"

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.: 2015-4221
Revision No.: 34
Date Of Last Revision: 3/30/2026

State: Pennsylvania

Area: Pennsylvania Counties of Blair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.88
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		27.99
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		14.58
01042 - Customer Service Representative II		15.91
01043 - Customer Service Representative III		17.87
01051 - Data Entry Operator I		17.00
01052 - Data Entry Operator II		18.55
01060 - Dispatcher, Motor Vehicle		21.95
01070 - Document Preparation Clerk		15.97
01090 - Duplicating Machine Operator		15.97
01111 - General Clerk I		15.72
01112 - General Clerk II		17.16
01113 - General Clerk III		19.26
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		14.60
01191 - Order Clerk I		16.10
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		17.85
01262 - Personnel Assistant (Employment) II		19.96
01263 - Personnel Assistant (Employment) III		22.25
01270 - Production Control Clerk		23.95
01290 - Rental Clerk		17.08
01300 - Scheduler, Maintenance		17.93
01311 - Secretary I		17.93

01312 - Secretary II	20.06
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	19.62
01410 - Supply Technician	27.99
01420 - Survey Worker	19.62
01460 - Switchboard Operator/Receptionist	15.33
01531 - Travel Clerk I	15.97
01532 - Travel Clerk II	17.93
01533 - Travel Clerk III	19.76
01611 - Word Processor I	15.97
01612 - Word Processor II	17.93
01613 - Word Processor III	20.06
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.44
05130 - Motor Equipment Metal Mechanic	20.57
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	16.19
05250 - Motor Vehicle Upholstery Worker	18.12
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	20.93
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	17.67
05400 - Transmission Repair Specialist	20.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.72
07041 - Cook I	16.55
07042 - Cook II	18.89
07070 - Dishwasher	12.89
07130 - Food Service Worker	13.71
07210 - Meat Cutter	17.48
07260 - Waiter/Waitress	12.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.12
09040 - Furniture Handler	15.45
09080 - Furniture Refinisher	23.12
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	20.57
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.72
11060 - Elevator Operator	15.39
11090 - Gardener	20.02
11122 - Housekeeping Aide	15.39
11150 - Janitor	15.39
11210 - Laborer, Grounds Maintenance	16.10
11240 - Maid or Houseman	13.34
11260 - Pruner	14.88
11270 - Tractor Operator	18.58
11330 - Trail Maintenance Worker	16.10
11360 - Window Cleaner	16.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	25.20
12012 - Certified Occupational Therapist Assistant	28.17
12015 - Certified Physical Therapist Assistant	28.59

12020 - Dental Assistant		21.48
12025 - Dental Hygienist		35.96
12030 - EKG Technician		36.88
12035 - Electroneurodiagnostic Technologist		36.88
12040 - Emergency Medical Technician		18.68
12071 - Licensed Practical Nurse I		22.53
12072 - Licensed Practical Nurse II		25.20
12073 - Licensed Practical Nurse III		28.09
12100 - Medical Assistant		18.12
12130 - Medical Laboratory Technician		28.29
12160 - Medical Record Clerk		18.96
12190 - Medical Record Technician		22.08
12195 - Medical Transcriptionist		22.53
12210 - Nuclear Medicine Technologist		55.39
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.36
12223 - Nursing Assistant III		16.77
12224 - Nursing Assistant IV		18.82
12235 - Optical Dispenser		18.64
12236 - Optical Technician		22.53
12250 - Pharmacy Technician		17.28
12280 - Phlebotomist		17.67
12305 - Radiologic Technologist		32.61
12311 - Registered Nurse I		26.15
12312 - Registered Nurse II		31.98
12313 - Registered Nurse II, Specialist		31.98
12314 - Registered Nurse III		38.69
12315 - Registered Nurse III, Anesthetist		38.69
12316 - Registered Nurse IV		46.39
12317 - Scheduler (Drug and Alcohol Testing)		31.22
12320 - Substance Abuse Treatment Counselor		23.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		20.74
13058 - Library Technician		16.74
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.97
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.37
13075 - Photographer V		30.70
13090 - Technical Order Library Clerk		16.86
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	24.38
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		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		26.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.07
15020 - Aircrew Training Devices Instructor (Rated)		38.80
15030 - Air Crew Training Devices Instructor (Pilot)		46.51
15050 - Computer Based Training Specialist / Instructor		32.07
15060 - Educational Technologist		37.36
15070 - Flight Instructor (Pilot)		46.51
15080 - Graphic Artist		23.36
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.51
15086 - Maintenance Test Pilot, Rotary Wing		46.51
15088 - Non-Maintenance Test/Co-Pilot		46.51
15090 - Technical Instructor		23.53
15095 - Technical Instructor/Course Developer		28.78
15110 - Test Proctor		18.99
15120 - Tutor		18.99
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.05
16030 - Counter Attendant		12.05
16040 - Dry Cleaner		15.11
16070 - Finisher, Flatwork, Machine		12.05
16090 - Presser, Hand		12.05
16110 - Presser, Machine, Drycleaning		12.05
16130 - Presser, Machine, Shirts		12.05
16160 - Presser, Machine, Wearing Apparel, Laundry		12.05
16190 - Sewing Machine Operator		16.16
16220 - Tailor		17.16
16250 - Washer, Machine		13.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.12
19040 - Tool And Die Maker		33.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.15
21030 - Material Coordinator		23.95
21040 - Material Expediter		23.95
21050 - Material Handling Laborer		18.10
21071 - Order Filler		15.85
21080 - Production Line Worker (Food Processing)		20.15
21110 - Shipping Packer		18.79
21130 - Shipping/Receiving Clerk		18.79
21140 - Store Worker I		17.52
21150 - Stock Clerk		22.19
21210 - Tools And Parts Attendant		20.15
21410 - Warehouse Specialist		20.15
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.73
23019 - Aircraft Logs and Records Technician		25.02
23021 - Aircraft Mechanic I		29.52
23022 - Aircraft Mechanic II		30.73
23023 - Aircraft Mechanic III		32.21
23040 - Aircraft Mechanic Helper		21.68
23050 - Aircraft, Painter		28.12

23060 - Aircraft Servicer	25.02
23070 - Aircraft Survival Flight Equipment Technician	28.12
23080 - Aircraft Worker	26.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.52
23110 - Appliance Mechanic	28.12
23120 - Bicycle Repairer	23.36
23125 - Cable Splicer	47.42
23130 - Carpenter, Maintenance	26.15
23140 - Carpet Layer	26.66
23160 - Electrician, Maintenance	27.65
23181 - Electronics Technician Maintenance I	26.66
23182 - Electronics Technician Maintenance II	28.12
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	25.02
23290 - Fire Alarm System Mechanic	29.52
23310 - Fire Extinguisher Repairer	23.36
23311 - Fuel Distribution System Mechanic	29.52
23312 - Fuel Distribution System Operator	23.36
23370 - General Maintenance Worker	21.77
23380 - Ground Support Equipment Mechanic	29.52
23381 - Ground Support Equipment Servicer	25.02
23382 - Ground Support Equipment Worker	26.66
23391 - Gunsmith I	23.36
23392 - Gunsmith II	26.66
23393 - Gunsmith III	29.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.61
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.62
23430 - Heavy Equipment Mechanic	26.59
23440 - Heavy Equipment Operator	23.64
23460 - Instrument Mechanic	29.52
23465 - Laboratory/Shelter Mechanic	28.12
23470 - Laborer	17.73
23510 - Locksmith	28.12
23530 - Machinery Maintenance Mechanic	28.08
23550 - Machinist, Maintenance	24.54
23580 - Maintenance Trades Helper	21.68
23591 - Metrology Technician I	29.52
23592 - Metrology Technician II	30.73
23593 - Metrology Technician III	32.21
23640 - Millwright	29.52
23710 - Office Appliance Repairer	28.12
23760 - Painter, Maintenance	21.92
23790 - Pipefitter, Maintenance	28.56
23810 - Plumber, Maintenance	26.21
23820 - Pneudraulic Systems Mechanic	29.52
23850 - Rigger	29.52
23870 - Scale Mechanic	26.66
23890 - Sheet-Metal Worker, Maintenance	29.52
23910 - Small Engine Mechanic	26.66
23931 - Telecommunications Mechanic I	33.77
23932 - Telecommunications Mechanic II	35.15
23950 - Telephone Lineman	36.81
23960 - Welder, Combination, Maintenance	23.98
23965 - Well Driller	29.52
23970 - Woodcraft Worker	29.52
23980 - Woodworker	23.36

24000 - Personal Needs Occupations	
24550 - Case Manager	18.47

24570 - Child Care Attendant		12.75
24580 - Child Care Center Clerk		15.89
24610 - Chore Aide		13.91
24620 - Family Readiness And Support Services Coordinator		18.47
24630 - Homemaker		18.47
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.44
25040 - Sewage Plant Operator		28.96
25070 - Stationary Engineer		30.44
25190 - Ventilation Equipment Tender		22.87
25210 - Water Treatment Plant Operator		28.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.89
27007 - Baggage Inspector		17.00
27008 - Corrections Officer		21.65
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		19.02
27040 - Detention Officer		21.65
27070 - Firefighter		22.94
27101 - Guard I		17.00
27102 - Guard II		19.02
27131 - Police Officer I		30.54
27132 - Police Officer II		33.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.86
28042 - Carnival Equipment Repairer		16.01
28043 - Carnival Worker		11.89
28210 - Gate Attendant/Gate Tender		20.11
28310 - Lifeguard		15.15
28350 - Park Attendant (Aide)		22.50
28510 - Recreation Aide/Health Facility Attendant		16.42
28515 - Recreation Specialist		27.87
28630 - Sports Official		17.92
28690 - Swimming Pool Operator		22.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.66
29020 - Hatch Tender		26.66
29030 - Line Handler		26.66
29041 - Stevedore I		25.02
29042 - Stevedore II		28.12
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		20.31
30022 - Archeological Technician II		22.72
30023 - Archeological Technician III		28.14
30030 - Cartographic Technician		28.14
30040 - Civil Engineering Technician		33.22
30051 - Cryogenic Technician I		31.16
30052 - Cryogenic Technician II		34.43
30061 - Drafter/CAD Operator I		20.31
30062 - Drafter/CAD Operator II		22.72
30063 - Drafter/CAD Operator III		25.32
30064 - Drafter/CAD Operator IV		31.16
30081 - Engineering Technician I		18.10

30082 - Engineering Technician II		20.31
30083 - Engineering Technician III		23.08
30084 - Engineering Technician IV		28.14
30085 - Engineering Technician V		34.43
30086 - Engineering Technician VI		41.65
30090 - Environmental Technician		28.14
30095 - Evidence Control Specialist		28.14
30210 - Laboratory Technician		25.32
30221 - Latent Fingerprint Technician I		31.16
30222 - Latent Fingerprint Technician II		34.43
30240 - Mathematical Technician		28.14
30361 - Paralegal/Legal Assistant I		22.22
30362 - Paralegal/Legal Assistant II		27.52
30363 - Paralegal/Legal Assistant III		33.66
30364 - Paralegal/Legal Assistant IV		40.61
30375 - Petroleum Supply Specialist		34.43
30390 - Photo-Optics Technician		28.82
30395 - Radiation Control Technician		34.43
30461 - Technical Writer I		28.14
30462 - Technical Writer II		34.43
30463 - Technical Writer III		41.65
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		31.16
30502 - Weather Forecaster II		37.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.32
30621 - Weather Observer, Senior	(see 2)	28.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.19
31030 - Bus Driver		20.10
31043 - Driver Courier		17.42
31260 - Parking and Lot Attendant		13.95
31290 - Shuttle Bus Driver		16.14
31310 - Taxi Driver		14.53
31361 - Truckdriver, Light		18.77
31362 - Truckdriver, Medium		20.10
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.58
99050 - Desk Clerk		13.65
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		22.23
99252 - Laboratory Animal Caretaker II		23.95
99260 - Marketing Analyst		28.92
99310 - Mortician		29.28
99410 - Pest Controller		27.46
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		19.86
99711 - Recycling Specialist		22.88
99730 - Refuse Collector		18.35
99810 - Sales Clerk		13.56
99820 - School Crossing Guard		15.60
99830 - Survey Party Chief		21.28
99831 - Surveying Aide		12.67
99832 - Surveying Technician		19.33

99840 - Vending Machine Attendant	23.79
99841 - Vending Machine Repairer	29.26
99842 - Vending Machine Repairer Helper	23.79

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 $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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