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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.: 33
Date Of Last Revision: 5/13/2026

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		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
01051 - Data Entry Operator I		19.66
01052 - Data Entry Operator II		21.45
01060 - Dispatcher, Motor Vehicle		28.37
01070 - Document Preparation Clerk		19.81
01090 - Duplicating Machine Operator		19.81
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.72
01120 - Housing Referral Assistant		28.42
01141 - Messenger Courier		20.30
01191 - Order Clerk I		19.95
01192 - Order Clerk II		22.19
01261 - Personnel Assistant (Employment) I		21.74
01262 - Personnel Assistant (Employment) II		24.32
01263 - Personnel Assistant (Employment) III		27.11
01270 - Production Control Clerk		29.78
01290 - Rental Clerk		21.76
01300 - Scheduler, Maintenance		22.79
01311 - Secretary I		22.79
01312 - Secretary II		25.50
01313 - Secretary III		28.42
01320 - Service Order Dispatcher		24.37
01410 - Supply Technician		40.03
01420 - Survey Worker		25.70
01460 - Switchboard Operator/Receptionist		20.71
01531 - Travel Clerk I		21.86
01532 - Travel Clerk II		24.53
01533 - Travel Clerk III		27.44
01611 - Word Processor I		19.57
01612 - Word Processor II		21.97
01613 - Word Processor III		24.57
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		19.97
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.85

07041 - Cook I		22.29
07042 - Cook II		24.88
07070 - Dishwasher		17.31
07130 - Food Service Worker		17.65
07210 - Meat Cutter		21.33
07260 - Waiter/Waitress		20.15
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		25.54
09040 - Furniture Handler		16.73
09080 - Furniture Refinisher		23.24
09090 - Furniture Refinisher Helper		18.79
09110 - Furniture Repairer, Minor		21.14
09130 - Upholsterer		23.95
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		19.29
11060 - Elevator Operator		19.40
11090 - Gardener		26.40
11122 - Housekeeping Aide		19.40
11150 - Janitor		19.40
11210 - Laborer, Grounds Maintenance		21.71
11240 - Maid or Houseman		20.72
11260 - Pruner		20.18
11270 - Tractor Operator		24.85
11330 - Trail Maintenance Worker		21.71
11360 - Window Cleaner		20.87
12000 - Health Occupations		
12010 - Ambulance Driver		24.60
12011 - Breath Alcohol Technician		31.40
12012 - Certified Occupational Therapist Assistant		35.79
12015 - Certified Physical Therapist Assistant		34.72
12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		24.60
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.49
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		19.13
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
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)		38.90
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		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		25.62
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
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		22.56
13110 - Video Teleconference Technician		33.70
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)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
15090 - Technical Instructor		31.05
15095 - Technical Instructor/Course Developer		37.98
15110 - Test Proctor		25.07
15120 - Tutor		25.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86
23050 - Aircraft, Painter		45.58
23060 - Aircraft Servicer		41.47
23070 - Aircraft Survival Flight Equipment Technician		45.58
23080 - Aircraft Worker		43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		47.36
23110 - Appliance Mechanic		29.67
23120 - Bicycle Repairer		24.48
23125 - Cable Splicer		57.58
23130 - Carpenter, Maintenance		33.50
23140 - Carpet Layer		28.96
23160 - Electrician, Maintenance		37.18
23181 - Electronics Technician Maintenance I		37.19
23182 - Electronics Technician Maintenance II		38.79
23183 - Electronics Technician Maintenance III		40.30
23260 - Fabric Worker		46.09
23290 - Fire Alarm System Mechanic		32.56
23310 - Fire Extinguisher Repairer		33.12
23311 - Fuel Distribution System Mechanic		50.25
23312 - Fuel Distribution System Operator		41.55
23370 - General Maintenance Worker		28.32
23380 - Ground Support Equipment Mechanic		47.36
23381 - Ground Support Equipment Servicer		41.47
23382 - Ground Support Equipment Worker		43.70
23391 - Gunsmith I		33.12
23392 - Gunsmith II		36.97
23393 - Gunsmith III		40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic		35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		37.00

23430 - Heavy Equipment Mechanic		36.87
23440 - Heavy Equipment Operator		46.90
23460 - Instrument Mechanic		34.01
23465 - Laboratory/Shelter Mechanic		38.55
23470 - Laborer		19.84
23510 - Locksmith		28.79
23530 - Machinery Maintenance Mechanic		34.91
23550 - Machinist, Maintenance		29.96
23580 - Maintenance Trades Helper		22.26
23591 - Metrology Technician I		34.01
23592 - Metrology Technician II		35.33
23593 - Metrology Technician III		36.65
23640 - Millwright		41.36
23710 - Office Appliance Repairer		30.06
23760 - Painter, Maintenance		28.45
23790 - Pipefitter, Maintenance		38.18
23810 - Plumber, Maintenance		36.75
23820 - Pneudraulic Systems Mechanic		40.06
23850 - Rigger		48.31
23870 - Scale Mechanic		36.97
23890 - Sheet-Metal Worker, Maintenance		37.19
23910 - Small Engine Mechanic		26.38
23931 - Telecommunications Mechanic I		35.34
23932 - Telecommunications Mechanic II		36.72
23950 - Telephone Lineman		51.77
23960 - Welder, Combination, Maintenance		29.25
23965 - Well Driller		37.66
23970 - Woodcraft Worker		40.06
23980 - Woodworker		33.12
24000 - Personal Needs Occupations		
24550 - Case Manager		22.78
24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
28350 - Park Attendant (Aide)		25.28
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		31.33
28630 - Sports Official		20.14
28690 - Swimming Pool Operator		24.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		43.50
29020 - Hatch Tender		43.50
29030 - Line Handler		43.50
29041 - Stevedore I		41.27
29042 - Stevedore II		45.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94
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		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.38
30222 - Latent Fingerprint Technician II		37.97
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		28.60
31030 - Bus Driver		36.87
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		17.57
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.57
99710 - Recycling Laborer		32.93
99711 - Recycling Specialist		37.69
99730 - Refuse Collector		30.61
99810 - Sales Clerk		17.96
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))."""