820 - Pneudraulic Systems Mechanic		30.20
23850 - Rigger		30.98
23870 - Scale Mechanic		27.27
23890 - Sheet-Metal Worker, Maintenance		30.48
23910 - Small Engine Mechanic		23.28
23931 - Telecommunications Mechanic I		29.09
23932 - Telecommunications Mechanic II		30.54
23950 - Telephone Lineman		32.68
23960 - Welder, Combination, Maintenance		30.59
23965 - Well Driller		29.66
23970 - Woodcraft Worker		30.20
23980 - Woodworker		24.60
24000 - Personal Needs Occupations		
24550 - Case Manager		19.13
24570 - Child Care Attendant		14.32
24580 - Child Care Center Clerk		17.87
24610 - Chore Aide		13.66
24620 - Family Readiness And Support Services Coordinator		19.13
24630 - Homemaker		19.13
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.47
25040 - Sewage Plant Operator		28.56
25070 - Stationary Engineer		32.47
25190 - Ventilation Equipment Tender		24.93
25210 - Water Treatment Plant Operator		28.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.01
27007 - Baggage Inspector		18.18
27008 - Corrections Officer		24.40
27010 - Court Security Officer		26.21
27030 - Detection Dog Handler		20.34
27040 - Detention Officer		24.40
27070 - Firefighter		28.02
27101 - Guard I		18.18
27102 - Guard II		20.34
27131 - Police Officer I		26.13
27132 - Police Officer II		29.04
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.00
28042 - Carnival Equipment Repairer		18.03
28043 - Carnival Worker		13.78
28210 - Gate Attendant/Gate Tender		21.81
28310 - Lifeguard		14.67
28350 - Park Attendant (Aide)		24.40
28510 - Recreation Aide/Health Facility Attendant		17.81
28515 - Recreation Specialist		30.22
28630 - Sports Official		19.43
28690 - Swimming Pool Operator		19.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.51
29020 - Hatch Tender		32.51
29030 - Line Handler		32.51
29041 - Stevedore I		30.91
29042 - Stevedore II		34.33
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.23
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.56
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.86
30021 - Archeological Technician I		19.51
30022 - Archeological Technician II		21.83
30023 - Archeological Technician III		27.05
30030 - Cartographic Technician		27.05
30040 - Civil Engineering Technician		30.20
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		19.51

30062 - Drafter/CAD Operator II		21.83
30063 - Drafter/CAD Operator III		24.34
30064 - Drafter/CAD Operator IV		29.95
30081 - Engineering Technician I		20.23
30082 - Engineering Technician II		22.70
30083 - Engineering Technician III		25.39
30084 - Engineering Technician IV		31.46
30085 - Engineering Technician V		38.48
30086 - Engineering Technician VI		46.57
30090 - Environmental Technician		25.87
30095 - Evidence Control Specialist		27.05
30210 - Laboratory Technician		23.95
30221 - Latent Fingerprint Technician I		29.87
30222 - Latent Fingerprint Technician II		32.99
30240 - Mathematical Technician		35.52
30361 - Paralegal/Legal Assistant I		23.21
30362 - Paralegal/Legal Assistant II		28.75
30363 - Paralegal/Legal Assistant III		35.17
30364 - Paralegal/Legal Assistant IV		42.56
30375 - Petroleum Supply Specialist		33.08
30390 - Photo-Optics Technician		27.05
30395 - Radiation Control Technician		33.08
30461 - Technical Writer I		26.31
30462 - Technical Writer II		32.18
30463 - Technical Writer III		38.93
30491 - Unexploded Ordnance (UXO) Technician I		30.01
30492 - Unexploded Ordnance (UXO) Technician II		36.31
30493 - Unexploded Ordnance (UXO) Technician III		43.53
30494 - Unexploded (UXO) Safety Escort		30.01
30495 - Unexploded (UXO) Sweep Personnel		30.01
30501 - Weather Forecaster I		29.95
30502 - Weather Forecaster II		36.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.34
30621 - Weather Observer, Senior	(see 2)	27.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.31
31020 - Bus Aide		17.81
31030 - Bus Driver		22.50
31043 - Driver Courier		18.85
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		17.47
31310 - Taxi Driver		14.88
31361 - Truckdriver, Light		20.00
31362 - Truckdriver, Medium		21.08
31363 - Truckdriver, Heavy		24.26
31364 - Truckdriver, Tractor-Trailer		24.26
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.70
99030 - Cashier		14.10
99050 - Desk Clerk		14.89
99095 - Embalmer		30.76
99130 - Flight Follower		30.01
99251 - Laboratory Animal Caretaker I		17.46
99252 - Laboratory Animal Caretaker II		18.52
99260 - Marketing Analyst		33.44
99310 - Mortician		30.76
99410 - Pest Controller		20.55
99510 - Photofinishing Worker		15.77
99710 - Recycling Laborer		25.49
99711 - Recycling Specialist		28.81
99730 - Refuse Collector		23.35
99810 - Sales Clerk		14.82
99820 - School Crossing Guard		17.38
99830 - Survey Party Chief		27.87
99831 - Surveying Aide		17.40
99832 - Surveying Technician		25.34
99840 - Vending Machine Attendant		18.05
99841 - Vending Machine Repairer		21.24
99842 - Vending Machine Repairer Helper		18.05

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 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 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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