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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.: 2015-6031
Revision No.: 4
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Broadwater, Jefferson and Lewis and Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.80
01020 - Administrative Assistant		28.31
01035 - Court Reporter		21.06
01041 - Customer Service Representative I		17.19
01042 - Customer Service Representative II		18.76
01043 - Customer Service Representative III		21.06
01051 - Data Entry Operator I		17.28
01052 - Data Entry Operator II		18.85
01060 - Dispatcher, Motor Vehicle		22.91
01070 - Document Preparation Clerk		17.91
01090 - Duplicating Machine Operator		17.91
01111 - General Clerk I		17.18
01112 - General Clerk II		18.74
01113 - General Clerk III		21.04
01120 - Housing Referral Assistant		23.49
01141 - Messenger Courier		17.01
01191 - Order Clerk I		15.38
01192 - Order Clerk II		16.78
01261 - Personnel Assistant (Employment) I		18.27
01262 - Personnel Assistant (Employment) II		20.44
01263 - Personnel Assistant (Employment) III		22.79
01270 - Production Control Clerk		27.87
01290 - Rental Clerk		18.77
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.06
01313 - Secretary III		23.49
01320 - Service Order Dispatcher		20.48
01410 - Supply Technician		28.31
01420 - Survey Worker		19.37
01460 - Switchboard Operator/Receptionist		16.67
01531 - Travel Clerk I		20.38
01532 - Travel Clerk II		21.92
01533 - Travel Clerk III		24.52
01611 - Word Processor I		16.78
01612 - Word Processor II		18.83
01613 - Word Processor III		21.06
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.64
05010 - Automotive Electrician		24.52
05040 - Automotive Glass Installer		22.83
05070 - Automotive Worker		22.83
05110 - Mobile Equipment Servicer		19.76
05130 - Motor Equipment Metal Mechanic		26.17
05160 - Motor Equipment Metal Worker		22.83
05190 - Motor Vehicle Mechanic		26.17
05220 - Motor Vehicle Mechanic Helper		18.17
05250 - Motor Vehicle Upholstery Worker		21.31
05280 - Motor Vehicle Wrecker		22.83
05310 - Painter, Automotive		24.52
05340 - Radiator Repair Specialist		22.83
05370 - Tire Repairer		18.26
05400 - Transmission Repair Specialist		26.17
07000 - Food Preparation And Service Occupations		

07010 - Baker		19.31
07041 - Cook I		17.41
07042 - Cook II		20.12
07070 - Dishwasher		13.29
07130 - Food Service Worker		15.19
07210 - Meat Cutter		18.56
07260 - Waiter/Waitress		10.52
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.41
09040 - Furniture Handler		16.18
09080 - Furniture Refinisher		24.41
09090 - Furniture Refinisher Helper		19.60
09110 - Furniture Repairer, Minor		22.88
09130 - Upholsterer		24.41
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.66
11060 - Elevator Operator		17.84
11090 - Gardener		26.50
11122 - Housekeeping Aide		17.84
11150 - Janitor		17.84
11210 - Laborer, Grounds Maintenance		20.13
11240 - Maid or Houseman		15.74
11260 - Pruner		17.79
11270 - Tractor Operator		24.39
11330 - Trail Maintenance Worker		20.13
11360 - Window Cleaner		20.19
12000 - Health Occupations		
12010 - Ambulance Driver		17.60
12011 - Breath Alcohol Technician		25.85
12012 - Certified Occupational Therapist Assistant		35.46
12015 - Certified Physical Therapist Assistant		32.41
12020 - Dental Assistant		21.78
12025 - Dental Hygienist		45.16
12030 - EKG Technician		39.16
12035 - Electroneurodiagnostic Technologist		39.16
12040 - Emergency Medical Technician		17.60
12071 - Licensed Practical Nurse I		23.11
12072 - Licensed Practical Nurse II		25.85
12073 - Licensed Practical Nurse III		28.81
12100 - Medical Assistant		21.02
12130 - Medical Laboratory Technician		33.79
12160 - Medical Record Clerk		21.64
12190 - Medical Record Technician		24.20
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		56.81
12221 - Nursing Assistant I		14.18
12222 - Nursing Assistant II		15.95
12223 - Nursing Assistant III		17.41
12224 - Nursing Assistant IV		19.54
12235 - Optical Dispenser		21.63
12236 - Optical Technician		23.11
12250 - Pharmacy Technician		22.26
12280 - Phlebotomist		19.76
12305 - Radiologic Technologist		36.49
12311 - Registered Nurse I		28.47
12312 - Registered Nurse II		34.82
12313 - Registered Nurse II, Specialist		34.82
12314 - Registered Nurse III		42.13
12315 - Registered Nurse III, Anesthetist		42.13
12316 - Registered Nurse IV		50.51
12317 - Scheduler (Drug and Alcohol Testing)		32.02
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.70
13012 - Exhibits Specialist II		28.12
13013 - Exhibits Specialist III		34.38
13041 - Illustrator I		22.70
13042 - Illustrator II		28.12
13043 - Illustrator III		34.38
13047 - Librarian		31.14
13050 - Library Aide/Clerk		18.08
13054 - Library Information Technology Systems Administrator		28.12
13058 - Library Technician		19.75
13061 - Media Specialist I		20.29
13062 - Media Specialist II		22.70
13063 - Media Specialist III		25.30
13071 - Photographer I		20.29
13072 - Photographer II		22.70
13073 - Photographer III		28.12
13074 - Photographer IV		34.38
13075 - Photographer V		41.60
13090 - Technical Order Library Clerk		22.70
13110 - Video Teleconference Technician		22.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.28
14042 - Computer Operator II		20.46
14043 - Computer Operator III		22.81
14044 - Computer Operator IV		25.34
14045 - Computer Operator V		28.07
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		18.28
14160 - Personal Computer Support Technician		25.34
14170 - System Support Specialist		32.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.59
15020 - Aircrew Training Devices Instructor (Rated)		39.43
15030 - Air Crew Training Devices Instructor (Pilot)		47.26
15050 - Computer Based Training Specialist / Instructor		32.59
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.26
15080 - Graphic Artist		25.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.26
15086 - Maintenance Test Pilot, Rotary Wing		47.26
15088 - Non-Maintenance Test/Co-Pilot		47.26
15090 - Technical Instructor		25.79
15095 - Technical Instructor/Course Developer		31.55
15110 - Test Proctor		20.82
15120 - Tutor		20.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.60
19040 - Tool And Die Maker		37.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.24
21030 - Material Coordinator		27.87
21040 - Material Expediter		27.87
21050 - Material Handling Laborer		19.36
21071 - Order Filler		18.61
21080 - Production Line Worker (Food Processing)		22.24
21110 - Shipping Packer		20.00
21130 - Shipping/Receiving Clerk		20.00
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		22.24
21410 - Warehouse Specialist		22.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.52
23019 - Aircraft Logs and Records Technician		28.85
23021 - Aircraft Mechanic I		35.45
23022 - Aircraft Mechanic II		37.52
23023 - Aircraft Mechanic III		39.70
23040 - Aircraft Mechanic Helper		24.62
23050 - Aircraft, Painter		33.20
23060 - Aircraft Servicer		28.85
23070 - Aircraft Survival Flight Equipment Technician		33.20
23080 - Aircraft Worker		30.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		30.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.45
23110 - Appliance Mechanic		29.00
23120 - Bicycle Repairer		24.66
23125 - Cable Splicer		51.17
23130 - Carpenter, Maintenance		26.66
23140 - Carpet Layer		28.49
23160 - Electrician, Maintenance		30.47
23181 - Electronics Technician Maintenance I		28.90
23182 - Electronics Technician Maintenance II		31.04
23183 - Electronics Technician Maintenance III		33.14
23260 - Fabric Worker		26.60
23290 - Fire Alarm System Mechanic		29.55
23310 - Fire Extinguisher Repairer		24.66
23311 - Fuel Distribution System Mechanic		32.67
23312 - Fuel Distribution System Operator		24.66
23370 - General Maintenance Worker		21.73
23380 - Ground Support Equipment Mechanic		35.45
23381 - Ground Support Equipment Servicer		28.85
23382 - Ground Support Equipment Worker		30.91
23391 - Gunsmith I		24.66
23392 - Gunsmith II		28.49
23393 - Gunsmith III		32.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.45
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		29.06
23430 - Heavy Equipment Mechanic		31.61
23440 - Heavy Equipment Operator		28.78
23460 - Instrument Mechanic		32.67
23465 - Laboratory/Shelter Mechanic		30.60
23470 - Laborer		19.36
23510 - Locksmith		29.00
23530 - Machinery Maintenance Mechanic		29.32
23550 - Machinist, Maintenance		29.32
23580 - Maintenance Trades Helper		19.27
23591 - Metrology Technician I		32.67
23592 - Metrology Technician II		34.60
23593 - Metrology Technician III		36.60
23640 - Millwright		32.67
23710 - Office Appliance Repairer		28.26
23760 - Painter, Maintenance		22.69
23790 - Pipefitter, Maintenance		35.57
23810 - Plumber, Maintenance		33.32
23820 - Pneudraulic Systems Mechanic		32.67
23850 - Rigger		32.67
23870 - Scale Mechanic		28.49
23890 - Sheet-Metal Worker, Maintenance		31.94
23910 - Small Engine Mechanic		24.89
23931 - Telecommunications Mechanic I		33.28
23932 - Telecommunications Mechanic II		35.23
23950 - Telephone Lineman		31.90
23960 - Welder, Combination, Maintenance		24.00
23965 - Well Driller		27.47
23970 - Woodcraft Worker		32.67
23980 - Woodworker		24.66
24000 - Personal Needs Occupations		
24550 - Case Manager		17.47
24570 - Child Care Attendant		14.80
24580 - Child Care Center Clerk		18.45
24610 - Chore Aide		15.12
24620 - Family Readiness And Support Services Coordinator		17.47
24630 - Homemaker		17.47
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.82
25040 - Sewage Plant Operator		28.60
25070 - Stationary Engineer		31.82
25190 - Ventilation Equipment Tender		22.11
25210 - Water Treatment Plant Operator		28.60
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.75
27007 - Baggage Inspector		18.13
27008 - Corrections Officer		24.89
27010 - Court Security Officer		25.95
27030 - Detection Dog Handler		20.28
27040 - Detention Officer		24.89
27070 - Firefighter		29.63
27101 - Guard I		18.13
27102 - Guard II		20.28
27131 - Police Officer I		31.30
27132 - Police Officer II		34.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.20
28042 - Carnival Equipment Repairer		20.87
28043 - Carnival Worker		14.01
28210 - Gate Attendant/Gate Tender		20.53
28310 - Lifeguard		18.29
28350 - Park Attendant (Aide)		22.96
28510 - Recreation Aide/Health Facility Attendant		16.76
28515 - Recreation Specialist		27.64
28630 - Sports Official		18.29
28690 - Swimming Pool Operator		24.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.49
29020 - Hatch Tender		28.49
29030 - Line Handler		28.49
29041 - Stevedore I		26.60
29042 - Stevedore II		30.60
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		21.35
30022 - Archeological Technician II		23.88
30023 - Archeological Technician III		29.59
30030 - Cartographic Technician		29.59
30040 - Civil Engineering Technician		31.02
30051 - Cryogenic Technician I		32.77
30052 - Cryogenic Technician II		36.20
30061 - Drafter/CAD Operator I		21.35
30062 - Drafter/CAD Operator II		23.88
30063 - Drafter/CAD Operator III		26.63
30064 - Drafter/CAD Operator IV		32.77
30081 - Engineering Technician I		19.03

30082 - Engineering Technician II		21.35
30083 - Engineering Technician III		23.88
30084 - Engineering Technician IV		29.59
30085 - Engineering Technician V		36.20
30086 - Engineering Technician VI		43.79
30090 - Environmental Technician		29.02
30095 - Evidence Control Specialist		29.59
30210 - Laboratory Technician		27.67
30221 - Latent Fingerprint Technician I		32.77
30222 - Latent Fingerprint Technician II		36.20
30240 - Mathematical Technician		29.59
30361 - Paralegal/Legal Assistant I		22.82
30362 - Paralegal/Legal Assistant II		28.27
30363 - Paralegal/Legal Assistant III		34.57
30364 - Paralegal/Legal Assistant IV		41.83
30375 - Petroleum Supply Specialist		36.20
30390 - Photo-Optics Technician		29.59
30395 - Radiation Control Technician		36.20
30461 - Technical Writer I		29.70
30462 - Technical Writer II		36.32
30463 - Technical Writer III		43.95
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		32.77
30502 - Weather Forecaster II		39.86
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.63
30621 - Weather Observer, Senior	(see 2)	29.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.37
31030 - Bus Driver		21.81
31043 - Driver Courier		20.29
31260 - Parking and Lot Attendant		14.80
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		13.35
31361 - Truckdriver, Light		22.06
31362 - Truckdriver, Medium		23.79
31363 - Truckdriver, Heavy		27.71
31364 - Truckdriver, Tractor-Trailer		27.71
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.44
99050 - Desk Clerk		15.83
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.56
99252 - Laboratory Animal Caretaker II		18.00
99260 - Marketing Analyst		34.98
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		28.74
99711 - Recycling Specialist		34.81
99730 - Refuse Collector		25.39
99810 - Sales Clerk		16.61
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		30.41
99831 - Surveying Aide		18.88
99832 - Surveying Technician		25.67
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.03
99842 - Vending Machine Repairer Helper		22.99

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))."""