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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.: 2015-5589
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Oregon

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union and Wallowa

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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		18.04
01012 - Accounting Clerk II		20.25
01013 - Accounting Clerk III		22.65
01020 - Administrative Assistant		31.80
01035 - Court Reporter		21.30
01041 - Customer Service Representative I		16.33
01042 - Customer Service Representative II		17.82
01043 - Customer Service Representative III		20.00
01051 - Data Entry Operator I		17.62
01052 - Data Entry Operator II		19.23
01060 - Dispatcher, Motor Vehicle		21.19
01070 - Document Preparation Clerk		16.97
01090 - Duplicating Machine Operator		16.97
01111 - General Clerk I		17.08
01112 - General Clerk II		18.63
01113 - General Clerk III		20.91
01120 - Housing Referral Assistant		23.74

01141 - Messenger Courier	17.81
01191 - Order Clerk I	15.55
01192 - Order Clerk II	16.97
01261 - Personnel Assistant (Employment) I	18.06
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	21.82
01300 - Scheduler, Maintenance	19.04
01311 - Secretary I	19.04
01312 - Secretary II	21.30
01313 - Secretary III	23.74
01320 - Service Order Dispatcher	20.30
01410 - Supply Technician	31.80
01420 - Survey Worker	21.30
01460 - Switchboard Operator/Receptionist	18.28
01531 - Travel Clerk I	16.97
01532 - Travel Clerk II	19.04
01533 - Travel Clerk III	21.30
01611 - Word Processor I	16.97
01612 - Word Processor II	19.04
01613 - Word Processor III	21.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.51
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.52
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	16.30
05250 - Motor Vehicle Upholstery Worker	18.85
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter, Automotive	21.51
05340 - Radiator Repair Specialist	20.19
05370 - Tire Repairer	19.75
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	18.01
07042 - Cook II	20.76
07070 - Dishwasher	15.46
07130 - Food Service Worker	16.19
07210 - Meat Cutter	20.26
07260 - Waiter/Waitress	14.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer, Minor	20.65
09130 - Upholsterer	23.57

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.55
11060 - Elevator Operator	17.89
11090 - Gardener	23.74
11122 - Housekeeping Aide	17.89
11150 - Janitor	17.89
11210 - Laborer, Grounds Maintenance	18.61
11240 - Maid or Houseman	16.68
11260 - Pruner	17.19
11270 - Tractor Operator	21.95
11330 - Trail Maintenance Worker	18.61
11360 - Window Cleaner	19.25
12000 - Health Occupations	
12010 - Ambulance Driver	21.91
12011 - Breath Alcohol Technician	31.81
12012 - Certified Occupational Therapist Assistant	43.65
12015 - Certified Physical Therapist Assistant	35.26
12020 - Dental Assistant	24.14
12025 - Dental Hygienist	49.25
12030 - EKG Technician	48.21
12035 - Electroneurodiagnostic Technologist	48.21
12040 - Emergency Medical Technician	21.91
12071 - Licensed Practical Nurse I	28.44
12072 - Licensed Practical Nurse II	31.81
12073 - Licensed Practical Nurse III	35.48
12100 - Medical Assistant	21.75
12130 - Medical Laboratory Technician	37.27
12160 - Medical Record Clerk	26.14
12190 - Medical Record Technician	29.24
12195 - Medical Transcriptionist	28.44
12210 - Nuclear Medicine Technologist	69.92
12221 - Nursing Assistant I	15.77
12222 - Nursing Assistant II	17.75
12223 - Nursing Assistant III	19.37
12224 - Nursing Assistant IV	21.74
12235 - Optical Dispenser	20.98
12236 - Optical Technician	28.44
12250 - Pharmacy Technician	23.11
12280 - Phlebotomist	20.41
12305 - Radiologic Technologist	44.76
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	39.41
12320 - Substance Abuse Treatment Counselor	28.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.42
13012 - Exhibits Specialist II	27.79
13013 - Exhibits Specialist III	33.99
13041 - Illustrator I	22.42

13042 - Illustrator II		27.79
13043 - Illustrator III		33.99
13047 - Librarian		30.76
13050 - Library Aide/Clerk		15.35
13054 - Library Information Technology Systems Administrator		27.79
13058 - Library Technician		21.72
13061 - Media Specialist I		20.04
13062 - Media Specialist II		22.44
13063 - Media Specialist III		25.00
13071 - Photographer I		18.05
13072 - Photographer II		20.20
13073 - Photographer III		25.01
13074 - Photographer IV		30.59
13075 - Photographer V		37.02
13090 - Technical Order Library Clerk		19.02
13110 - Video Teleconference Technician		19.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.79
14042 - Computer Operator II		27.72
14043 - Computer Operator III		30.90
14044 - Computer Operator IV		34.36
14045 - Computer Operator V		38.04
14071 - Computer Programmer I	(see 1)	22.85
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		24.79
14160 - Personal Computer Support Technician		34.36
14170 - System Support Specialist		38.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.26
15020 - Aircrew Training Devices Instructor (Rated)		41.45
15030 - Air Crew Training Devices Instructor (Pilot)		49.68
15050 - Computer Based Training Specialist / Instructor		34.26
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		49.68
15080 - Graphic Artist		31.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.68
15086 - Maintenance Test Pilot, Rotary Wing		49.68
15088 - Non-Maintenance Test/Co-Pilot		49.68
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.60

16030 - Counter Attendant	18.60
16040 - Dry Cleaner	21.25
16070 - Finisher, Flatwork, Machine	18.60
16090 - Presser, Hand	18.60
16110 - Presser, Machine, Drycleaning	18.60
16130 - Presser, Machine, Shirts	18.60
16160 - Presser, Machine, Wearing Apparel, Laundry	18.60
16190 - Sewing Machine Operator	22.15
16220 - Tailor	23.03
16250 - Washer, Machine	19.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.30
19040 - Tool And Die Maker	38.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.59
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	17.75
21071 - Order Filler	18.17
21080 - Production Line Worker (Food Processing)	24.59
21110 - Shipping Packer	22.11
21130 - Shipping/Receiving Clerk	22.11
21140 - Store Worker I	17.80
21150 - Stock Clerk	21.59
21210 - Tools And Parts Attendant	24.59
21410 - Warehouse Specialist	24.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.00
23019 - Aircraft Logs and Records Technician	27.43
23021 - Aircraft Mechanic I	33.22
23022 - Aircraft Mechanic II	35.00
23023 - Aircraft Mechanic III	36.94
23040 - Aircraft Mechanic Helper	23.57
23050 - Aircraft, Painter	31.30
23060 - Aircraft Servicer	27.43
23070 - Aircraft Survival Flight Equipment Technician	31.30
23080 - Aircraft Worker	29.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.22
23110 - Appliance Mechanic	31.30
23120 - Bicycle Repairer	25.50
23125 - Cable Splicer	58.77
23130 - Carpenter, Maintenance	28.88
23140 - Carpet Layer	29.39
23160 - Electrician, Maintenance	38.62
23181 - Electronics Technician Maintenance I	36.09
23182 - Electronics Technician Maintenance II	38.48
23183 - Electronics Technician Maintenance III	40.82
23260 - Fabric Worker	27.43
23290 - Fire Alarm System Mechanic	33.22

23310 - Fire Extinguisher Repairer	25.50
23311 - Fuel Distribution System Mechanic	33.22
23312 - Fuel Distribution System Operator	25.50
23370 - General Maintenance Worker	23.38
23380 - Ground Support Equipment Mechanic	33.22
23381 - Ground Support Equipment Servicer	27.43
23382 - Ground Support Equipment Worker	29.39
23391 - Gunsmith I	25.50
23392 - Gunsmith II	29.39
23393 - Gunsmith III	33.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.95
23430 - Heavy Equipment Mechanic	31.02
23440 - Heavy Equipment Operator	29.40
23460 - Instrument Mechanic	33.22
23465 - Laboratory/Shelter Mechanic	31.30
23470 - Laborer	17.75
23510 - Locksmith	31.30
23530 - Machinery Maintenance Mechanic	32.37
23550 - Machinist, Maintenance	29.70
23580 - Maintenance Trades Helper	18.00
23591 - Metrology Technician I	33.22
23592 - Metrology Technician II	35.00
23593 - Metrology Technician III	36.94
23640 - Millwright	33.22
23710 - Office Appliance Repairer	31.30
23760 - Painter, Maintenance	22.53
23790 - Pipefitter, Maintenance	33.49
23810 - Plumber, Maintenance	31.55
23820 - Pneudraulic Systems Mechanic	33.22
23850 - Rigger	33.22
23870 - Scale Mechanic	29.39
23890 - Sheet-Metal Worker, Maintenance	33.22
23910 - Small Engine Mechanic	29.39
23931 - Telecommunications Mechanic I	33.90
23932 - Telecommunications Mechanic II	35.72
23950 - Telephone Lineman	30.20
23960 - Welder, Combination, Maintenance	23.98
23965 - Well Driller	33.22
23970 - Woodcraft Worker	33.22
23980 - Woodworker	25.50
24000 - Personal Needs Occupations	
24550 - Case Manager	23.99
24570 - Child Care Attendant	16.49
24580 - Child Care Center Clerk	20.56
24610 - Chore Aide	17.79
24620 - Family Readiness And Support Services Coordinator	23.99
24630 - Homemaker	23.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.67
25040 - Sewage Plant Operator	27.23

25070 - Stationary Engineer		30.67
25190 - Ventilation Equipment Tender		21.75
25210 - Water Treatment Plant Operator		27.23
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.46
27007 - Baggage Inspector		19.03
27008 - Corrections Officer		40.24
27010 - Court Security Officer		31.47
27030 - Detection Dog Handler		22.01
27040 - Detention Officer		40.24
27070 - Firefighter		25.75
27101 - Guard I		19.03
27102 - Guard II		22.01
27131 - Police Officer I		35.08
27132 - Police Officer II		38.98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.34
28042 - Carnival Equipment Repairer		22.01
28043 - Carnival Worker		16.13
28210 - Gate Attendant/Gate Tender		21.89
28310 - Lifeguard		15.54
28350 - Park Attendant (Aide)		24.48
28510 - Recreation Aide/Health Facility Attendant		17.87
28515 - Recreation Specialist		30.33
28630 - Sports Official		19.50
28690 - Swimming Pool Operator		25.37
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.59
29020 - Hatch Tender		30.59
29030 - Line Handler		30.59
29041 - Stevedore I		28.40
29042 - Stevedore II		32.76
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		16.14
30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		36.30
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35

30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		23.90
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		21.08
30362 - Paralegal/Legal Assistant II		26.13
30363 - Paralegal/Legal Assistant III		31.94
30364 - Paralegal/Legal Assistant IV		38.64
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.36
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		21.24
30502 - Weather Forecaster II		25.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.42
31030 - Bus Driver		21.01
31043 - Driver Courier		18.06
31260 - Parking and Lot Attendant		14.33
31290 - Shuttle Bus Driver		16.95
31310 - Taxi Driver		16.58
31361 - Truckdriver, Light		19.53
31362 - Truckdriver, Medium		21.01
31363 - Truckdriver, Heavy		27.81
31364 - Truckdriver, Tractor-Trailer		27.81
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.86
99050 - Desk Clerk		16.53
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.98
99252 - Laboratory Animal Caretaker II		18.38
99260 - Marketing Analyst		33.01
99310 - Mortician		29.28
99410 - Pest Controller		27.43
99510 - Photofinishing Worker		15.39

99710 - Recycling Laborer	27.07
99711 - Recycling Specialist	31.73
99730 - Refuse Collector	25.16
99810 - Sales Clerk	16.70
99820 - School Crossing Guard	24.75
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	23.56
99841 - Vending Machine Repairer	29.38
99842 - Vending Machine Repairer Helper	23.56

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 determ 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 10 years, and 5 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))."" "