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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.: 2015-4353
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: West Virginia

Area: West Virginia Counties of Barbour, Braxton, Calhoun, Doddridge,
Gilmer, Grant, Hardy, Harrison, Jackson,
Lewis, Marion, Mason, Pendleton,
Pleasants, Randolph, Ritchie, Roane,
Taylor, Tucker, Tyler, Upshur and Wetzel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.56
01012 - Accounting Clerk II		20.83
01013 - Accounting Clerk III		23.30
01020 - Administrative Assistant		22.44
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		16.83
01042 - Customer Service Representative II		18.37
01043 - Customer Service Representative III		20.62
01051 - Data Entry Operator I		16.73
01052 - Data Entry Operator II		18.26
01060 - Dispatcher, Motor Vehicle		23.43
01070 - Document Preparation Clerk		16.02
01090 - Duplicating Machine Operator		16.02
01111 - General Clerk I		15.85
01112 - General Clerk II		17.30
01113 - General Clerk III		19.41
01120 - Housing Referral Assistant		22.42
01141 - Messenger Courier		14.98
01191 - Order Clerk I		14.01
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		17.92
01262 - Personnel Assistant (Employment) II		20.04
01263 - Personnel Assistant (Employment) III		22.34
01270 - Production Control Clerk		25.59
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		17.97
01311 - Secretary I		17.97
01312 - Secretary II		20.11
01313 - Secretary III		22.42
01320 - Service Order Dispatcher		20.95
01410 - Supply Technician		22.44
01420 - Survey Worker		14.75
01460 - Switchboard Operator/Receptionist		14.26
01531 - Travel Clerk I		16.02
01532 - Travel Clerk II		17.97
01533 - Travel Clerk III		19.76
01611 - Word Processor I		16.02
01612 - Word Processor II		17.97
01613 - Word Processor III		20.11
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.59
05010 - Automotive Electrician		16.39
05040 - Automotive Glass Installer		15.61
05070 - Automotive Worker		15.61
05110 - Mobile Equipment Servicer		14.06
05130 - Motor Equipment Metal Mechanic		17.07
05160 - Motor Equipment Metal Worker		15.61
05190 - Motor Vehicle Mechanic		17.07
05220 - Motor Vehicle Mechanic Helper		13.28
05250 - Motor Vehicle Upholstery Worker		14.84
05280 - Motor Vehicle Wrecker		15.61
05310 - Painter, Automotive		16.39
05340 - Radiator Repair Specialist		15.61
05370 - Tire Repairer		14.27
05400 - Transmission Repair Specialist		17.07

07000 - Food Preparation And Service Occupations		
07010 - Baker		12.76
07041 - Cook I		13.77
07042 - Cook II		15.29
07070 - Dishwasher		10.91
07130 - Food Service Worker		12.82
07210 - Meat Cutter		14.65
07260 - Waiter/Waitress		13.19
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		20.13
09040 - Furniture Handler		14.40
09080 - Furniture Refinisher		20.13
09090 - Furniture Refinisher Helper		16.34
09110 - Furniture Repairer, Minor		18.24
09130 - Upholsterer		20.13
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		13.27
11060 - Elevator Operator		14.54
11090 - Gardener		17.20
11122 - Housekeeping Aide		14.54
11150 - Janitor		14.54
11210 - Laborer, Grounds Maintenance		14.30
11240 - Maid or Houseman		12.84
11260 - Pruner		13.35
11270 - Tractor Operator		16.25
11330 - Trail Maintenance Worker		14.30
11360 - Window Cleaner		15.57
12000 - Health Occupations		
12010 - Ambulance Driver		15.95
12011 - Breath Alcohol Technician		23.69
12012 - Certified Occupational Therapist Assistant		31.15
12015 - Certified Physical Therapist Assistant		27.59
12020 - Dental Assistant		17.79
12025 - Dental Hygienist		35.70
12030 - EKG Technician		23.29
12035 - Electroneurodiagnostic Technologist		23.29
12040 - Emergency Medical Technician		15.95
12071 - Licensed Practical Nurse I		21.18
12072 - Licensed Practical Nurse II		23.69
12073 - Licensed Practical Nurse III		26.40
12100 - Medical Assistant		15.24
12130 - Medical Laboratory Technician		26.82
12160 - Medical Record Clerk		18.63
12190 - Medical Record Technician		20.84
12195 - Medical Transcriptionist		21.18
12210 - Nuclear Medicine Technologist		52.06
12221 - Nursing Assistant I		15.28
12222 - Nursing Assistant II		17.19
12223 - Nursing Assistant III		18.76
12224 - Nursing Assistant IV		21.06
12235 - Optical Dispenser		18.50
12236 - Optical Technician		21.18
12250 - Pharmacy Technician		17.61
12280 - Phlebotomist		17.22
12305 - Radiologic Technologist		30.73
12311 - Registered Nurse I		30.65
12312 - Registered Nurse II		37.49
12313 - Registered Nurse II, Specialist		37.49
12314 - Registered Nurse III		45.36
12315 - Registered Nurse III, Anesthetist		45.36
12316 - Registered Nurse IV		54.38
12317 - Scheduler (Drug and Alcohol Testing)		29.34
12320 - Substance Abuse Treatment Counselor		22.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		12.13
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		16.23
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		14.98
13072 - Photographer II		16.75
13073 - Photographer III		20.76
13074 - Photographer IV		25.39
13075 - Photographer V		30.72
13090 - Technical Order Library Clerk		15.24
13110 - Video Teleconference Technician		14.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	24.67

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		16.09
14160 - Personal Computer Support Technician		22.67
14170 - System Support Specialist		23.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.29
15020 - Aircrew Training Devices Instructor (Rated)		45.12
15030 - Air Crew Training Devices Instructor (Pilot)		54.09
15050 - Computer Based Training Specialist / Instructor		37.29
15060 - Educational Technologist		27.90
15070 - Flight Instructor (Pilot)		54.09
15080 - Graphic Artist		18.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.09
15086 - Maintenance Test Pilot, Rotary Wing		54.09
15088 - Non-Maintenance Test/Co-Pilot		54.09
15090 - Technical Instructor		23.57
15095 - Technical Instructor/Course Developer		28.83
15110 - Test Proctor		19.03
15120 - Tutor		19.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.17
16030 - Counter Attendant		12.17
16040 - Dry Cleaner		14.94
16070 - Finisher, Flatwork, Machine		12.17
16090 - Presser, Hand		12.17
16110 - Presser, Machine, Drycleaning		12.17
16130 - Presser, Machine, Shirts		12.17
16160 - Presser, Machine, Wearing Apparel, Laundry		12.17
16190 - Sewing Machine Operator		16.01
16220 - Tailor		17.05
16250 - Washer, Machine		12.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.84
19040 - Tool And Die Maker		31.41
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.60
21030 - Material Coordinator		25.59
21040 - Material Expediter		25.59
21050 - Material Handling Laborer		16.99
21071 - Order Filler		15.62
21080 - Production Line Worker (Food Processing)		17.60
21110 - Shipping Packer		18.68
21130 - Shipping/Receiving Clerk		18.68
21140 - Store Worker I		18.39
21150 - Stock Clerk		22.52
21210 - Tools And Parts Attendant		17.60
21410 - Warehouse Specialist		17.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.97
23019 - Aircraft Logs and Records Technician		22.75
23021 - Aircraft Mechanic I		25.95
23022 - Aircraft Mechanic II		26.97
23023 - Aircraft Mechanic III		27.97
23040 - Aircraft Mechanic Helper		20.62
23050 - Aircraft, Painter		24.95
23060 - Aircraft Servicer		22.75
23070 - Aircraft Survival Flight Equipment Technician		24.95
23080 - Aircraft Worker		23.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.95
23110 - Appliance Mechanic		26.84
23120 - Bicycle Repairer		23.02
23125 - Cable Splicer		41.13
23130 - Carpenter, Maintenance		20.00
23140 - Carpet Layer		25.56
23160 - Electrician, Maintenance		34.13
23181 - Electronics Technician Maintenance I		30.05
23182 - Electronics Technician Maintenance II		32.11
23183 - Electronics Technician Maintenance III		33.43
23260 - Fabric Worker		24.31
23290 - Fire Alarm System Mechanic		27.16
23310 - Fire Extinguisher Repairer		23.02
23311 - Fuel Distribution System Mechanic		39.69
23312 - Fuel Distribution System Operator		32.73
23370 - General Maintenance Worker		19.04
23380 - Ground Support Equipment Mechanic		25.95
23381 - Ground Support Equipment Servicer		22.75
23382 - Ground Support Equipment Worker		23.82
23391 - Gunsmith I		23.02
23392 - Gunsmith II		25.56
23393 - Gunsmith III		27.95
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		21.63
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.55
23430 - Heavy Equipment Mechanic		24.77
23440 - Heavy Equipment Operator		23.26
23460 - Instrument Mechanic		27.95
23465 - Laboratory/Shelter Mechanic		26.84
23470 - Laborer		16.99
23510 - Locksmith		26.84
23530 - Machinery Maintenance Mechanic		26.13
23550 - Machinist, Maintenance		22.63
23580 - Maintenance Trades Helper		17.99
23591 - Metrology Technician I		27.95
23592 - Metrology Technician II		29.14
23593 - Metrology Technician III		30.22
23640 - Millwright		32.12
23710 - Office Appliance Repairer		26.84
23760 - Painter, Maintenance		22.94
23790 - Pipefitter, Maintenance		28.91
23810 - Plumber, Maintenance		28.23
23820 - Pneudraulic Systems Mechanic		27.95
23850 - Rigger		27.95
23870 - Scale Mechanic		25.56
23890 - Sheet-Metal Worker, Maintenance		25.26
23910 - Small Engine Mechanic		18.56
23931 - Telecommunications Mechanic I		30.82
23932 - Telecommunications Mechanic II		32.13
23950 - Telephone Lineman		40.73
23960 - Welder, Combination, Maintenance		23.42
23965 - Well Driller		27.95
23970 - Woodcraft Worker		27.95
23980 - Woodworker		23.02
24000 - Personal Needs Occupations		
24550 - Case Manager		18.20
24570 - Child Care Attendant		11.09
24580 - Child Care Center Clerk		13.82
24610 - Chore Aide		13.03
24620 - Family Readiness And Support Services Coordinator		18.20
24630 - Homemaker		18.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.16
25040 - Sewage Plant Operator		21.05
25070 - Stationary Engineer		27.16
25190 - Ventilation Equipment Tender		20.47
25210 - Water Treatment Plant Operator		21.05
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.14
27007 - Baggage Inspector		14.93
27008 - Corrections Officer		22.24
27010 - Court Security Officer		24.19
27030 - Detection Dog Handler		16.70
27040 - Detention Officer		22.24
27070 - Firefighter		24.73
27101 - Guard I		14.93
27102 - Guard II		16.70
27131 - Police Officer I		24.84
27132 - Police Officer II		27.61
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.95
28042 - Carnival Equipment Repairer		13.70
28043 - Carnival Worker		10.67
28210 - Gate Attendant/Gate Tender		16.57
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		18.54
28510 - Recreation Aide/Health Facility Attendant		13.53
28515 - Recreation Specialist		22.96
28630 - Sports Official		14.77
28690 - Swimming Pool Operator		15.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.42
29020 - Hatch Tender		28.42
29030 - Line Handler		28.42
29041 - Stevedore I		27.02
29042 - Stevedore II		29.84
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		24.18
30022 - Archeological Technician II		27.04
30023 - Archeological Technician III		33.50
30030 - Cartographic Technician		33.50
30040 - Civil Engineering Technician		28.29
30051 - Cryogenic Technician I		37.10
30052 - Cryogenic Technician II		40.97
30061 - Drafter/CAD Operator I		24.18
30062 - Drafter/CAD Operator II		27.04
30063 - Drafter/CAD Operator III		30.14

30064 - Drafter/CAD Operator IV		37.10
30081 - Engineering Technician I		20.17
30082 - Engineering Technician II		22.64
30083 - Engineering Technician III		25.32
30084 - Engineering Technician IV		31.37
30085 - Engineering Technician V		38.36
30086 - Engineering Technician VI		46.41
30090 - Environmental Technician		27.32
30095 - Evidence Control Specialist		33.50
30210 - Laboratory Technician		27.03
30221 - Latent Fingerprint Technician I		37.10
30222 - Latent Fingerprint Technician II		40.97
30240 - Mathematical Technician		33.50
30361 - Paralegal/Legal Assistant I		22.84
30362 - Paralegal/Legal Assistant II		28.29
30363 - Paralegal/Legal Assistant III		34.60
30364 - Paralegal/Legal Assistant IV		41.86
30375 - Petroleum Supply Specialist		40.97
30390 - Photo-Optics Technician		33.50
30395 - Radiation Control Technician		40.97
30461 - Technical Writer I		33.50
30462 - Technical Writer II		40.97
30463 - Technical Writer III		49.57
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		37.10
30502 - Weather Forecaster II		45.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.14
30621 - Weather Observer, Senior	(see 2)	33.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.54
31020 - Bus Aide		15.60
31030 - Bus Driver		20.97
31043 - Driver Courier		15.59
31260 - Parking and Lot Attendant		13.88
31290 - Shuttle Bus Driver		14.92
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		16.51
31362 - Truckdriver, Medium		17.43
31363 - Truckdriver, Heavy		23.14
31364 - Truckdriver, Tractor-Trailer		23.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		11.07
99050 - Desk Clerk		10.85
99095 - Embalmer		33.50
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		13.83
99252 - Laboratory Animal Caretaker II		14.64
99260 - Marketing Analyst		23.86
99310 - Mortician		33.50
99410 - Pest Controller		18.81
99510 - Photofinishing Worker		17.61
99710 - Recycling Laborer		16.84
99711 - Recycling Specialist		19.12
99730 - Refuse Collector		15.75
99810 - Sales Clerk		13.42
99820 - School Crossing Guard		17.97
99830 - Survey Party Chief		28.33
99831 - Surveying Aide		17.51
99832 - Surveying Technician		24.06
99840 - Vending Machine Attendant		19.19
99841 - Vending Machine Repairer		22.55
99842 - Vending Machine Repairer Helper		19.19

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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