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.: 2015-4867
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State: Michigan

Area: Michigan Counties of Lapeer, Macomb, Oakland and St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.14
01012 - Accounting Clerk II		21.48
01013 - Accounting Clerk III		24.03
01020 - Administrative Assistant		34.92
01035 - Court Reporter		31.63
01041 - Customer Service Representative I		17.72
01042 - Customer Service Representative II		19.34
01043 - Customer Service Representative III		21.71
01051 - Data Entry Operator I		17.01
01052 - Data Entry Operator II		18.56
01060 - Dispatcher, Motor Vehicle		22.81
01070 - Document Preparation Clerk		18.18
01090 - Duplicating Machine Operator		18.18
01111 - General Clerk I		17.91
01112 - General Clerk II		19.55
01113 - General Clerk III		21.94
01120 - Housing Referral Assistant		26.97
01141 - Messenger Courier		19.30
01191 - Order Clerk I		20.53
01192 - Order Clerk II		22.39
01261 - Personnel Assistant (Employment) I		20.46
01262 - Personnel Assistant (Employment) II		22.88
01263 - Personnel Assistant (Employment) III		25.51
01270 - Production Control Clerk		28.97
01290 - Rental Clerk		18.89
01300 - Scheduler, Maintenance		21.64
01311 - Secretary I		21.64
01312 - Secretary II		24.20
01313 - Secretary III		26.97
01320 - Service Order Dispatcher		20.39
01410 - Supply Technician		34.92
01420 - Survey Worker		20.62
01460 - Switchboard Operator/Receptionist		18.03
01531 - Travel Clerk I		19.23
01532 - Travel Clerk II		20.90
01533 - Travel Clerk III		23.23
01611 - Word Processor I		19.86
01612 - Word Processor II		22.30
01613 - Word Processor III		24.94

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.98
05010 - Automotive Electrician	23.41
05040 - Automotive Glass Installer	22.66
05070 - Automotive Worker	22.66
05110 - Mobile Equipment Servicer	21.03
05130 - Motor Equipment Metal Mechanic	24.37
05160 - Motor Equipment Metal Worker	22.66
05190 - Motor Vehicle Mechanic	24.37
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.82
05280 - Motor Vehicle Wrecker	22.66
05310 - Painter, Automotive	23.41
05340 - Radiator Repair Specialist	22.66
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	17.50
07042 - Cook II	18.86
07070 - Dishwasher	14.45
07130 - Food Service Worker	17.06
07210 - Meat Cutter	18.56
07260 - Waiter/Waitress	17.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.11
11060 - Elevator Operator	17.09
11090 - Gardener	22.66
11122 - Housekeeping Aide	17.09
11150 - Janitor	17.09
11210 - Laborer, Grounds Maintenance	18.43
11240 - Maid or Houseman	16.73
11260 - Pruner	17.03
11270 - Tractor Operator	21.27
11330 - Trail Maintenance Worker	18.43
11360 - Window Cleaner	18.49
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	28.06
12012 - Certified Occupational Therapist Assistant	30.57
12015 - Certified Physical Therapist Assistant	29.22
12020 - Dental Assistant	22.75
12025 - Dental Hygienist	39.20
12030 - EKG Technician	35.19
12035 - Electroneurodiagnostic Technologist	35.19
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	25.08
12072 - Licensed Practical Nurse II	28.06
12073 - Licensed Practical Nurse III	31.27
12100 - Medical Assistant	18.45
12130 - Medical Laboratory Technician	28.20
12160 - Medical Record Clerk	20.72

12190 - Medical Record Technician		23.18
12195 - Medical Transcriptionist		18.99
12210 - Nuclear Medicine Technologist		44.92
12221 - Nursing Assistant I		15.30
12222 - Nursing Assistant II		17.22
12223 - Nursing Assistant III		18.79
12224 - Nursing Assistant IV		21.09
12235 - Optical Dispenser		20.27
12236 - Optical Technician		22.73
12250 - Pharmacy Technician		19.04
12280 - Phlebotomist		21.02
12305 - Radiologic Technologist		33.44
12311 - Registered Nurse I		29.83
12312 - Registered Nurse II		35.36
12313 - Registered Nurse II, Specialist		35.36
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III, Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		34.75
12320 - Substance Abuse Treatment Counselor		24.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.81
13012 - Exhibits Specialist II		27.01
13013 - Exhibits Specialist III		33.04
13041 - Illustrator I		29.51
13042 - Illustrator II		36.56
13043 - Illustrator III		43.34
13047 - Librarian		30.28
13050 - Library Aide/Clerk		15.21
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		19.18
13062 - Media Specialist II		21.46
13063 - Media Specialist III		23.92
13071 - Photographer I		19.77
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		40.54
13090 - Technical Order Library Clerk		19.09
13110 - Video Teleconference Technician		27.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.95
14042 - Computer Operator II		23.44
14043 - Computer Operator III		26.14
14044 - Computer Operator IV		29.04
14045 - Computer Operator V		32.16
14071 - Computer Programmer I	(see 1)	24.38
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		20.95
14160 - Personal Computer Support Technician		29.04
14170 - System Support Specialist		33.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor		

(Non-Rated)	35.45
15020 - Aircrew Training Devices Instructor (Rated)	42.88
15030 - Air Crew Training Devices Instructor (Pilot)	51.41
15050 - Computer Based Training Specialist / Instructor	35.45
15060 - Educational Technologist	38.93
15070 - Flight Instructor (Pilot)	51.41
15080 - Graphic Artist	32.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.41
15086 - Maintenance Test Pilot, Rotary Wing	51.41
15088 - Non-Maintenance Test/Co-Pilot	51.41
15090 - Technical Instructor	26.84
15095 - Technical Instructor/Course Developer	32.83
15110 - Test Proctor	21.80
15120 - Tutor	21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.65
16030 - Counter Attendant	13.65
16040 - Dry Cleaner	17.58
16070 - Finisher, Flatwork, Machine	13.65
16090 - Presser, Hand	13.65
16110 - Presser, Machine, Drycleaning	13.65
16130 - Presser, Machine, Shirts	13.65
16160 - Presser, Machine, Wearing Apparel, Laundry	13.65
16190 - Sewing Machine Operator	19.14
16220 - Tailor	20.64
16250 - Washer, Machine	14.58
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.20
19040 - Tool And Die Maker	34.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.41
21030 - Material Coordinator	28.97
21040 - Material Expediter	28.97
21050 - Material Handling Laborer	19.13
21071 - Order Filler	17.97
21080 - Production Line Worker (Food Processing)	22.41
21110 - Shipping Packer	21.99
21130 - Shipping/Receiving Clerk	21.99
21140 - Store Worker I	22.10
21150 - Stock Clerk	28.09
21210 - Tools And Parts Attendant	22.41
21410 - Warehouse Specialist	22.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.23
23019 - Aircraft Logs and Records Technician	33.11
23021 - Aircraft Mechanic I	36.98
23022 - Aircraft Mechanic II	38.23
23023 - Aircraft Mechanic III	39.53
23040 - Aircraft Mechanic Helper	29.94
23050 - Aircraft, Painter	35.52
23060 - Aircraft Servicer	33.11
23070 - Aircraft Survival Flight Equipment Technician	35.52
23080 - Aircraft Worker	34.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.38
23092 - Aircrew Life Support Equipment (ALSE)	

Mechanic II	36.98
23110 - Appliance Mechanic	28.62
23120 - Bicycle Repairer	24.84
23125 - Cable Splicer	51.13
23130 - Carpenter, Maintenance	31.28
23140 - Carpet Layer	25.05
23160 - Electrician, Maintenance	38.62
23181 - Electronics Technician Maintenance I	31.46
23182 - Electronics Technician Maintenance II	32.50
23183 - Electronics Technician Maintenance III	33.84
23260 - Fabric Worker	29.91
23290 - Fire Alarm System Mechanic	26.15
23310 - Fire Extinguisher Repairer	28.83
23311 - Fuel Distribution System Mechanic	44.76
23312 - Fuel Distribution System Operator	38.62
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	36.98
23381 - Ground Support Equipment Servicer	33.11
23382 - Ground Support Equipment Worker	34.38
23391 - Gunsmith I	28.83
23392 - Gunsmith II	31.07
23393 - Gunsmith III	33.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.39
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.39
23430 - Heavy Equipment Mechanic	31.77
23440 - Heavy Equipment Operator	32.13
23460 - Instrument Mechanic	35.01
23465 - Laboratory/Shelter Mechanic	32.09
23470 - Laborer	19.13
23510 - Locksmith	28.90
23530 - Machinery Maintenance Mechanic	31.30
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	35.01
23592 - Metrology Technician II	36.20
23593 - Metrology Technician III	37.48
23640 - Millwright	40.32
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.65
23790 - Pipefitter, Maintenance	39.17
23810 - Plumber, Maintenance	37.62
23820 - Pneudraulic Systems Mechanic	33.41
23850 - Rigger	31.85
23870 - Scale Mechanic	31.07
23890 - Sheet-Metal Worker, Maintenance	31.34
23910 - Small Engine Mechanic	24.35
23931 - Telecommunications Mechanic I	30.23
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	31.59
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	29.16
23970 - Woodcraft Worker	33.41
23980 - Woodworker	28.83
24000 - Personal Needs Occupations	
24550 - Case Manager	19.86
24570 - Child Care Attendant	14.08
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	15.53
24620 - Family Readiness And Support Services Coordinator	19.86

24630 - Homemaker		19.90
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.70
25040 - Sewage Plant Operator		29.36
25070 - Stationary Engineer		39.70
25190 - Ventilation Equipment Tender		32.15
25210 - Water Treatment Plant Operator		29.36
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.95
27007 - Baggage Inspector		18.36
27008 - Corrections Officer		31.37
27010 - Court Security Officer		30.57
27030 - Detection Dog Handler		20.54
27040 - Detention Officer		31.37
27070 - Firefighter		29.76
27101 - Guard I		18.36
27102 - Guard II		20.54
27131 - Police Officer I		34.01
27132 - Police Officer II		37.79
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.02
28042 - Carnival Equipment Repairer		18.14
28043 - Carnival Worker		13.63
28210 - Gate Attendant/Gate Tender		19.41
28310 - Lifeguard		14.18
28350 - Park Attendant (Aide)		21.72
28510 - Recreation Aide/Health Facility Attendant		15.85
28515 - Recreation Specialist		26.90
28630 - Sports Official		17.30
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.06
29020 - Hatch Tender		33.06
29030 - Line Handler		33.06
29041 - Stevedore I		31.94
29042 - Stevedore II		34.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.82
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.05
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.59
30021 - Archeological Technician I		22.09
30022 - Archeological Technician II		24.72
30023 - Archeological Technician III		30.61
30030 - Cartographic Technician		30.61
30040 - Civil Engineering Technician		29.19
30051 - Cryogenic Technician I		33.90
30052 - Cryogenic Technician II		37.46
30061 - Drafter/CAD Operator I		22.09
30062 - Drafter/CAD Operator II		24.72
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.90
30081 - Engineering Technician I		19.54
30082 - Engineering Technician II		21.93
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16

30085 - Engineering Technician V		37.18
30086 - Engineering Technician VI		44.97
30090 - Environmental Technician		27.27
30095 - Evidence Control Specialist		29.80
30210 - Laboratory Technician		29.12
30221 - Latent Fingerprint Technician I		35.15
30222 - Latent Fingerprint Technician II		38.82
30240 - Mathematical Technician		32.49
30361 - Paralegal/Legal Assistant I		25.03
30362 - Paralegal/Legal Assistant II		31.00
30363 - Paralegal/Legal Assistant III		37.91
30364 - Paralegal/Legal Assistant IV		45.87
30375 - Petroleum Supply Specialist		36.44
30390 - Photo-Optics Technician		30.61
30395 - Radiation Control Technician		36.44
30461 - Technical Writer I		30.85
30462 - Technical Writer II		37.74
30463 - Technical Writer III		45.66
30491 - Unexploded Ordnance (UXO) Technician I		32.30
30492 - Unexploded Ordnance (UXO) Technician II		39.08
30493 - Unexploded Ordnance (UXO) Technician III		46.84
30494 - Unexploded (UXO) Safety Escort		32.30
30495 - Unexploded (UXO) Sweep Personnel		32.30
30501 - Weather Forecaster I		33.90
30502 - Weather Forecaster II		41.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer, Senior	(see 2)	30.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.08
31020 - Bus Aide		18.13
31030 - Bus Driver		23.13
31043 - Driver Courier		18.74
31260 - Parking and Lot Attendant		15.24
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		16.53
31361 - Truckdriver, Light		19.97
31362 - Truckdriver, Medium		20.72
31363 - Truckdriver, Heavy		26.84
31364 - Truckdriver, Tractor-Trailer		26.84
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.05
99030 - Cashier		14.31
99050 - Desk Clerk		16.34
99095 - Embalmer		33.88
99130 - Flight Follower		32.30
99251 - Laboratory Animal Caretaker I		18.07
99252 - Laboratory Animal Caretaker II		19.25
99260 - Marketing Analyst		36.55
99310 - Mortician		33.88
99410 - Pest Controller		22.38
99510 - Photofinishing Worker		18.74
99710 - Recycling Laborer		28.68
99711 - Recycling Specialist		33.10
99730 - Refuse Collector		26.50
99810 - Sales Clerk		16.68
99820 - School Crossing Guard		14.96
99830 - Survey Party Chief		30.72
99831 - Surveying Aide		15.99
99832 - Surveying Technician		24.48
99840 - Vending Machine Attendant		22.62

99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	22.62

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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt

computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""