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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.: 2015-4083 Revision No.: 34 Date Of Last Revision: 6/25/2026

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts:
BRISTOL COUNTY: Attleboro, North Attleborough, Rehoboth, Seekonk

Rhode Island:
PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Providence, Smithfield, Woonsocket

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State: Massachusetts, Rhode Island

Area: Massachusetts Counties of Bristol

Rhode Island Counties of Providence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	20.93
01012 - Accounting Clerk II	23.48
01013 - Accounting Clerk III	26.27
01020 - Administrative Assistant	36.75
01035 - Court Reporter	30.21
01041 - Customer Service Representative I	18.52
01042 - Customer Service Representative II	20.21
01043 - Customer Service Representative III	22.68
01051 - Data Entry Operator I	19.60
01052 - Data Entry Operator II	21.39
01060 - Dispatcher, Motor Vehicle	23.98
01070 - Document Preparation Clerk	21.91
01090 - Duplicating Machine Operator	21.91
01111 - General Clerk I	18.63
01112 - General Clerk II	20.33
01113 - General Clerk III	22.81
01120 - Housing Referral Assistant	26.44
01141 - Messenger Courier	18.66
01191 - Order Clerk I	21.41
01192 - Order Clerk II	23.35
01261 - Personnel Assistant (Employment) I	20.65
01262 - Personnel Assistant (Employment) II	23.10
01263 - Personnel Assistant (Employment) III	25.76
01270 - Production Control Clerk	29.75
01290 - Rental Clerk	20.15
01300 - Scheduler, Maintenance	21.20
01311 - Secretary I	21.20
01312 - Secretary II	23.71
01313 - Secretary III	26.44
01320 - Service Order Dispatcher	21.43
01410 - Supply Technician	36.75
01420 - Survey Worker	24.79
01460 - Switchboard Operator/Receptionist	20.06
01531 - Travel Clerk I	20.25
01532 - Travel Clerk II	22.14
01533 - Travel Clerk III	24.77
01611 - Word Processor I	19.67
01612 - Word Processor II	22.07
01613 - Word Processor III	24.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.49
05010 - Automotive Electrician	23.94
05040 - Automotive Glass Installer	22.90
05070 - Automotive Worker	22.90
05110 - Mobile Equipment Servicer	20.73
05130 - Motor Equipment Metal Mechanic	24.99
05160 - Motor Equipment Metal Worker	22.90
05190 - Motor Vehicle Mechanic	24.99
05220 - Motor Vehicle Mechanic Helper	19.33

05250 - Motor Vehicle Upholstery Worker	21.77
05280 - Motor Vehicle Wrecker	22.90
05310 - Painter, Automotive	23.94
05340 - Radiator Repair Specialist	22.90
05370 - Tire Repairer	20.64
05400 - Transmission Repair Specialist	24.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.75
07041 - Cook I	22.28
07042 - Cook II	24.61
07070 - Dishwasher	16.78
07130 - Food Service Worker	17.43
07210 - Meat Cutter	21.97
07260 - Waiter/Waitress	17.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.47
09040 - Furniture Handler	19.24
09080 - Furniture Refinisher	26.91
09090 - Furniture Refinisher Helper	22.54
09110 - Furniture Repairer, Minor	24.71
09130 - Upholsterer	25.66
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.33
11060 - Elevator Operator	18.35
11090 - Gardener	27.52
11122 - Housekeeping Aide	18.35
11150 - Janitor	18.35
11210 - Laborer, Grounds Maintenance	21.76
11240 - Maid or Houseman	17.98
11260 - Pruner	20.01
11270 - Tractor Operator	25.66
11330 - Trail Maintenance Worker	21.76
11360 - Window Cleaner	20.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.75
12011 - Breath Alcohol Technician	34.06
12012 - Certified Occupational Therapist Assistant	32.36
12015 - Certified Physical Therapist Assistant	34.69
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	42.94
12030 - EKG Technician	50.00
12035 - Electroneurodiagnostic Technologist	50.00
12040 - Emergency Medical Technician	22.75
12071 - Licensed Practical Nurse I	30.44
12072 - Licensed Practical Nurse II	34.06
12073 - Licensed Practical Nurse III	37.98

12100 - Medical Assistant	22.61
12130 - Medical Laboratory Technician	37.00
12160 - Medical Record Clerk	26.65
12190 - Medical Record Technician	29.82
12195 - Medical Transcriptionist	21.63
12210 - Nuclear Medicine Technologist	52.90
12221 - Nursing Assistant I	16.17
12222 - Nursing Assistant II	18.19
12223 - Nursing Assistant III	19.85
12224 - Nursing Assistant IV	22.27
12235 - Optical Dispenser	27.44
12236 - Optical Technician	22.81
12250 - Pharmacy Technician	20.59
12280 - Phlebotomist	22.91
12305 - Radiologic Technologist	41.22
12311 - Registered Nurse I	32.44
12312 - Registered Nurse II	39.68
12313 - Registered Nurse II, Specialist	39.68
12314 - Registered Nurse III	48.02
12315 - Registered Nurse III, Anesthetist	48.02
12316 - Registered Nurse IV	57.55
12317 - Scheduler (Drug and Alcohol Testing)	42.19
12320 - Substance Abuse Treatment Counselor	28.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.54
13012 - Exhibits Specialist II	32.88
13013 - Exhibits Specialist III	40.21
13041 - Illustrator I	26.54
13042 - Illustrator II	32.88
13043 - Illustrator III	40.21
13047 - Librarian	36.41
13050 - Library Aide/Clerk	17.63
13054 - Library Information Technology Systems Administrator	32.88
13058 - Library Technician	24.64
13061 - Media Specialist I	23.72
13062 - Media Specialist II	26.54
13063 - Media Specialist III	29.60
13071 - Photographer I	22.23
13072 - Photographer II	24.87
13073 - Photographer III	30.81
13074 - Photographer IV	37.69
13075 - Photographer V	45.58
13090 - Technical Order Library Clerk	22.13
13110 - Video Teleconference Technician	30.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	25.86
14042 - Computer Operator II	28.93

14043 - Computer Operator III		32.26
14044 - Computer Operator IV		35.84
14045 - Computer Operator V		39.69
14071 - Computer Programmer I	(see 1)	25.51
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		25.86
14160 - Personal Computer Support Technician		35.84
14170 - System Support Specialist		39.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.08
15020 - Aircrew Training Devices Instructor (Rated)		48.50
15030 - Air Crew Training Devices Instructor (Pilot)		58.15
15050 - Computer Based Training Specialist / Instructor		40.08
15060 - Educational Technologist		31.03
15070 - Flight Instructor (Pilot)		58.15
15080 - Graphic Artist		33.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.15
15086 - Maintenance Test Pilot, Rotary Wing		58.15
15088 - Non-Maintenance Test/Co-Pilot		58.15
15090 - Technical Instructor		29.89
15095 - Technical Instructor/Course Developer		36.56
15110 - Test Proctor		24.12
15120 - Tutor		24.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.55
16030 - Counter Attendant		18.55
16040 - Dry Cleaner		21.21
16070 - Finisher, Flatwork, Machine		18.55
16090 - Presser, Hand		18.55
16110 - Presser, Machine, Drycleaning		18.55
16130 - Presser, Machine, Shirts		18.55
16160 - Presser, Machine, Wearing Apparel, Laundry		18.55
16190 - Sewing Machine Operator		22.08
16220 - Tailor		22.95
16250 - Washer, Machine		19.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.76
19040 - Tool And Die Maker		31.13

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.58
21030 - Material Coordinator	29.75
21040 - Material Expediter	29.75
21050 - Material Handling Laborer	19.41
21071 - Order Filler	17.68
21080 - Production Line Worker (Food Processing)	21.58
21110 - Shipping Packer	22.04
21130 - Shipping/Receiving Clerk	22.04
21140 - Store Worker I	17.45
21150 - Stock Clerk	23.18
21210 - Tools And Parts Attendant	21.58
21410 - Warehouse Specialist	21.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.65
23019 - Aircraft Logs and Records Technician	32.02
23021 - Aircraft Mechanic I	36.29
23022 - Aircraft Mechanic II	37.65
23023 - Aircraft Mechanic III	39.10
23040 - Aircraft Mechanic Helper	29.24
23050 - Aircraft, Painter	34.87
23060 - Aircraft Servicer	32.02
23070 - Aircraft Survival Flight Equipment Technician	34.87
23080 - Aircraft Worker	33.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.29
23110 - Appliance Mechanic	28.15
23120 - Bicycle Repairer	22.57
23125 - Cable Splicer	54.39
23130 - Carpenter, Maintenance	29.76
23140 - Carpet Layer	32.55
23160 - Electrician, Maintenance	35.57
23181 - Electronics Technician Maintenance I	33.48
23182 - Electronics Technician Maintenance II	35.01
23183 - Electronics Technician Maintenance III	36.54
23260 - Fabric Worker	30.94
23290 - Fire Alarm System Mechanic	28.66
23310 - Fire Extinguisher Repairer	29.47
23311 - Fuel Distribution System Mechanic	46.29
23312 - Fuel Distribution System Operator	38.41
23370 - General Maintenance Worker	24.37
23380 - Ground Support Equipment Mechanic	36.29
23381 - Ground Support Equipment Servicer	32.02
23382 - Ground Support Equipment Worker	33.47
23391 - Gunsmith I	29.47
23392 - Gunsmith II	32.55

23393 - Gunsmith III	35.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.39
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.59
23430 - Heavy Equipment Mechanic	34.43
23440 - Heavy Equipment Operator	35.34
23460 - Instrument Mechanic	35.52
23465 - Laboratory/Shelter Mechanic	34.03
23470 - Laborer	19.41
23510 - Locksmith	33.20
23530 - Machinery Maintenance Mechanic	31.14
23550 - Machinist, Maintenance	28.34
23580 - Maintenance Trades Helper	21.75
23591 - Metrology Technician I	35.52
23592 - Metrology Technician II	36.84
23593 - Metrology Technician III	38.35
23640 - Millwright	33.71
23710 - Office Appliance Repairer	25.62
23760 - Painter, Maintenance	24.73
23790 - Pipefitter, Maintenance	38.37
23810 - Plumber, Maintenance	36.76
23820 - Pneudraulic Systems Mechanic	35.52
23850 - Rigger	31.48
23870 - Scale Mechanic	32.55
23890 - Sheet-Metal Worker, Maintenance	31.30
23910 - Small Engine Mechanic	25.21
23931 - Telecommunications Mechanic I	42.27
23932 - Telecommunications Mechanic II	43.89
23950 - Telephone Lineman	49.91
23960 - Welder, Combination, Maintenance	28.35
23965 - Well Driller	35.52
23970 - Woodcraft Worker	35.52
23980 - Woodworker	29.47
24000 - Personal Needs Occupations	
24550 - Case Manager	22.81
24570 - Child Care Attendant	17.90
24580 - Child Care Center Clerk	22.33
24610 - Chore Aide	19.66
24620 - Family Readiness And Support Services Coordinator	22.81
24630 - Homemaker	22.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.99
25040 - Sewage Plant Operator	30.02
25070 - Stationary Engineer	31.99
25190 - Ventilation Equipment Tender	24.75
25210 - Water Treatment Plant Operator	30.02

27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.60
27007 - Baggage Inspector		19.14
27008 - Corrections Officer		35.68
27010 - Court Security Officer		32.37
27030 - Detection Dog Handler		21.41
27040 - Detention Officer		35.68
27070 - Firefighter		32.81
27101 - Guard I		19.14
27102 - Guard II		21.41
27131 - Police Officer I		33.43
27132 - Police Officer II		37.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.20
28042 - Carnival Equipment Repairer		21.67
28043 - Carnival Worker		15.56
28210 - Gate Attendant/Gate Tender		21.38
28310 - Lifeguard		16.98
28350 - Park Attendant (Aide)		23.92
28510 - Recreation Aide/Health Facility Attendant		17.46
28515 - Recreation Specialist		29.63
28630 - Sports Official		19.05
28690 - Swimming Pool Operator		23.93
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.38
29020 - Hatch Tender		35.38
29030 - Line Handler		35.38
29041 - Stevedore I		33.74
29042 - Stevedore II		36.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.70
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.34
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.03
30021 - Archeological Technician I		22.17
30022 - Archeological Technician II		24.80
30023 - Archeological Technician III		30.73
30030 - Cartographic Technician		30.73
30040 - Civil Engineering Technician		31.07
30051 - Cryogenic Technician I		34.03
30052 - Cryogenic Technician II		37.59
30061 - Drafter/CAD Operator I		22.17
30062 - Drafter/CAD Operator II		24.80
30063 - Drafter/CAD Operator III		27.66

30064 - Drafter/CAD Operator IV		34.03
30081 - Engineering Technician I		20.79
30082 - Engineering Technician II		23.32
30083 - Engineering Technician III		26.09
30084 - Engineering Technician IV		32.32
30085 - Engineering Technician V		39.54
30086 - Engineering Technician VI		47.85
30090 - Environmental Technician		31.49
30095 - Evidence Control Specialist		30.73
30210 - Laboratory Technician		28.68
30221 - Latent Fingerprint Technician I		34.03
30222 - Latent Fingerprint Technician II		37.59
30240 - Mathematical Technician		30.73
30361 - Paralegal/Legal Assistant I		26.22
30362 - Paralegal/Legal Assistant II		32.48
30363 - Paralegal/Legal Assistant III		39.72
30364 - Paralegal/Legal Assistant IV		48.06
30375 - Petroleum Supply Specialist		37.59
30390 - Photo-Optics Technician		30.73
30395 - Radiation Control Technician		37.59
30461 - Technical Writer I		32.68
30462 - Technical Writer II		39.97
30463 - Technical Writer III		48.36
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.53
30493 - Unexploded Ordnance (UXO) Technician III		48.57
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		34.03
30502 - Weather Forecaster II		41.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.66
30621 - Weather Observer, Senior	(see 2)	30.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.53
31020 - Bus Aide		20.88
31030 - Bus Driver		26.81
31043 - Driver Courier		20.58
31260 - Parking and Lot Attendant		16.54
31290 - Shuttle Bus Driver		17.95
31310 - Taxi Driver		15.90
31361 - Truckdriver, Light		22.07
31362 - Truckdriver, Medium		23.17
31363 - Truckdriver, Heavy		29.14
31364 - Truckdriver, Tractor-Trailer		29.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		16.60

99050 - Desk Clerk	18.13
99095 - Embalmer	37.72
99130 - Flight Follower	33.50
99251 - Laboratory Animal Caretaker I	22.73
99252 - Laboratory Animal Caretaker II	23.86
99260 - Marketing Analyst	40.36
99310 - Mortician	38.43
99410 - Pest Controller	22.17
99510 - Photofinishing Worker	17.60
99710 - Recycling Laborer	28.33
99711 - Recycling Specialist	33.41
99730 - Refuse Collector	25.73
99810 - Sales Clerk	16.94
99820 - School Crossing Guard	19.32
99830 - Survey Party Chief	32.57
99831 - Surveying Aide	23.32
99832 - Surveying Technician	31.07
99840 - Vending Machine Attendant	24.71
99841 - Vending Machine Repairer	29.27
99842 - Vending Machine Repairer Helper	24.71

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 contract from May 11, 2026, through December 31, 2026. 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 10 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 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))."""