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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.: 2015-4225
Revision No.: 34
Date Of Last Revision: 5/13/2026

State: Pennsylvania

Area: Pennsylvania Counties of Cumberland, Dauphin and Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.32
01012 - Accounting Clerk II		20.56
01013 - Accounting Clerk III		23.00
01020 - Administrative Assistant		32.18
01035 - Court Reporter		29.31
01041 - Customer Service Representative I		15.81
01042 - Customer Service Representative II		17.24
01043 - Customer Service Representative III		19.35
01051 - Data Entry Operator I		17.28
01052 - Data Entry Operator II		18.86
01060 - Dispatcher, Motor Vehicle		23.54
01070 - Document Preparation Clerk		18.41
01090 - Duplicating Machine Operator		18.41
01111 - General Clerk I		17.09
01112 - General Clerk II		18.65
01113 - General Clerk III		20.93
01120 - Housing Referral Assistant		23.87
01141 - Messenger Courier		17.46
01191 - Order Clerk I		18.22
01192 - Order Clerk II		19.88
01261 - Personnel Assistant (Employment) I		19.74
01262 - Personnel Assistant (Employment) II		22.10
01263 - Personnel Assistant (Employment) III		24.64
01270 - Production Control Clerk		26.31

01290 - Rental Clerk	18.94
01300 - Scheduler, Maintenance	19.13
01311 - Secretary I	19.13
01312 - Secretary II	21.41
01313 - Secretary III	23.87
01320 - Service Order Dispatcher	21.05
01410 - Supply Technician	32.18
01420 - Survey Worker	21.88
01460 - Switchboard Operator/Receptionist	17.14
01531 - Travel Clerk I	18.18
01532 - Travel Clerk II	20.10
01533 - Travel Clerk III	21.73
01611 - Word Processor I	17.36
01612 - Word Processor II	19.49
01613 - Word Processor III	21.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.14
05010 - Automotive Electrician	22.72
05040 - Automotive Glass Installer	21.58
05070 - Automotive Worker	21.58
05110 - Mobile Equipment Servicer	19.29
05130 - Motor Equipment Metal Mechanic	23.82
05160 - Motor Equipment Metal Worker	21.58
05190 - Motor Vehicle Mechanic	23.82
05220 - Motor Vehicle Mechanic Helper	18.06
05250 - Motor Vehicle Upholstery Worker	20.44
05280 - Motor Vehicle Wrecker	21.58
05310 - Painter, Automotive	22.72
05340 - Radiator Repair Specialist	21.58
05370 - Tire Repairer	18.07
05400 - Transmission Repair Specialist	23.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.93
07041 - Cook I	17.56
07042 - Cook II	19.64
07070 - Dishwasher	14.02
07130 - Food Service Worker	14.45
07210 - Meat Cutter	18.56
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.28
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	22.28
09090 - Furniture Refinisher Helper	17.72
09110 - Furniture Repairer, Minor	20.05
09130 - Upholsterer	22.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.54
11060 - Elevator Operator	17.04
11090 - Gardener	21.88
11122 - Housekeeping Aide	17.04
11150 - Janitor	17.04
11210 - Laborer, Grounds Maintenance	17.88
11240 - Maid or Houseman	15.00
11260 - Pruner	16.60
11270 - Tractor Operator	20.49
11330 - Trail Maintenance Worker	17.88
11360 - Window Cleaner	18.35

12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	26.10
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	29.34
12020 - Dental Assistant	22.52
12025 - Dental Hygienist	39.19
12030 - EKG Technician	25.78
12035 - Electroneurodiagnostic Technologist	25.78
12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	23.34
12072 - Licensed Practical Nurse II	26.10
12073 - Licensed Practical Nurse III	29.09
12100 - Medical Assistant	19.58
12130 - Medical Laboratory Technician	30.55
12160 - Medical Record Clerk	20.96
12190 - Medical Record Technician	23.44
12195 - Medical Transcriptionist	21.93
12210 - Nuclear Medicine Technologist	48.88
12221 - Nursing Assistant I	13.61
12222 - Nursing Assistant II	15.31
12223 - Nursing Assistant III	16.70
12224 - Nursing Assistant IV	18.75
12235 - Optical Dispenser	21.47
12236 - Optical Technician	23.34
12250 - Pharmacy Technician	17.50
12280 - Phlebotomist	20.13
12305 - Radiologic Technologist	32.82
12311 - Registered Nurse I	27.78
12312 - Registered Nurse II	33.97
12313 - Registered Nurse II, Specialist	33.97
12314 - Registered Nurse III	41.10
12315 - Registered Nurse III, Anesthetist	41.10
12316 - Registered Nurse IV	49.28
12317 - Scheduler (Drug and Alcohol Testing)	32.33
12320 - Substance Abuse Treatment Counselor	28.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.11
13012 - Exhibits Specialist II	27.39
13013 - Exhibits Specialist III	33.50
13041 - Illustrator I	21.57
13042 - Illustrator II	26.73
13043 - Illustrator III	32.70
13047 - Librarian	30.33
13050 - Library Aide/Clerk	12.73
13054 - Library Information Technology Systems Administrator	27.39
13058 - Library Technician	18.93
13061 - Media Specialist I	19.77
13062 - Media Specialist II	22.11
13063 - Media Specialist III	24.64
13071 - Photographer I	18.09
13072 - Photographer II	20.23
13073 - Photographer III	25.06
13074 - Photographer IV	30.65
13075 - Photographer V	37.08
13090 - Technical Order Library Clerk	15.98
13110 - Video Teleconference Technician	26.19
14000 - Information Technology Occupations	

14041 - Computer Operator I		23.53
14042 - Computer Operator II		26.32
14043 - Computer Operator III		29.33
14044 - Computer Operator IV		32.60
14045 - Computer Operator V		36.11
14071 - Computer Programmer I	(see 1)	23.83
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		23.53
14160 - Personal Computer Support Technician		32.60
14170 - System Support Specialist		36.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.44
15020 - Aircrew Training Devices Instructor (Rated)		38.04
15030 - Air Crew Training Devices Instructor (Pilot)		45.60
15050 - Computer Based Training Specialist / Instructor		31.44
15060 - Educational Technologist		37.73
15070 - Flight Instructor (Pilot)		45.60
15080 - Graphic Artist		25.94
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.60
15086 - Maintenance Test Pilot, Rotary Wing		45.60
15088 - Non-Maintenance Test/Co-Pilot		45.60
15090 - Technical Instructor		25.67
15095 - Technical Instructor/Course Developer		31.39
15110 - Test Proctor		20.72
15120 - Tutor		20.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.08
16030 - Counter Attendant		12.08
16040 - Dry Cleaner		15.14
16070 - Finisher, Flatwork, Machine		12.08
16090 - Presser, Hand		12.08
16110 - Presser, Machine, Drycleaning		12.08
16130 - Presser, Machine, Shirts		12.08
16160 - Presser, Machine, Wearing Apparel, Laundry		12.08
16190 - Sewing Machine Operator		16.19
16220 - Tailor		17.22
16250 - Washer, Machine		13.07
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.14
19040 - Tool And Die Maker		32.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.24
21030 - Material Coordinator		26.31
21040 - Material Expediter		26.31
21050 - Material Handling Laborer		20.22
21071 - Order Filler		17.59
21080 - Production Line Worker (Food Processing)		23.24
21110 - Shipping Packer		22.06
21130 - Shipping/Receiving Clerk		22.06
21140 - Store Worker I		16.53

21150 - Stock Clerk	20.68
21210 - Tools And Parts Attendant	23.24
21410 - Warehouse Specialist	23.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.10
23019 - Aircraft Logs and Records Technician	27.94
23021 - Aircraft Mechanic I	32.57
23022 - Aircraft Mechanic II	34.10
23023 - Aircraft Mechanic III	35.66
23040 - Aircraft Mechanic Helper	24.70
23050 - Aircraft, Painter	31.05
23060 - Aircraft Servicer	27.94
23070 - Aircraft Survival Flight Equipment Technician	31.05
23080 - Aircraft Worker	29.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.57
23110 - Appliance Mechanic	27.92
23120 - Bicycle Repairer	25.88
23125 - Cable Splicer	50.20
23130 - Carpenter, Maintenance	26.56
23140 - Carpet Layer	26.52
23160 - Electrician, Maintenance	33.96
23181 - Electronics Technician Maintenance I	27.73
23182 - Electronics Technician Maintenance II	29.19
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	27.43
23290 - Fire Alarm System Mechanic	28.67
23310 - Fire Extinguisher Repairer	25.88
23311 - Fuel Distribution System Mechanic	32.22
23312 - Fuel Distribution System Operator	26.08
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	32.57
23381 - Ground Support Equipment Servicer	27.94
23382 - Ground Support Equipment Worker	29.49
23391 - Gunsmith I	25.88
23392 - Gunsmith II	28.95
23393 - Gunsmith III	31.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.75
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.15
23430 - Heavy Equipment Mechanic	29.90
23440 - Heavy Equipment Operator	26.59
23460 - Instrument Mechanic	31.96
23465 - Laboratory/Shelter Mechanic	30.49
23470 - Laborer	20.22
23510 - Locksmith	30.49
23530 - Machinery Maintenance Mechanic	30.53
23550 - Machinist, Maintenance	26.02
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	31.96
23592 - Metrology Technician II	33.47
23593 - Metrology Technician III	35.00
23640 - Millwright	31.96
23710 - Office Appliance Repairer	22.86
23760 - Painter, Maintenance	25.18
23790 - Pipefitter, Maintenance	33.00
23810 - Plumber, Maintenance	31.47

23820 - Pneudraulic Systems Mechanic	31.96
23850 - Rigger	31.96
23870 - Scale Mechanic	28.95
23890 - Sheet-Metal Worker, Maintenance	31.46
23910 - Small Engine Mechanic	23.75
23931 - Telecommunications Mechanic I	31.19
23932 - Telecommunications Mechanic II	32.64
23950 - Telephone Lineman	39.89
23960 - Welder, Combination, Maintenance	25.86
23965 - Well Driller	31.36
23970 - Woodcraft Worker	31.96
23980 - Woodworker	25.88
24000 - Personal Needs Occupations	
24550 - Case Manager	20.90
24570 - Child Care Attendant	13.77
24580 - Child Care Center Clerk	17.18
24610 - Chore Aide	13.84
24620 - Family Readiness And Support Services Coordinator	20.90
24630 - Homemaker	20.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.03
25040 - Sewage Plant Operator	28.58
25070 - Stationary Engineer	31.03
25190 - Ventilation Equipment Tender	23.53
25210 - Water Treatment Plant Operator	28.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.60
27007 - Baggage Inspector	18.45
27008 - Corrections Officer	30.25
27010 - Court Security Officer	30.30
27030 - Detection Dog Handler	20.64
27040 - Detention Officer	30.25
27070 - Firefighter	29.37
27101 - Guard I	18.45
27102 - Guard II	20.64
27131 - Police Officer I	37.37
27132 - Police Officer II	41.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.01
28042 - Carnival Equipment Repairer	17.08
28043 - Carnival Worker	12.97
28210 - Gate Attendant/Gate Tender	18.51
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	20.70
28510 - Recreation Aide/Health Facility Attendant	15.11
28515 - Recreation Specialist	25.64
28630 - Sports Official	16.49
28690 - Swimming Pool Operator	21.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.06
29020 - Hatch Tender	28.06
29030 - Line Handler	28.06
29041 - Stevedore I	26.58
29042 - Stevedore II	29.54
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.01
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.41
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.69
30021 - Archeological Technician I		19.99
30022 - Archeological Technician II		22.36
30023 - Archeological Technician III		27.69
30030 - Cartographic Technician		27.69
30040 - Civil Engineering Technician		33.22
30051 - Cryogenic Technician I		30.67
30052 - Cryogenic Technician II		33.87
30061 - Drafter/CAD Operator I		19.99
30062 - Drafter/CAD Operator II		22.36
30063 - Drafter/CAD Operator III		24.92
30064 - Drafter/CAD Operator IV		30.67
30081 - Engineering Technician I		18.13
30082 - Engineering Technician II		20.35
30083 - Engineering Technician III		22.76
30084 - Engineering Technician IV		28.19
30085 - Engineering Technician V		34.48
30086 - Engineering Technician VI		41.71
30090 - Environmental Technician		27.21
30095 - Evidence Control Specialist		27.69
30210 - Laboratory Technician		22.69
30221 - Latent Fingerprint Technician I		28.95
30222 - Latent Fingerprint Technician II		31.98
30240 - Mathematical Technician		27.69
30361 - Paralegal/Legal Assistant I		22.36
30362 - Paralegal/Legal Assistant II		27.69
30363 - Paralegal/Legal Assistant III		33.86
30364 - Paralegal/Legal Assistant IV		40.97
30375 - Petroleum Supply Specialist		33.87
30390 - Photo-Optics Technician		27.69
30395 - Radiation Control Technician		33.87
30461 - Technical Writer I		29.18
30462 - Technical Writer II		35.69
30463 - Technical Writer III		43.18
30491 - Unexploded Ordnance (UXO) Technician I		29.87
30492 - Unexploded Ordnance (UXO) Technician II		36.15
30493 - Unexploded Ordnance (UXO) Technician III		43.32
30494 - Unexploded (UXO) Safety Escort		29.87
30495 - Unexploded (UXO) Sweep Personnel		29.87
30501 - Weather Forecaster I		30.67
30502 - Weather Forecaster II		37.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.92
30621 - Weather Observer, Senior	(see 2)	27.69

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.15
31020 - Bus Aide	19.60
31030 - Bus Driver	25.38
31043 - Driver Courier	20.49
31260 - Parking and Lot Attendant	14.74
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	13.83
31361 - Truckdriver, Light	21.88
31362 - Truckdriver, Medium	23.19
31363 - Truckdriver, Heavy	29.28
31364 - Truckdriver, Tractor-Trailer	29.28

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.62
99030 - Cashier	13.75
99050 - Desk Clerk	14.68
99095 - Embalmer	35.00
99130 - Flight Follower	29.87
99251 - Laboratory Animal Caretaker I	18.22
99252 - Laboratory Animal Caretaker II	19.44
99260 - Marketing Analyst	31.91
99310 - Mortician	35.00
99410 - Pest Controller	22.04
99510 - Photofinishing Worker	15.70
99710 - Recycling Laborer	24.00
99711 - Recycling Specialist	27.49
99730 - Refuse Collector	22.29
99810 - Sales Clerk	14.60
99820 - School Crossing Guard	17.70
99830 - Survey Party Chief	30.07
99831 - Surveying Aide	20.59
99832 - Surveying Technician	26.51
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	23.97
99842 - Vending Machine Repairer Helper	20.07

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 contract from May 11 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; and 3 weeks after 8 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))."" "