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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.: 2015-4047 Revision No.: 34 Date Of Last Revision: 6/25/2026

This wage determination is applicable in the following cities and towns in the following counties in MASSACHUSETTS:

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading,

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Wal

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

State: Massachusetts

Area: Massachusetts Counties of Essex, Middlesex, Norfolk, Plymouth and Suffolk

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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		23.35
01012 - Accounting Clerk II		26.20
01013 - Accounting Clerk III		29.31
01020 - Administrative Assistant		40.99
01035 - Court Reporter		33.62
01041 - Customer Service Representative I		19.60
01042 - Customer Service Representative II		21.39
01043 - Customer Service Representative III		24.00
01051 - Data Entry Operator I		21.02
01052 - Data Entry Operator II		22.94
01060 - Dispatcher, Motor Vehicle		27.19
01070 - Document Preparation Clerk		23.14
01090 - Duplicating Machine Operator		23.14
01111 - General Clerk I		19.91
01112 - General Clerk II		21.73
01113 - General Clerk III		24.38
01120 - Housing Referral Assistant		28.53
01141 - Messenger Courier		21.07
01191 - Order Clerk I		25.17
01192 - Order Clerk II		27.47
01261 - Personnel Assistant (Employment) I		22.63
01262 - Personnel Assistant (Employment) II		25.31
01263 - Personnel Assistant (Employment) III		28.22
01270 - Production Control Clerk		29.56
01290 - Rental Clerk		21.96

01300 - Scheduler, Maintenance	22.87
01311 - Secretary I	22.87
01312 - Secretary II	25.58
01313 - Secretary III	28.53
01320 - Service Order Dispatcher	24.30
01410 - Supply Technician	40.99
01420 - Survey Worker	24.37
01460 - Switchboard Operator/Receptionist	21.12
01531 - Travel Clerk I	22.55
01532 - Travel Clerk II	25.30
01533 - Travel Clerk III	27.49
01611 - Word Processor I	20.65
01612 - Word Processor II	23.17
01613 - Word Processor III	25.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.81
05010 - Automotive Electrician	27.90
05040 - Automotive Glass Installer	26.65
05070 - Automotive Worker	26.65
05110 - Mobile Equipment Servicer	24.16
05130 - Motor Equipment Metal Mechanic	29.12
05160 - Motor Equipment Metal Worker	26.65
05190 - Motor Vehicle Mechanic	29.12
05220 - Motor Vehicle Mechanic Helper	22.72
05250 - Motor Vehicle Upholstery Worker	25.42
05280 - Motor Vehicle Wrecker	26.65
05310 - Painter, Automotive	27.90
05340 - Radiator Repair Specialist	26.65
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	29.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.82
07041 - Cook I	23.33
07042 - Cook II	25.77
07070 - Dishwasher	18.15
07130 - Food Service Worker	19.07
07210 - Meat Cutter	23.52
07260 - Waiter/Waitress	18.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.23
09040 - Furniture Handler	22.00
09080 - Furniture Refinisher	30.58
09090 - Furniture Refinisher Helper	24.70
09110 - Furniture Repairer, Minor	27.80
09130 - Upholsterer	23.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.73
11060 - Elevator Operator	22.38
11090 - Gardener	29.81
11122 - Housekeeping Aide	22.38
11150 - Janitor	22.38
11210 - Laborer, Grounds Maintenance	23.57
11240 - Maid or Houseman	18.98
11260 - Pruner	21.41
11270 - Tractor Operator	27.79
11330 - Trail Maintenance Worker	23.57
11360 - Window Cleaner	24.64
12000 - Health Occupations	
12010 - Ambulance Driver	24.31
12011 - Breath Alcohol Technician	35.44
12012 - Certified Occupational Therapist Assistant	36.24
12015 - Certified Physical Therapist Assistant	38.67
12020 - Dental Assistant	29.22
12025 - Dental Hygienist	49.07
12030 - EKG Technician	51.44
12035 - Electroneurodiagnostic Technologist	51.44
12040 - Emergency Medical Technician	24.31
12071 - Licensed Practical Nurse I	31.68
12072 - Licensed Practical Nurse II	35.44

12073 - Licensed Practical Nurse III		39.52
12100 - Medical Assistant		24.39
12130 - Medical Laboratory Technician		37.21
12160 - Medical Record Clerk		25.98
12190 - Medical Record Technician		29.07
12195 - Medical Transcriptionist		23.14
12210 - Nuclear Medicine Technologist		58.56
12221 - Nursing Assistant I		16.61
12222 - Nursing Assistant II		18.69
12223 - Nursing Assistant III		20.39
12224 - Nursing Assistant IV		22.88
12235 - Optical Dispenser		30.85
12236 - Optical Technician		23.75
12250 - Pharmacy Technician		22.55
12280 - Phlebotomist		24.24
12305 - Radiologic Technologist		50.28
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		43.90
12320 - Substance Abuse Treatment Counselor		29.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.70
13012 - Exhibits Specialist II		29.36
13013 - Exhibits Specialist III		35.92
13041 - Illustrator I		26.50
13042 - Illustrator II		32.81
13043 - Illustrator III		40.15
13047 - Librarian		38.20
13050 - Library Aide/Clerk		22.06
13054 - Library Information Technology Systems Administrator		34.49
13058 - Library Technician		27.56
13061 - Media Specialist I		24.89
13062 - Media Specialist II		27.84
13063 - Media Specialist III		31.05
13071 - Photographer I		23.64
13072 - Photographer II		26.45
13073 - Photographer III		32.76
13074 - Photographer IV		40.08
13075 - Photographer V		48.50
13090 - Technical Order Library Clerk		27.69
13110 - Video Teleconference Technician		33.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.86
14042 - Computer Operator II		31.17
14043 - Computer Operator III		34.76
14044 - Computer Operator IV		38.61
14045 - Computer Operator V		42.76
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		27.86
14160 - Personal Computer Support Technician		38.61
14170 - System Support Specialist		43.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.82
15020 - Aircrew Training Devices Instructor (Rated)		51.82
15030 - Air Crew Training Devices Instructor (Pilot)		62.11
15050 - Computer Based Training Specialist / Instructor		42.82
15060 - Educational Technologist		47.29

15070 - Flight Instructor (Pilot)	62.11
15080 - Graphic Artist	37.63
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	62.11
15086 - Maintenance Test Pilot, Rotary Wing	62.11
15088 - Non-Maintenance Test/Co-Pilot	62.11
15090 - Technical Instructor	32.94
15095 - Technical Instructor/Course Developer	40.29
15110 - Test Proctor	26.59
15120 - Tutor	26.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.87
16030 - Counter Attendant	17.87
16040 - Dry Cleaner	20.41
16070 - Finisher, Flatwork, Machine	17.87
16090 - Presser, Hand	17.87
16110 - Presser, Machine, Drycleaning	17.87
16130 - Presser, Machine, Shirts	17.87
16160 - Presser, Machine, Wearing Apparel, Laundry	17.87
16190 - Sewing Machine Operator	21.27
16220 - Tailor	22.11
16250 - Washer, Machine	18.72
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.11
19040 - Tool And Die Maker	37.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.16
21030 - Material Coordinator	29.56
21040 - Material Expediter	29.56
21050 - Material Handling Laborer	21.92
21071 - Order Filler	18.40
21080 - Production Line Worker (Food Processing)	23.16
21110 - Shipping Packer	24.03
21130 - Shipping/Receiving Clerk	24.03
21140 - Store Worker I	17.51
21150 - Stock Clerk	23.18
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.50
23019 - Aircraft Logs and Records Technician	39.06
23021 - Aircraft Mechanic I	44.84
23022 - Aircraft Mechanic II	46.50
23023 - Aircraft Mechanic III	48.41
23040 - Aircraft Mechanic Helper	34.68
23050 - Aircraft, Painter	42.96
23060 - Aircraft Servicer	39.06
23070 - Aircraft Survival Flight Equipment Technician	42.96
23080 - Aircraft Worker	41.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.84
23110 - Appliance Mechanic	33.47
23120 - Bicycle Repairer	20.00
23125 - Cable Splicer	54.92
23130 - Carpenter, Maintenance	36.16
23140 - Carpet Layer	35.29
23160 - Electrician, Maintenance	40.12
23181 - Electronics Technician Maintenance I	34.81
23182 - Electronics Technician Maintenance II	36.40
23183 - Electronics Technician Maintenance III	37.99
23260 - Fabric Worker	34.04
23290 - Fire Alarm System Mechanic	38.59
23310 - Fire Extinguisher Repairer	32.34
23311 - Fuel Distribution System Mechanic	45.93
23312 - Fuel Distribution System Operator	38.11
23370 - General Maintenance Worker	28.69
23380 - Ground Support Equipment Mechanic	44.84
23381 - Ground Support Equipment Servicer	39.06

23382 - Ground Support Equipment Worker	41.09
23391 - Gunsmith I	32.34
23392 - Gunsmith II	35.69
23393 - Gunsmith III	38.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	37.75
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	39.15
23430 - Heavy Equipment Mechanic	39.34
23440 - Heavy Equipment Operator	36.99
23460 - Instrument Mechanic	34.53
23465 - Laboratory/Shelter Mechanic	37.33
23470 - Laborer	21.92
23510 - Locksmith	30.13
23530 - Machinery Maintenance Mechanic	36.16
23550 - Machinist, Maintenance	33.64
23580 - Maintenance Trades Helper	22.00
23591 - Metrology Technician I	34.53
23592 - Metrology Technician II	35.92
23593 - Metrology Technician III	37.35
23640 - Millwright	34.24
23710 - Office Appliance Repairer	28.41
23760 - Painter, Maintenance	27.80
23790 - Pipefitter, Maintenance	46.52
23810 - Plumber, Maintenance	44.57
23820 - Pneudraulic Systems Mechanic	38.97
23850 - Rigger	38.43
23870 - Scale Mechanic	35.69
23890 - Sheet-Metal Worker, Maintenance	39.09
23910 - Small Engine Mechanic	28.79
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.56
23950 - Telephone Lineman	49.85
23960 - Welder, Combination, Maintenance	30.66
23965 - Well Driller	40.44
23970 - Woodcraft Worker	38.97
23980 - Woodworker	32.34
24000 - Personal Needs Occupations	
24550 - Case Manager	22.85
24570 - Child Care Attendant	20.00
24580 - Child Care Center Clerk	24.95
24610 - Chore Aide	19.67
24620 - Family Readiness And Support Services Coordinator	22.85
24630 - Homemaker	22.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.36
25040 - Sewage Plant Operator	35.10
25070 - Stationary Engineer	40.36
25190 - Ventilation Equipment Tender	31.22
25210 - Water Treatment Plant Operator	35.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.12
27007 - Baggage Inspector	21.78
27008 - Corrections Officer	42.82
27010 - Court Security Officer	39.20
27030 - Detection Dog Handler	24.36
27040 - Detention Officer	42.82
27070 - Firefighter	35.57
27101 - Guard I	21.78
27102 - Guard II	24.36
27131 - Police Officer I	34.01
27132 - Police Officer II	37.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.64
28042 - Carnival Equipment Repairer	23.21
28043 - Carnival Worker	16.67
28210 - Gate Attendant/Gate Tender	22.82
28310 - Lifeguard	17.94
28350 - Park Attendant (Aide)	25.53

28510 - Recreation Aide/Health Facility Attendant		18.64
28515 - Recreation Specialist		31.63
28630 - Sports Official		20.34
28690 - Swimming Pool Operator		25.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		39.70
29020 - Hatch Tender		39.70
29030 - Line Handler		39.70
29041 - Stevedore I		37.85
29042 - Stevedore II		41.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.70
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.34
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.03
30021 - Archeological Technician I		24.84
30022 - Archeological Technician II		27.79
30023 - Archeological Technician III		34.43
30030 - Cartographic Technician		34.43
30040 - Civil Engineering Technician		34.24
30051 - Cryogenic Technician I		38.13
30052 - Cryogenic Technician II		42.11
30061 - Drafter/CAD Operator I		24.84
30062 - Drafter/CAD Operator II		27.79
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.13
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.74
30083 - Engineering Technician III		25.44
30084 - Engineering Technician IV		31.52
30085 - Engineering Technician V		38.56
30086 - Engineering Technician VI		46.65
30090 - Environmental Technician		29.28
30095 - Evidence Control Specialist		34.43
30210 - Laboratory Technician		32.62
30221 - Latent Fingerprint Technician I		37.06
30222 - Latent Fingerprint Technician II		40.94
30240 - Mathematical Technician		42.86
30361 - Paralegal/Legal Assistant I		25.33
30362 - Paralegal/Legal Assistant II		31.38
30363 - Paralegal/Legal Assistant III		38.39
30364 - Paralegal/Legal Assistant IV		46.46
30375 - Petroleum Supply Specialist		42.11
30390 - Photo-Optics Technician		34.43
30395 - Radiation Control Technician		42.11
30461 - Technical Writer I		36.29
30462 - Technical Writer II		44.39
30463 - Technical Writer III		53.72
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.53
30493 - Unexploded Ordnance (UXO) Technician III		48.57
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		38.13
30502 - Weather Forecaster II		46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.53
31020 - Bus Aide		25.39
31030 - Bus Driver		33.32
31043 - Driver Courier		22.25
31260 - Parking and Lot Attendant		17.96
31290 - Shuttle Bus Driver		20.96
31310 - Taxi Driver		16.97
31361 - Truckdriver, Light		23.86
31362 - Truckdriver, Medium		25.05
31363 - Truckdriver, Heavy		30.78

31364 - Truckdriver, Tractor-Trailer	30.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.76
99030 - Cashier	17.33
99050 - Desk Clerk	19.22
99095 - Embalmer	40.21
99130 - Flight Follower	33.50
99251 - Laboratory Animal Caretaker I	22.01
99252 - Laboratory Animal Caretaker II	23.61
99260 - Marketing Analyst	48.07
99310 - Mortician	40.21
99410 - Pest Controller	23.66
99510 - Photofinishing Worker	20.42
99710 - Recycling Laborer	31.56
99711 - Recycling Specialist	36.65
99730 - Refuse Collector	29.11
99810 - Sales Clerk	17.72
99820 - School Crossing Guard	21.56
99830 - Survey Party Chief	31.86
99831 - Surveying Aide	21.08
99832 - Surveying Technician	28.97
99840 - Vending Machine Attendant	22.06
99841 - Vending Machine Repairer	26.14
99842 - Vending Machine Repairer Helper	22.06

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, 2026, through December 31, 2026 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))."""