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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.: 2015-4401
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: North Carolina

Area: North Carolina Counties of Beaufort, Carteret, Duplin, Greene, Lenoir and Wilson

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.80
01012 - Accounting Clerk II		18.85
01013 - Accounting Clerk III		21.08
01020 - Administrative Assistant		26.85
01035 - Court Reporter		21.51
01041 - Customer Service Representative I		15.59
01042 - Customer Service Representative II		17.01
01043 - Customer Service Representative III		19.09
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher, Motor Vehicle		20.43
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		16.04
01112 - General Clerk II		17.50
01113 - General Clerk III		19.64
01120 - Housing Referral Assistant		23.97
01141 - Messenger Courier		15.30
01191 - Order Clerk I		15.94
01192 - Order Clerk II		17.39
01261 - Personnel Assistant (Employment) I		19.79
01262 - Personnel Assistant (Employment) II		22.14
01263 - Personnel Assistant (Employment) III		24.67
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		17.65

01300 - Scheduler, Maintenance	19.23
01311 - Secretary I	19.23
01312 - Secretary II	21.51
01313 - Secretary III	23.97
01320 - Service Order Dispatcher	18.26
01410 - Supply Technician	26.85
01420 - Survey Worker	17.91
01460 - Switchboard Operator/Receptionist	15.32
01531 - Travel Clerk I	17.91
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	20.41
01611 - Word Processor I	17.13
01612 - Word Processor II	19.23
01613 - Word Processor III	21.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.92
05010 - Automotive Electrician	21.01
05040 - Automotive Glass Installer	19.54
05070 - Automotive Worker	19.54
05110 - Mobile Equipment Servicer	17.36
05130 - Motor Equipment Metal Mechanic	21.68
05160 - Motor Equipment Metal Worker	19.54
05190 - Motor Vehicle Mechanic	21.68
05220 - Motor Vehicle Mechanic Helper	16.00
05250 - Motor Vehicle Upholstery Worker	17.79
05280 - Motor Vehicle Wrecker	19.54
05310 - Painter, Automotive	20.89
05340 - Radiator Repair Specialist	19.54
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	21.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	14.45
07042 - Cook II	16.43
07070 - Dishwasher	12.22
07130 - Food Service Worker	13.63
07210 - Meat Cutter	16.88
07260 - Waiter/Waitress	10.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.68
09040 - Furniture Handler	13.04
09080 - Furniture Refinisher	20.53
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer, Minor	18.14
09130 - Upholsterer	20.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.09
11060 - Elevator Operator	14.67
11090 - Gardener	21.59
11122 - Housekeeping Aide	14.67
11150 - Janitor	14.67
11210 - Laborer, Grounds Maintenance	16.73
11240 - Maid or Houseman	13.90
11260 - Pruner	15.11
11270 - Tractor Operator	19.90
11330 - Trail Maintenance Worker	16.73
11360 - Window Cleaner	16.18
12000 - Health Occupations	
12010 - Ambulance Driver	18.38
12011 - Breath Alcohol Technician	25.15

12012 - Certified Occupational Therapist Assistant		32.92
12015 - Certified Physical Therapist Assistant		31.51
12020 - Dental Assistant		22.13
12025 - Dental Hygienist		40.16
12030 - EKG Technician		31.77
12035 - Electroneurodiagnostic Technologist		31.77
12040 - Emergency Medical Technician		18.38
12071 - Licensed Practical Nurse I		22.47
12072 - Licensed Practical Nurse II		25.15
12073 - Licensed Practical Nurse III		28.04
12100 - Medical Assistant		17.95
12130 - Medical Laboratory Technician		24.34
12160 - Medical Record Clerk		17.31
12190 - Medical Record Technician		19.37
12195 - Medical Transcriptionist		18.26
12210 - Nuclear Medicine Technologist		55.25
12221 - Nursing Assistant I		13.93
12222 - Nursing Assistant II		15.67
12223 - Nursing Assistant III		17.10
12224 - Nursing Assistant IV		19.19
12235 - Optical Dispenser		24.58
12236 - Optical Technician		22.47
12250 - Pharmacy Technician		18.15
12280 - Phlebotomist		17.57
12305 - Radiologic Technologist		29.65
12311 - Registered Nurse I		26.65
12312 - Registered Nurse II		32.59
12313 - Registered Nurse II, Specialist		32.59
12314 - Registered Nurse III		39.43
12315 - Registered Nurse III, Anesthetist		39.43
12316 - Registered Nurse IV		47.27
12317 - Scheduler (Drug and Alcohol Testing)		31.15
12320 - Substance Abuse Treatment Counselor		24.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.54
13012 - Exhibits Specialist II		25.43
13013 - Exhibits Specialist III		31.12
13041 - Illustrator I		20.54
13042 - Illustrator II		25.43
13043 - Illustrator III		31.12
13047 - Librarian		28.17
13050 - Library Aide/Clerk		14.80
13054 - Library Information Technology Systems Administrator		25.43
13058 - Library Technician		17.74
13061 - Media Specialist I		18.35
13062 - Media Specialist II		20.54
13063 - Media Specialist III		22.88
13071 - Photographer I		18.35
13072 - Photographer II		20.54
13073 - Photographer III		25.43
13074 - Photographer IV		31.12
13075 - Photographer V		37.64
13090 - Technical Order Library Clerk		18.58
13110 - Video Teleconference Technician		18.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.23
14042 - Computer Operator II		22.63
14043 - Computer Operator III		25.23
14044 - Computer Operator IV		28.03
14045 - Computer Operator V		31.04
14071 - Computer Programmer I	(see 1)	23.89
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		20.23
14160 - Personal Computer Support Technician		28.03
14170 - System Support Specialist		31.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.46
15020 - Aircrew Training Devices Instructor (Rated)		41.69
15030 - Air Crew Training Devices Instructor (Pilot)		49.98
15050 - Computer Based Training Specialist / Instructor		34.46
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		49.98
15080 - Graphic Artist		23.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.98
15086 - Maintenance Test Pilot, Rotary Wing		49.98
15088 - Non-Maintenance Test/Co-Pilot		49.98
15090 - Technical Instructor		20.46
15095 - Technical Instructor/Course Developer		25.02
15110 - Test Proctor		16.52
15120 - Tutor		16.52
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.65
16030 - Counter Attendant		10.65
16040 - Dry Cleaner		13.03
16070 - Finisher, Flatwork, Machine		10.65
16090 - Presser, Hand		10.65
16110 - Presser, Machine, Drycleaning		10.65
16130 - Presser, Machine, Shirts		10.65
16160 - Presser, Machine, Wearing Apparel, Laundry		10.65
16190 - Sewing Machine Operator		13.87
16220 - Tailor		14.70
16250 - Washer, Machine		11.43
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.46
19040 - Tool And Die Maker		29.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.93
21030 - Material Coordinator		24.21
21040 - Material Expediter		24.21
21050 - Material Handling Laborer		16.44
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		18.93
21110 - Shipping Packer		17.71
21130 - Shipping/Receiving Clerk		17.71
21140 - Store Worker I		15.20
21150 - Stock Clerk		20.51
21210 - Tools And Parts Attendant		18.93
21410 - Warehouse Specialist		18.93
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.75
23019 - Aircraft Logs and Records Technician		29.15
23021 - Aircraft Mechanic I		34.89
23022 - Aircraft Mechanic II		36.75
23023 - Aircraft Mechanic III		38.56

23040 - Aircraft Mechanic Helper	25.12
23050 - Aircraft, Painter	33.00
23060 - Aircraft Servicer	29.15
23070 - Aircraft Survival Flight Equipment Technician	33.00
23080 - Aircraft Worker	31.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.89
23110 - Appliance Mechanic	22.15
23120 - Bicycle Repairer	21.85
23125 - Cable Splicer	34.32
23130 - Carpenter, Maintenance	21.00
23140 - Carpet Layer	24.95
23160 - Electrician, Maintenance	24.56
23181 - Electronics Technician Maintenance I	34.37
23182 - Electronics Technician Maintenance II	36.59
23183 - Electronics Technician Maintenance III	38.60
23260 - Fabric Worker	23.43
23290 - Fire Alarm System Mechanic	28.01
23310 - Fire Extinguisher Repairer	21.85
23311 - Fuel Distribution System Mechanic	26.27
23312 - Fuel Distribution System Operator	20.46
23370 - General Maintenance Worker	20.83
23380 - Ground Support Equipment Mechanic	34.89
23381 - Ground Support Equipment Servicer	29.15
23382 - Ground Support Equipment Worker	31.05
23391 - Gunsmith I	21.85
23392 - Gunsmith II	24.95
23393 - Gunsmith III	28.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.67
23430 - Heavy Equipment Mechanic	27.24
23440 - Heavy Equipment Operator	22.44
23460 - Instrument Mechanic	28.01
23465 - Laboratory/Shelter Mechanic	26.52
23470 - Laborer	16.44
23510 - Locksmith	26.52
23530 - Machinery Maintenance Mechanic	28.88
23550 - Machinist, Maintenance	26.43
23580 - Maintenance Trades Helper	16.58
23591 - Metrology Technician I	28.01
23592 - Metrology Technician II	29.50
23593 - Metrology Technician III	30.96
23640 - Millwright	31.42
23710 - Office Appliance Repairer	22.25
23760 - Painter, Maintenance	20.01
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	22.63
23820 - Pneudraulic Systems Mechanic	28.01
23850 - Rigger	28.01
23870 - Scale Mechanic	24.95
23890 - Sheet-Metal Worker, Maintenance	24.44
23910 - Small Engine Mechanic	20.17
23931 - Telecommunications Mechanic I	30.04
23932 - Telecommunications Mechanic II	31.65
23950 - Telephone Lineman	25.77
23960 - Welder, Combination, Maintenance	23.99
23965 - Well Driller	28.01
23970 - Woodcraft Worker	28.01
23980 - Woodworker	21.85

24000 - Personal Needs Occupations		
24550 - Case Manager		19.73
24570 - Child Care Attendant		13.44
24580 - Child Care Center Clerk		16.77
24610 - Chore Aide		13.42
24620 - Family Readiness And Support Services Coordinator		19.73
24630 - Homemaker		19.73
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.44
25040 - Sewage Plant Operator		22.71
25070 - Stationary Engineer		25.44
25190 - Ventilation Equipment Tender		18.26
25210 - Water Treatment Plant Operator		22.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.60
27007 - Baggage Inspector		16.37
27008 - Corrections Officer		21.98
27010 - Court Security Officer		21.09
27030 - Detection Dog Handler		18.30
27040 - Detention Officer		21.98
27070 - Firefighter		18.65
27101 - Guard I		16.37
27102 - Guard II		18.30
27131 - Police Officer I		23.93
27132 - Police Officer II		26.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.72
28042 - Carnival Equipment Repairer		14.88
28043 - Carnival Worker		10.42
28210 - Gate Attendant/Gate Tender		19.14
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		21.41
28510 - Recreation Aide/Health Facility Attendant		15.63
28515 - Recreation Specialist		26.52
28630 - Sports Official		17.05
28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.85
29020 - Hatch Tender		31.85
29030 - Line Handler		31.85
29041 - Stevedore I		29.90
29042 - Stevedore II		33.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.11
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.18
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.53
30021 - Archeological Technician I		19.78
30022 - Archeological Technician II		22.13
30023 - Archeological Technician III		27.42
30030 - Cartographic Technician		27.42
30040 - Civil Engineering Technician		29.35
30051 - Cryogenic Technician I		30.37
30052 - Cryogenic Technician II		33.54
30061 - Drafter/CAD Operator I		19.78
30062 - Drafter/CAD Operator II		22.13
30063 - Drafter/CAD Operator III		24.68

30064 - Drafter/CAD Operator IV		30.37
30081 - Engineering Technician I		18.92
30082 - Engineering Technician II		21.25
30083 - Engineering Technician III		23.78
30084 - Engineering Technician IV		29.45
30085 - Engineering Technician V		36.04
30086 - Engineering Technician VI		43.58
30090 - Environmental Technician		21.48
30095 - Evidence Control Specialist		27.42
30210 - Laboratory Technician		24.79
30221 - Latent Fingerprint Technician I		30.37
30222 - Latent Fingerprint Technician II		33.54
30240 - Mathematical Technician		27.42
30361 - Paralegal/Legal Assistant I		22.32
30362 - Paralegal/Legal Assistant II		27.65
30363 - Paralegal/Legal Assistant III		33.83
30364 - Paralegal/Legal Assistant IV		40.92
30375 - Petroleum Supply Specialist		33.54
30390 - Photo-Optics Technician		27.42
30395 - Radiation Control Technician		33.54
30461 - Technical Writer I		28.91
30462 - Technical Writer II		35.36
30463 - Technical Writer III		42.78
30491 - Unexploded Ordnance (UXO) Technician I		30.58
30492 - Unexploded Ordnance (UXO) Technician II		37.00
30493 - Unexploded Ordnance (UXO) Technician III		44.34
30494 - Unexploded (UXO) Safety Escort		30.58
30495 - Unexploded (UXO) Sweep Personnel		30.58
30501 - Weather Forecaster I		30.37
30502 - Weather Forecaster II		36.94
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.68
30621 - Weather Observer, Senior	(see 2)	27.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.00
31020 - Bus Aide		11.41
31030 - Bus Driver		16.48
31043 - Driver Courier		16.15
31260 - Parking and Lot Attendant		14.50
31290 - Shuttle Bus Driver		13.64
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		17.52
31362 - Truckdriver, Medium		18.74
31363 - Truckdriver, Heavy		22.92
31364 - Truckdriver, Tractor-Trailer		22.92
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.04
99030 - Cashier		12.23
99050 - Desk Clerk		13.72
99095 - Embalmer		35.83
99130 - Flight Follower		30.58
99251 - Laboratory Animal Caretaker I		17.16
99252 - Laboratory Animal Caretaker II		18.62
99260 - Marketing Analyst		30.10
99310 - Mortician		35.83
99410 - Pest Controller		18.17
99510 - Photofinishing Worker		16.07
99710 - Recycling Laborer		15.80
99711 - Recycling Specialist		18.92
99730 - Refuse Collector		14.34
99810 - Sales Clerk		14.36
99820 - School Crossing Guard		16.94
99830 - Survey Party Chief		29.12

99831 - Surveying Aide	17.24
99832 - Surveying Technician	23.62
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	18.16

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 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))."""