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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

Wage Determination No.: 2015-4333
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Virginia

Area: Virginia Counties of Madison, Page and Shenandoah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.76
01013 - Accounting Clerk III		24.34
01020 - Administrative Assistant		31.41
01035 - Court Reporter		22.63
01041 - Customer Service Representative I		16.38
01042 - Customer Service Representative II		17.88
01043 - Customer Service Representative III		20.08
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher, Motor Vehicle		20.20
01070 - Document Preparation Clerk		18.02
01090 - Duplicating Machine Operator		18.02
01111 - General Clerk I		16.86
01112 - General Clerk II		18.40
01113 - General Clerk III		20.65
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		14.68
01191 - Order Clerk I		16.52
01192 - Order Clerk II		18.02
01261 - Personnel Assistant (Employment) I		20.23
01262 - Personnel Assistant (Employment) II		22.63
01263 - Personnel Assistant (Employment) III		25.22
01270 - Production Control Clerk		24.00
01290 - Rental Clerk		18.34
01300 - Scheduler, Maintenance		20.23
01311 - Secretary I		20.23
01312 - Secretary II		22.63
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		18.06
01410 - Supply Technician		31.41
01420 - Survey Worker		20.03
01460 - Switchboard Operator/Receptionist		16.77
01531 - Travel Clerk I		17.45
01532 - Travel Clerk II		18.61
01533 - Travel Clerk III		19.72
01611 - Word Processor I		18.02
01612 - Word Processor II		20.23
01613 - Word Processor III		22.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.58
05010 - Automotive Electrician		21.58
05040 - Automotive Glass Installer		20.46
05070 - Automotive Worker		20.46
05110 - Mobile Equipment Servicer		18.88
05130 - Motor Equipment Metal Mechanic		22.60
05160 - Motor Equipment Metal Worker		20.46
05190 - Motor Vehicle Mechanic		22.60
05220 - Motor Vehicle Mechanic Helper		18.12
05250 - Motor Vehicle Upholstery Worker		19.61
05280 - Motor Vehicle Wrecker		20.46
05310 - Painter, Automotive		21.58
05340 - Radiator Repair Specialist		20.46
05370 - Tire Repairer		18.27
05400 - Transmission Repair Specialist		22.60
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.85

07041 - Cook I 15.94
07042 - Cook II 17.93
07070 - Dishwasher 14.20
07130 - Food Service Worker 14.33
07210 - Meat Cutter 22.02
07260 - Waiter/Waitress 13.82

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.30
09040 - Furniture Handler 16.88
09080 - Furniture Refinisher 24.30
09090 - Furniture Refinisher Helper 19.36
09110 - Furniture Repairer, Minor 21.82
09130 - Upholsterer 24.30

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.58
11060 - Elevator Operator 16.36
11090 - Gardener 21.92
11122 - Housekeeping Aide 16.36
11150 - Janitor 16.36
11210 - Laborer, Grounds Maintenance 17.55
11240 - Maid or Houseman 13.80
11260 - Pruner 16.04
11270 - Tractor Operator 20.54
11330 - Trail Maintenance Worker 17.55
11360 - Window Cleaner 17.90

12000 - Health Occupations
12010 - Ambulance Driver 21.13
12011 - Breath Alcohol Technician 26.73
12012 - Certified Occupational Therapist Assistant 36.95
12015 - Certified Physical Therapist Assistant 35.64
12020 - Dental Assistant 19.70
12025 - Dental Hygienist 43.90
12030 - EKG Technician 40.51
12035 - Electroneurodiagnostic Technologist 40.51
12040 - Emergency Medical Technician 21.13
12071 - Licensed Practical Nurse I 23.99
12072 - Licensed Practical Nurse II 26.83
12073 - Licensed Practical Nurse III 29.91
12100 - Medical Assistant 20.16
12130 - Medical Laboratory Technician 29.30
12160 - Medical Record Clerk 21.68
12190 - Medical Record Technician 25.06
12195 - Medical Transcriptionist 23.90
12210 - Nuclear Medicine Technologist 58.77
12221 - Nursing Assistant I 14.68
12222 - Nursing Assistant II 16.51
12223 - Nursing Assistant III 18.02
12224 - Nursing Assistant IV 20.23
12235 - Optical Dispenser 26.73
12236 - Optical Technician 23.90
12250 - Pharmacy Technician 18.25
12280 - Phlebotomist 21.73
12305 - Radiologic Technologist 33.34
12311 - Registered Nurse I 31.59
12312 - Registered Nurse II 38.63
12313 - Registered Nurse II, Specialist 38.63
12314 - Registered Nurse III 46.74
12315 - Registered Nurse III, Anesthetist 46.74
12316 - Registered Nurse IV 56.04
12317 - Scheduler (Drug and Alcohol Testing) 33.13
12320 - Substance Abuse Treatment Counselor 24.77

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.76
13012 - Exhibits Specialist II 26.96
13013 - Exhibits Specialist III 32.98
13041 - Illustrator I 21.76
13042 - Illustrator II 26.96
13043 - Illustrator III 32.98
13047 - Librarian 33.88
13050 - Library Aide/Clerk 15.17
13054 - Library Information Technology Systems
Administrator 30.60
13058 - Library Technician 20.37
13061 - Media Specialist I 19.46
13062 - Media Specialist II 21.76
13063 - Media Specialist III 24.27
13071 - Photographer I 19.46
13072 - Photographer II 21.76
13073 - Photographer III 26.96
13074 - Photographer IV 32.98
13075 - Photographer V 39.90
13090 - Technical Order Library Clerk 18.10
13110 - Video Teleconference Technician 20.39

14000 - Information Technology Occupations
14041 - Computer Operator I 20.07
14042 - Computer Operator II 22.45
14043 - Computer Operator III 25.02
14044 - Computer Operator IV 27.81
14045 - Computer Operator V 30.80
14071 - Computer Programmer I (see 1) 26.36
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		20.07
14160 - Personal Computer Support Technician		27.81
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.04
15020 - Aircrew Training Devices Instructor (Rated)		48.44
15030 - Air Crew Training Devices Instructor (Pilot)		58.08
15050 - Computer Based Training Specialist / Instructor		40.04
15060 - Educational Technologist		36.64
15070 - Flight Instructor (Pilot)		58.08
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.44
15086 - Maintenance Test Pilot, Rotary Wing		55.44
15088 - Non-Maintenance Test/Co-Pilot		55.44
15090 - Technical Instructor		28.03
15095 - Technical Instructor/Course Developer		34.28
15110 - Test Proctor		22.63
15120 - Tutor		22.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.10
16030 - Counter Attendant		14.10
16040 - Dry Cleaner		16.13
16070 - Finisher, Flatwork, Machine		14.10
16090 - Presser, Hand		14.10
16110 - Presser, Machine, Drycleaning		14.10
16130 - Presser, Machine, Shirts		14.10
16160 - Presser, Machine, Wearing Apparel, Laundry		14.10
16190 - Sewing Machine Operator		16.80
16220 - Tailor		17.47
16250 - Washer, Machine		14.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.92
19040 - Tool And Die Maker		32.00
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.68
21030 - Material Coordinator		24.00
21040 - Material Expediter		24.00
21050 - Material Handling Laborer		17.65
21071 - Order Filler		17.66
21080 - Production Line Worker (Food Processing)		23.68
21110 - Shipping Packer		19.38
21130 - Shipping/Receiving Clerk		19.38
21140 - Store Worker I		16.23
21150 - Stock Clerk		21.19
21210 - Tools And Parts Attendant		23.68
21410 - Warehouse Specialist		23.68
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.43
23019 - Aircraft Logs and Records Technician		24.06
23021 - Aircraft Mechanic I		28.19
23022 - Aircraft Mechanic II		29.43
23023 - Aircraft Mechanic III		30.75
23040 - Aircraft Mechanic Helper		21.26
23050 - Aircraft, Painter		26.92
23060 - Aircraft Servicer		24.06
23070 - Aircraft Survival Flight Equipment Technician		26.92
23080 - Aircraft Worker		25.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.19
23110 - Appliance Mechanic		26.92
23120 - Bicycle Repairer		22.69
23125 - Cable Splicer		42.32
23130 - Carpenter, Maintenance		22.84
23140 - Carpet Layer		25.52
23160 - Electrician, Maintenance		28.60
23181 - Electronics Technician Maintenance I		29.99
23182 - Electronics Technician Maintenance II		31.63
23183 - Electronics Technician Maintenance III		33.12
23260 - Fabric Worker		24.06
23290 - Fire Alarm System Mechanic		28.19
23310 - Fire Extinguisher Repairer		22.69
23311 - Fuel Distribution System Mechanic		32.69
23312 - Fuel Distribution System Operator		27.27
23370 - General Maintenance Worker		21.43
23380 - Ground Support Equipment Mechanic		28.19
23381 - Ground Support Equipment Servicer		24.06
23382 - Ground Support Equipment Worker		25.52
23391 - Gunsmith I		22.69
23392 - Gunsmith II		25.52
23393 - Gunsmith III		28.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.72
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.76

23430 - Heavy Equipment Mechanic		24.34
23440 - Heavy Equipment Operator		23.91
23460 - Instrument Mechanic		28.19
23465 - Laboratory/Shelter Mechanic		26.92
23470 - Laborer		17.65
23510 - Locksmith		26.92
23530 - Machinery Maintenance Mechanic		30.22
23550 - Machinist, Maintenance		28.35
23580 - Maintenance Trades Helper		18.28
23591 - Metrology Technician I		28.19
23592 - Metrology Technician II		29.43
23593 - Metrology Technician III		30.75
23640 - Millwright		28.19
23710 - Office Appliance Repairer		26.92
23760 - Painter, Maintenance		21.75
23790 - Pipefitter, Maintenance		32.02
23810 - Plumber, Maintenance		29.98
23820 - Pneudraulic Systems Mechanic		28.19
23850 - Rigger		28.19
23870 - Scale Mechanic		25.52
23890 - Sheet-Metal Worker, Maintenance		28.19
23910 - Small Engine Mechanic		21.03
23931 - Telecommunications Mechanic I		34.82
23932 - Telecommunications Mechanic II		36.35
23950 - Telephone Lineman		35.61
23960 - Welder, Combination, Maintenance		25.24
23965 - Well Driller		28.19
23970 - Woodcraft Worker		28.19
23980 - Woodworker		22.69
24000 - Personal Needs Occupations		
24550 - Case Manager		17.72
24570 - Child Care Attendant		13.64
24580 - Child Care Center Clerk		17.00
24610 - Chore Aide		13.51
24620 - Family Readiness And Support Services Coordinator		17.72
24630 - Homemaker		17.72
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.96
25040 - Sewage Plant Operator		24.22
25070 - Stationary Engineer		25.96
25190 - Ventilation Equipment Tender		19.58
25210 - Water Treatment Plant Operator		24.22
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.96
27007 - Baggage Inspector		24.02
27008 - Corrections Officer		23.48
27010 - Court Security Officer		24.72
27030 - Detection Dog Handler		26.87
27040 - Detention Officer		23.48
27070 - Firefighter		24.63
27101 - Guard I		24.02
27102 - Guard II		26.87
27131 - Police Officer I		26.89
27132 - Police Officer II		29.89
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.83
28042 - Carnival Equipment Repairer		17.96
28043 - Carnival Worker		13.16
28210 - Gate Attendant/Gate Tender		19.54
28310 - Lifeguard		14.08
28350 - Park Attendant (Aide)		21.85
28510 - Recreation Aide/Health Facility Attendant		15.94
28515 - Recreation Specialist		27.07
28630 - Sports Official		17.39
28690 - Swimming Pool Operator		20.19
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.52
29020 - Hatch Tender		25.52
29030 - Line Handler		25.52
29041 - Stevedore I		24.06
29042 - Stevedore II		26.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.04
30021 - Archeological Technician I		19.56
30022 - Archeological Technician II		22.00
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		27.11
30051 - Cryogenic Technician I		30.02
30052 - Cryogenic Technician II		33.16
30061 - Drafter/CAD Operator I		19.56
30062 - Drafter/CAD Operator II		22.00
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		30.02
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72

30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		31.83
30095 - Evidence Control Specialist		27.11
30210 - Laboratory Technician		24.39
30221 - Latent Fingerprint Technician I		30.02
30222 - Latent Fingerprint Technician II		33.16
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30375 - Petroleum Supply Specialist		33.16
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		33.16
30461 - Technical Writer I		27.11
30462 - Technical Writer II		33.16
30463 - Technical Writer III		40.11
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.54
30493 - Unexploded Ordnance (UXO) Technician III		48.59
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		30.02
30502 - Weather Forecaster II		36.51
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.54
31020 - Bus Aide		16.36
31030 - Bus Driver		20.85
31043 - Driver Courier		17.34
31260 - Parking and Lot Attendant		14.95
31290 - Shuttle Bus Driver		17.23
31310 - Taxi Driver		14.51
31361 - Truckdriver, Light		18.95
31362 - Truckdriver, Medium		21.61
31363 - Truckdriver, Heavy		23.58
31364 - Truckdriver, Tractor-Trailer		23.58
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		13.85
99050 - Desk Clerk		14.36
99095 - Embalmer		33.50
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		15.76
99252 - Laboratory Animal Caretaker II		16.82
99260 - Marketing Analyst		29.30
99310 - Mortician		33.50
99410 - Pest Controller		25.85
99510 - Photofinishing Worker		17.61
99710 - Recycling Laborer		17.00
99711 - Recycling Specialist		19.87
99730 - Refuse Collector		15.53
99810 - Sales Clerk		15.81
99820 - School Crossing Guard		17.85
99830 - Survey Party Chief		24.20
99831 - Surveying Aide		15.12
99832 - Surveying Technician		20.70
99840 - Vending Machine Attendant		22.84
99841 - Vending Machine Repairer		27.42
99842 - Vending Machine Repairer Helper		22.84

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 20 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))."""