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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.: 2015-6115
Revision No.: 4
Date Of Last Revision: 6/25/2026

This wage determination applies to the following cities and towns in HAMPSHIRE COUNTY, MASSACHUSETTS: Amherst, Belchertown, Chesterfield, Cummington, Easth

State: Massachusetts

Area: Massachusetts Counties of Hampshire

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.61
01012 - Accounting Clerk II		24.25
01013 - Accounting Clerk III		27.13
01020 - Administrative Assistant		34.64
01035 - Court Reporter		23.85
01041 - Customer Service Representative I		17.39
01042 - Customer Service Representative II		18.98
01043 - Customer Service Representative III		21.32
01051 - Data Entry Operator I		19.86
01052 - Data Entry Operator II		21.67
01060 - Dispatcher, Motor Vehicle		24.04
01070 - Document Preparation Clerk		20.39
01090 - Duplicating Machine Operator		20.39
01111 - General Clerk I		20.49
01112 - General Clerk II		22.36
01113 - General Clerk III		25.09
01120 - Housing Referral Assistant		26.58
01141 - Messenger Courier		18.50
01191 - Order Clerk I		18.35
01192 - Order Clerk II		20.02
01261 - Personnel Assistant (Employment) I		21.32
01262 - Personnel Assistant (Employment) II		23.85
01263 - Personnel Assistant (Employment) III		26.58
01270 - Production Control Clerk		27.99
01290 - Rental Clerk		20.94
01300 - Scheduler, Maintenance		21.32
01311 - Secretary I		21.32
01312 - Secretary II		23.85
01313 - Secretary III		26.58
01320 - Service Order Dispatcher		21.49
01410 - Supply Technician		34.64
01420 - Survey Worker		23.53
01460 - Switchboard Operator/Receptionist		20.08
01531 - Travel Clerk I		19.00
01532 - Travel Clerk II		21.32
01533 - Travel Clerk III		23.85
01611 - Word Processor I		19.00
01612 - Word Processor II		21.32
01613 - Word Processor III		23.85
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.36
05010 - Automotive Electrician		27.23
05040 - Automotive Glass Installer		26.10
05070 - Automotive Worker		26.10
05110 - Mobile Equipment Servicer		23.87
05130 - Motor Equipment Metal Mechanic		28.34
05160 - Motor Equipment Metal Worker		26.10
05190 - Motor Vehicle Mechanic		28.34
05220 - Motor Vehicle Mechanic Helper		22.54
05250 - Motor Vehicle Upholstery Worker		25.10
05280 - Motor Vehicle Wrecker		26.10
05310 - Painter, Automotive		27.23
05340 - Radiator Repair Specialist		26.10
05370 - Tire Repairer		19.68
05400 - Transmission Repair Specialist		28.34
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.63
07041 - Cook I		20.26

07042 - Cook II		22.15
07070 - Dishwasher		17.96
07130 - Food Service Worker		19.30
07210 - Meat Cutter		22.44
07260 - Waiter/Waitress		17.62
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		26.49
09040 - Furniture Handler		19.43
09080 - Furniture Refinisher		26.49
09090 - Furniture Refinisher Helper		22.20
09110 - Furniture Repairer, Minor		24.41
09130 - Upholsterer		26.49
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.44
11060 - Elevator Operator		19.64
11090 - Gardener		27.44
11122 - Housekeeping Aide		19.64
11150 - Janitor		19.64
11210 - Laborer, Grounds Maintenance		22.84
11240 - Maid or Houseman		18.12
11260 - Pruner		20.60
11270 - Tractor Operator		26.10
11330 - Trail Maintenance Worker		22.84
11360 - Window Cleaner		21.64
12000 - Health Occupations		
12010 - Ambulance Driver		22.06
12011 - Breath Alcohol Technician		33.66
12012 - Certified Occupational Therapist Assistant		38.86
12015 - Certified Physical Therapist Assistant		36.72
12020 - Dental Assistant		26.43
12025 - Dental Hygienist		47.09
12030 - EKG Technician		43.09
12035 - Electroneurodiagnostic Technologist		43.09
12040 - Emergency Medical Technician		22.06
12071 - Licensed Practical Nurse I		30.09
12072 - Licensed Practical Nurse II		33.66
12073 - Licensed Practical Nurse III		37.54
12100 - Medical Assistant		22.72
12130 - Medical Laboratory Technician		37.62
12160 - Medical Record Clerk		25.28
12190 - Medical Record Technician		28.28
12195 - Medical Transcriptionist		25.25
12210 - Nuclear Medicine Technologist		68.97
12221 - Nursing Assistant I		16.10
12222 - Nursing Assistant II		18.11
12223 - Nursing Assistant III		19.76
12224 - Nursing Assistant IV		22.17
12235 - Optical Dispenser		31.25
12236 - Optical Technician		30.09
12250 - Pharmacy Technician		21.68
12280 - Phlebotomist		24.41
12305 - Radiologic Technologist		39.67
12311 - Registered Nurse I		29.56
12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		45.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		41.70
12320 - Substance Abuse Treatment Counselor		28.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.60
13012 - Exhibits Specialist II		34.19
13013 - Exhibits Specialist III		41.83
13041 - Illustrator I		27.60
13042 - Illustrator II		34.19
13043 - Illustrator III		41.83
13047 - Librarian		37.87
13050 - Library Aide/Clerk		18.07
13054 - Library Information Technology Systems Administrator		34.19
13058 - Library Technician		23.29
13061 - Media Specialist I		24.67
13062 - Media Specialist II		27.60
13063 - Media Specialist III		30.78
13071 - Photographer I		24.67
13072 - Photographer II		27.60
13073 - Photographer III		34.19
13074 - Photographer IV		41.83
13075 - Photographer V		50.62
13090 - Technical Order Library Clerk		22.68
13110 - Video Teleconference Technician		32.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.51
14042 - Computer Operator II		22.34
14043 - Computer Operator III		24.75
14044 - Computer Operator IV		27.68
14045 - Computer Operator V		30.66
14071 - Computer Programmer I	(see 1)	
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		19.51
14160 - Personal Computer Support Technician		27.68
14170 - System Support Specialist		39.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.82
15020 - Aircrew Training Devices Instructor (Rated)		40.92
15030 - Air Crew Training Devices Instructor (Pilot)		49.06
15050 - Computer Based Training Specialist / Instructor		33.82
15060 - Educational Technologist		37.74
15070 - Flight Instructor (Pilot)		49.06
15080 - Graphic Artist		31.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.06
15086 - Maintenance Test Pilot, Rotary Wing		49.06
15088 - Non-Maintenance Test/Co-Pilot		49.06
15090 - Technical Instructor		26.85
15095 - Technical Instructor/Course Developer		32.84
15110 - Test Proctor		21.67
15120 - Tutor		21.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.53
16030 - Counter Attendant		18.53
16040 - Dry Cleaner		21.17
16070 - Finisher, Flatwork, Machine		18.53
16090 - Presser, Hand		18.53
16110 - Presser, Machine, Drycleaning		18.53
16130 - Presser, Machine, Shirts		18.53
16160 - Presser, Machine, Wearing Apparel, Laundry		18.53
16190 - Sewing Machine Operator		22.05
16220 - Tailor		22.93
16250 - Washer, Machine		19.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.89
19040 - Tool And Die Maker		38.10
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.01
21030 - Material Coordinator		27.99
21040 - Material Expediter		27.99
21050 - Material Handling Laborer		20.73
21071 - Order Filler		18.76
21080 - Production Line Worker (Food Processing)		23.01
21110 - Shipping Packer		23.24
21130 - Shipping/Receiving Clerk		23.24
21140 - Store Worker I		17.76
21150 - Stock Clerk		23.76
21210 - Tools And Parts Attendant		23.01
21410 - Warehouse Specialist		23.01
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.96
23019 - Aircraft Logs and Records Technician		32.45
23021 - Aircraft Mechanic I		36.64
23022 - Aircraft Mechanic II		37.96
23023 - Aircraft Mechanic III		39.39
23040 - Aircraft Mechanic Helper		29.14
23050 - Aircraft, Painter		35.20
23060 - Aircraft Servicer		32.45
23070 - Aircraft Survival Flight Equipment Technician		35.20
23080 - Aircraft Worker		33.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.64
23110 - Appliance Mechanic		32.09
23120 - Bicycle Repairer		30.27
23125 - Cable Splicer		49.78
23130 - Carpenter, Maintenance		32.13
23140 - Carpet Layer		32.92
23160 - Electrician, Maintenance		38.12
23181 - Electronics Technician Maintenance I		37.64
23182 - Electronics Technician Maintenance II		39.26
23183 - Electronics Technician Maintenance III		40.86
23260 - Fabric Worker		31.65
23290 - Fire Alarm System Mechanic		34.76
23310 - Fire Extinguisher Repairer		30.27
23311 - Fuel Distribution System Mechanic		38.42
23312 - Fuel Distribution System Operator		32.37
23370 - General Maintenance Worker		24.83
23380 - Ground Support Equipment Mechanic		36.64
23381 - Ground Support Equipment Servicer		32.45
23382 - Ground Support Equipment Worker		33.75
23391 - Gunsmith I		30.27
23392 - Gunsmith II		32.92
23393 - Gunsmith III		35.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic		35.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		36.54
23430 - Heavy Equipment Mechanic		34.91

23440 - Heavy Equipment Operator		32.33
23460 - Instrument Mechanic		35.77
23465 - Laboratory/Shelter Mechanic		34.35
23470 - Laborer		20.73
23510 - Locksmith		34.35
23530 - Machinery Maintenance Mechanic		33.77
23550 - Machinist, Maintenance		30.76
23580 - Maintenance Trades Helper		23.55
23591 - Metrology Technician I		35.77
23592 - Metrology Technician II		37.06
23593 - Metrology Technician III		38.56
23640 - Millwright		35.77
23710 - Office Appliance Repairer		28.95
23760 - Painter, Maintenance		26.46
23790 - Pipefitter, Maintenance		39.35
23810 - Plumber, Maintenance		37.81
23820 - Pneudraulic Systems Mechanic		35.77
23850 - Rigger		35.77
23870 - Scale Mechanic		32.92
23890 - Sheet-Metal Worker, Maintenance		36.15
23910 - Small Engine Mechanic		28.30
23931 - Telecommunications Mechanic I		40.98
23932 - Telecommunications Mechanic II		42.46
23950 - Telephone Lineman		44.59
23960 - Welder, Combination, Maintenance		33.25
23965 - Well Driller		35.77
23970 - Woodcraft Worker		35.77
23980 - Woodworker		30.27
24000 - Personal Needs Occupations		
24550 - Case Manager		21.66
24570 - Child Care Attendant		19.50
24580 - Child Care Center Clerk		24.33
24610 - Chore Aide		20.05
24620 - Family Readiness And Support Services Coordinator		21.66
24630 - Homemaker		22.43
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.67
25040 - Sewage Plant Operator		30.77
25070 - Stationary Engineer		36.67
25190 - Ventilation Equipment Tender		29.14
25210 - Water Treatment Plant Operator		30.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.69
27007 - Baggage Inspector		18.80
27008 - Corrections Officer		28.95
27010 - Court Security Officer		29.53
27030 - Detection Dog Handler		21.03
27040 - Detention Officer		28.95
27070 - Firefighter		30.28
27101 - Guard I		18.80
27102 - Guard II		21.03
27131 - Police Officer I		34.96
27132 - Police Officer II		38.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.85
28042 - Carnival Equipment Repairer		22.08
28043 - Carnival Worker		16.50
28210 - Gate Attendant/Gate Tender		21.43
28310 - Lifeguard		17.33
28350 - Park Attendant (Aide)		23.97
28510 - Recreation Aide/Health Facility Attendant		17.50
28515 - Recreation Specialist		29.70
28630 - Sports Official		19.09
28690 - Swimming Pool Operator		24.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.10
29020 - Hatch Tender		33.10
29030 - Line Handler		33.10
29041 - Stevedore I		31.83
29042 - Stevedore II		34.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.50
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.87
30021 - Archeological Technician I		21.30
30022 - Archeological Technician II		23.84
30023 - Archeological Technician III		29.53
30030 - Cartographic Technician		29.53
30040 - Civil Engineering Technician		29.53
30051 - Cryogenic Technician I		32.70
30052 - Cryogenic Technician II		36.12
30061 - Drafter/CAD Operator I		21.30
30062 - Drafter/CAD Operator II		23.84
30063 - Drafter/CAD Operator III		26.58
30064 - Drafter/CAD Operator IV		32.70
30081 - Engineering Technician I		19.66
30082 - Engineering Technician II		22.06
30083 - Engineering Technician III		24.68

30084 - Engineering Technician IV		30.57
30085 - Engineering Technician V		37.39
30086 - Engineering Technician VI		45.23
30090 - Environmental Technician		29.53
30095 - Evidence Control Specialist		29.53
30210 - Laboratory Technician		34.14
30221 - Latent Fingerprint Technician I		32.70
30222 - Latent Fingerprint Technician II		36.12
30240 - Mathematical Technician		29.53
30361 - Paralegal/Legal Assistant I		24.86
30362 - Paralegal/Legal Assistant II		30.80
30363 - Paralegal/Legal Assistant III		37.68
30364 - Paralegal/Legal Assistant IV		45.60
30375 - Petroleum Supply Specialist		36.12
30390 - Photo-Optics Technician		29.53
30395 - Radiation Control Technician		36.12
30461 - Technical Writer I		29.84
30462 - Technical Writer II		36.50
30463 - Technical Writer III		44.16
30491 - Unexploded Ordnance (UXO) Technician I		33.37
30492 - Unexploded Ordnance (UXO) Technician II		40.37
30493 - Unexploded Ordnance (UXO) Technician III		48.39
30494 - Unexploded (UXO) Safety Escort		33.37
30495 - Unexploded (UXO) Sweep Personnel		33.37
30501 - Weather Forecaster I		32.70
30502 - Weather Forecaster II		39.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.58
30621 - Weather Observer, Senior	(see 2)	29.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.37
31020 - Bus Aide		20.67
31030 - Bus Driver		28.34
31043 - Driver Courier		20.22
31260 - Parking and Lot Attendant		16.50
31290 - Shuttle Bus Driver		18.55
31310 - Taxi Driver		15.57
31361 - Truckdriver, Light		21.42
31362 - Truckdriver, Medium		22.52
31363 - Truckdriver, Heavy		29.45
31364 - Truckdriver, Tractor-Trailer		29.45
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.68
99030 - Cashier		16.89
99050 - Desk Clerk		18.71
99095 - Embalmer		33.37
99130 - Flight Follower		33.37
99251 - Laboratory Animal Caretaker I		22.75
99252 - Laboratory Animal Caretaker II		24.10
99260 - Marketing Analyst		36.13
99310 - Mortician		33.37
99410 - Pest Controller		27.13
99510 - Photofinishing Worker		17.54
99710 - Recycling Laborer		31.98
99711 - Recycling Specialist		36.83
99730 - Refuse Collector		29.16
99810 - Sales Clerk		17.61
99820 - School Crossing Guard		19.16
99830 - Survey Party Chief		27.86
99831 - Surveying Aide		18.24
99832 - Surveying Technician		25.00
99840 - Vending Machine Attendant		25.31
99841 - Vending Machine Repairer		28.94
99842 - Vending Machine Repairer Helper		25.31

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 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 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))."""