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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

Wage Determination No.: 2015-4039
Revision No.: 35
Date Of Last Revision: 6/25/2026

Daniel W. Simms
Director

Division of
Wage Determinations

This wage determinations is applicable to the following towns in MIDDLESEX COUNTY, MASSACHUSETTS: Dunstable, Pepperell

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State: Massachusetts

Area: Massachusetts Counties of Middlesex

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		23.35
01012 - Accounting Clerk II		26.20
01013 - Accounting Clerk III		29.31
01020 - Administrative Assistant		40.99
01035 - Court Reporter		31.66
01041 - Customer Service Representative I		19.60
01042 - Customer Service Representative II		21.39
01043 - Customer Service Representative III		24.00
01051 - Data Entry Operator I		21.02
01052 - Data Entry Operator II		22.94
01060 - Dispatcher, Motor Vehicle		27.19
01070 - Document Preparation Clerk		23.14
01090 - Duplicating Machine Operator		23.14
01111 - General Clerk I		19.91
01112 - General Clerk II		21.73
01113 - General Clerk III		24.38
01120 - Housing Referral Assistant		28.53
01141 - Messenger Courier		21.07
01191 - Order Clerk I		25.17
01192 - Order Clerk II		27.47
01261 - Personnel Assistant (Employment) I		22.63
01262 - Personnel Assistant (Employment) II		25.31
01263 - Personnel Assistant (Employment) III		28.22
01270 - Production Control Clerk		29.56
01290 - Rental Clerk		21.96
01300 - Scheduler, Maintenance		22.87
01311 - Secretary I		22.87
01312 - Secretary II		25.58
01313 - Secretary III		28.53
01320 - Service Order Dispatcher		24.30
01410 - Supply Technician		40.99
01420 - Survey Worker		24.37
01460 - Switchboard Operator/Receptionist		21.12
01531 - Travel Clerk I		22.55
01532 - Travel Clerk II		25.30
01533 - Travel Clerk III		27.49
01611 - Word Processor I		20.65
01612 - Word Processor II		23.17
01613 - Word Processor III		25.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.81
05010 - Automotive Electrician		27.90
05040 - Automotive Glass Installer		26.65
05070 - Automotive Worker		26.65
05110 - Mobile Equipment Servicer		24.16
05130 - Motor Equipment Metal Mechanic		29.12
05160 - Motor Equipment Metal Worker		26.65
05190 - Motor Vehicle Mechanic		29.12
05220 - Motor Vehicle Mechanic Helper		22.72
05250 - Motor Vehicle Upholstery Worker		25.42
05280 - Motor Vehicle Wrecker		26.65
05310 - Painter, Automotive		27.90
05340 - Radiator Repair Specialist		26.65
05370 - Tire Repairer		17.77
05400 - Transmission Repair Specialist		29.12
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.82
07041 - Cook I		23.33

07042 - Cook II		25.77
07070 - Dishwasher		18.15
07130 - Food Service Worker		19.07
07210 - Meat Cutter		23.52
07260 - Waiter/Waitress		18.88
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		26.23
09040 - Furniture Handler		20.08
09080 - Furniture Refinisher		28.03
09090 - Furniture Refinisher Helper		22.83
09110 - Furniture Repairer, Minor		25.55
09130 - Upholsterer		23.26
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		18.73
11060 - Elevator Operator		21.82
11090 - Gardener		29.81
11122 - Housekeeping Aide		22.38
11150 - Janitor		22.38
11210 - Laborer, Grounds Maintenance		23.57
11240 - Maid or Houseman		18.98
11260 - Pruner		21.41
11270 - Tractor Operator		27.79
11330 - Trail Maintenance Worker		23.57
11360 - Window Cleaner		24.64
12000 - Health Occupations		
12010 - Ambulance Driver		24.31
12011 - Breath Alcohol Technician		35.44
12012 - Certified Occupational Therapist Assistant		36.24
12015 - Certified Physical Therapist Assistant		38.67
12020 - Dental Assistant		29.22
12025 - Dental Hygienist		49.07
12030 - EKG Technician		51.44
12035 - Electroneurodiagnostic Technologist		51.44
12040 - Emergency Medical Technician		24.31
12071 - Licensed Practical Nurse I		31.68
12072 - Licensed Practical Nurse II		35.44
12073 - Licensed Practical Nurse III		39.52
12100 - Medical Assistant		24.39
12130 - Medical Laboratory Technician		37.21
12160 - Medical Record Clerk		25.98
12190 - Medical Record Technician		29.07
12195 - Medical Transcriptionist		21.41
12210 - Nuclear Medicine Technologist		58.56
12221 - Nursing Assistant I		16.61
12222 - Nursing Assistant II		18.69
12223 - Nursing Assistant III		20.39
12224 - Nursing Assistant IV		22.88
12235 - Optical Dispenser		30.85
12236 - Optical Technician		23.89
12250 - Pharmacy Technician		22.55
12280 - Phlebotomist		24.24
12305 - Radiologic Technologist		50.28
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		43.90
12320 - Substance Abuse Treatment Counselor		29.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.70
13012 - Exhibits Specialist II		29.36
13013 - Exhibits Specialist III		35.92
13041 - Illustrator I		26.50
13042 - Illustrator II		32.81
13043 - Illustrator III		40.15
13047 - Librarian		38.20
13050 - Library Aide/Clerk		22.06
13054 - Library Information Technology Systems Administrator		34.49
13058 - Library Technician		27.56
13061 - Media Specialist I		24.89
13062 - Media Specialist II		27.84
13063 - Media Specialist III		31.05
13071 - Photographer I		23.64
13072 - Photographer II		26.45
13073 - Photographer III		32.76
13074 - Photographer IV		40.08
13075 - Photographer V		48.50
13090 - Technical Order Library Clerk		27.69
13110 - Video Teleconference Technician		33.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.86
14042 - Computer Operator II		31.17
14043 - Computer Operator III		34.76
14044 - Computer Operator IV		38.61
14045 - Computer Operator V		42.76
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		27.86
14160 - Personal Computer Support Technician		38.61
14170 - System Support Specialist		43.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.82
15020 - Aircrew Training Devices Instructor (Rated)		51.82
15030 - Air Crew Training Devices Instructor (Pilot)		62.11
15050 - Computer Based Training Specialist / Instructor		42.82
15060 - Educational Technologist		47.29
15070 - Flight Instructor (Pilot)		62.11
15080 - Graphic Artist		37.63
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		62.11
15086 - Maintenance Test Pilot, Rotary Wing		62.11
15088 - Non-Maintenance Test/Co-Pilot		62.11
15090 - Technical Instructor		32.94
15095 - Technical Instructor/Course Developer		40.29
15110 - Test Proctor		26.59
15120 - Tutor		26.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.87
16030 - Counter Attendant		17.87
16040 - Dry Cleaner		20.41
16070 - Finisher, Flatwork, Machine		17.87
16090 - Presser, Hand		17.87
16110 - Presser, Machine, Drycleaning		17.87
16130 - Presser, Machine, Shirts		17.87
16160 - Presser, Machine, Wearing Apparel, Laundry		17.87
16190 - Sewing Machine Operator		21.27
16220 - Tailor		22.11
16250 - Washer, Machine		18.72
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.11
19040 - Tool And Die Maker		37.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.16
21030 - Material Coordinator		29.56
21040 - Material Expediter		29.56
21050 - Material Handling Laborer		21.92
21071 - Order Filler		18.40
21080 - Production Line Worker (Food Processing)		23.16
21110 - Shipping Packer		24.03
21130 - Shipping/Receiving Clerk		24.03
21140 - Store Worker I		17.51
21150 - Stock Clerk		23.18
21210 - Tools And Parts Attendant		23.16
21410 - Warehouse Specialist		23.16
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		46.50
23019 - Aircraft Logs and Records Technician		39.06
23021 - Aircraft Mechanic I		44.84
23022 - Aircraft Mechanic II		46.50
23023 - Aircraft Mechanic III		48.41
23040 - Aircraft Mechanic Helper		34.68
23050 - Aircraft, Painter		42.96
23060 - Aircraft Servicer		39.06
23070 - Aircraft Survival Flight Equipment Technician		42.96
23080 - Aircraft Worker		41.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		41.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		44.84
23110 - Appliance Mechanic		33.47
23120 - Bicycle Repairer		20.81
23125 - Cable Splicer		54.92
23130 - Carpenter, Maintenance		36.16
23140 - Carpet Layer		33.87
23160 - Electrician, Maintenance		40.12
23181 - Electronics Technician Maintenance I		34.81
23182 - Electronics Technician Maintenance II		36.40
23183 - Electronics Technician Maintenance III		37.99
23260 - Fabric Worker		34.04
23290 - Fire Alarm System Mechanic		38.59
23310 - Fire Extinguisher Repairer		32.34
23311 - Fuel Distribution System Mechanic		45.93
23312 - Fuel Distribution System Operator		38.11
23370 - General Maintenance Worker		28.69
23380 - Ground Support Equipment Mechanic		44.84
23381 - Ground Support Equipment Servicer		39.06
23382 - Ground Support Equipment Worker		41.09
23391 - Gunsmith I		32.34
23392 - Gunsmith II		35.69
23393 - Gunsmith III		38.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic		37.75
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		39.15
23430 - Heavy Equipment Mechanic		39.34

23440 - Heavy Equipment Operator		36.99
23460 - Instrument Mechanic		34.53
23465 - Laboratory/Shelter Mechanic		37.33
23470 - Laborer		21.92
23510 - Locksmith		30.13
23530 - Machinery Maintenance Mechanic		36.16
23550 - Machinist, Maintenance		33.64
23580 - Maintenance Trades Helper		22.00
23591 - Metrology Technician I		34.53
23592 - Metrology Technician II		35.92
23593 - Metrology Technician III		37.35
23640 - Millwright		34.24
23710 - Office Appliance Repairer		28.41
23760 - Painter, Maintenance		27.80
23790 - Pipefitter, Maintenance		46.52
23810 - Plumber, Maintenance		44.57
23820 - Pneudraulic Systems Mechanic		38.97
23850 - Rigger		38.43
23870 - Scale Mechanic		35.69
23890 - Sheet-Metal Worker, Maintenance		39.09
23910 - Small Engine Mechanic		28.79
23931 - Telecommunications Mechanic I		37.38
23932 - Telecommunications Mechanic II		39.02
23950 - Telephone Lineman		49.85
23960 - Welder, Combination, Maintenance		30.66
23965 - Well Driller		40.44
23970 - Woodcraft Worker		38.97
23980 - Woodworker		32.34
24000 - Personal Needs Occupations		
24550 - Case Manager		22.85
24570 - Child Care Attendant		20.00
24580 - Child Care Center Clerk		24.95
24610 - Chore Aide		19.67
24620 - Family Readiness And Support Services Coordinator		22.85
24630 - Homemaker		22.85
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		40.36
25040 - Sewage Plant Operator		35.10
25070 - Stationary Engineer		40.36
25190 - Ventilation Equipment Tender		31.22
25210 - Water Treatment Plant Operator		35.10
27000 - Protective Service Occupations		
27004 - Alarm Monitor		30.12
27007 - Baggage Inspector		21.78
27008 - Corrections Officer		42.82
27010 - Court Security Officer		39.20
27030 - Detection Dog Handler		24.36
27040 - Detention Officer		42.82
27070 - Firefighter		35.57
27101 - Guard I		21.78
27102 - Guard II		24.36
27131 - Police Officer I		34.01
27132 - Police Officer II		37.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.64
28042 - Carnival Equipment Repairer		23.21
28043 - Carnival Worker		16.67
28210 - Gate Attendant/Gate Tender		22.82
28310 - Lifeguard		17.94
28350 - Park Attendant (Aide)		25.53
28510 - Recreation Aide/Health Facility Attendant		18.64
28515 - Recreation Specialist		31.63
28630 - Sports Official		20.34
28690 - Swimming Pool Operator		25.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		39.70
29020 - Hatch Tender		39.70
29030 - Line Handler		39.70
29041 - Stevedore I		37.85
29042 - Stevedore II		41.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.70
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.34
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.03
30021 - Archeological Technician I		24.84
30022 - Archeological Technician II		27.79
30023 - Archeological Technician III		34.43
30030 - Cartographic Technician		34.43
30040 - Civil Engineering Technician		34.24
30051 - Cryogenic Technician I		38.13
30052 - Cryogenic Technician II		42.11
30061 - Drafter/CAD Operator I		24.84
30062 - Drafter/CAD Operator II		27.79
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.13
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.74
30083 - Engineering Technician III		25.44

30084 - Engineering Technician IV		31.52
30085 - Engineering Technician V		38.56
30086 - Engineering Technician VI		46.65
30090 - Environmental Technician		29.28
30095 - Evidence Control Specialist		34.43
30210 - Laboratory Technician		32.62
30221 - Latent Fingerprint Technician I		35.90
30222 - Latent Fingerprint Technician II		39.66
30240 - Mathematical Technician		42.86
30361 - Paralegal/Legal Assistant I		25.33
30362 - Paralegal/Legal Assistant II		31.38
30363 - Paralegal/Legal Assistant III		38.39
30364 - Paralegal/Legal Assistant IV		46.46
30375 - Petroleum Supply Specialist		42.11
30390 - Photo-Optics Technician		34.43
30395 - Radiation Control Technician		42.11
30461 - Technical Writer I		36.29
30462 - Technical Writer II		44.39
30463 - Technical Writer III		53.72
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.53
30493 - Unexploded Ordnance (UXO) Technician III		48.57
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		38.13
30502 - Weather Forecaster II		46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.53
31020 - Bus Aide		25.39
31030 - Bus Driver		33.32
31043 - Driver Courier		22.25
31260 - Parking and Lot Attendant		17.96
31290 - Shuttle Bus Driver		20.96
31310 - Taxi Driver		16.97
31361 - Truckdriver, Light		23.86
31362 - Truckdriver, Medium		25.05
31363 - Truckdriver, Heavy		30.78
31364 - Truckdriver, Tractor-Trailer		30.78
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		17.33
99050 - Desk Clerk		19.22
99095 - Embalmer		39.85
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		22.01
99252 - Laboratory Animal Caretaker II		23.61
99260 - Marketing Analyst		48.07
99310 - Mortician		39.85
99410 - Pest Controller		23.66
99510 - Photofinishing Worker		20.42
99710 - Recycling Laborer		31.56
99711 - Recycling Specialist		36.65
99730 - Refuse Collector		29.11
99810 - Sales Clerk		17.72
99820 - School Crossing Guard		21.56
99830 - Survey Party Chief		31.85
99831 - Surveying Aide		21.07
99832 - Surveying Technician		28.97
99840 - Vending Machine Attendant		23.62
99841 - Vending Machine Repairer		27.78
99842 - Vending Machine Repairer Helper		23.62

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 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, 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))."""