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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.: 2015-5451
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: New Mexico

Area: New Mexico Counties of Cibola, Colfax, McKinley, Mora, Rio Arriba, San Miguel and Taos

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.86
01013 - Accounting Clerk III		22.21
01020 - Administrative Assistant		35.42
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.12
01043 - Customer Service Representative III		18.11
01051 - Data Entry Operator I		14.95
01052 - Data Entry Operator II		16.31
01060 - Dispatcher, Motor Vehicle		19.29
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		15.68
01112 - General Clerk II		17.11
01113 - General Clerk III		19.20
01120 - Housing Referral Assistant		22.83
01141 - Messenger Courier		13.28
01191 - Order Clerk I		14.95
01192 - Order Clerk II		16.31
01261 - Personnel Assistant (Employment) I		18.74
01262 - Personnel Assistant (Employment) II		20.97
01263 - Personnel Assistant (Employment) III		23.36
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		16.00
01300 - Scheduler, Maintenance		18.30
01311 - Secretary I		18.30
01312 - Secretary II		20.47
01313 - Secretary III		22.83
01320 - Service Order Dispatcher		17.25
01410 - Supply Technician		35.42
01420 - Survey Worker		20.47
01460 - Switchboard Operator/Receptionist		16.18
01531 - Travel Clerk I		15.75
01532 - Travel Clerk II		17.45
01533 - Travel Clerk III		18.99
01611 - Word Processor I		16.31
01612 - Word Processor II		18.30
01613 - Word Processor III		20.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.05
05010 - Automotive Electrician		18.15
05040 - Automotive Glass Installer		16.80
05070 - Automotive Worker		16.80
05110 - Mobile Equipment Servicer		14.08
05130 - Motor Equipment Metal Mechanic		19.52
05160 - Motor Equipment Metal Worker		16.80
05190 - Motor Vehicle Mechanic		19.52
05220 - Motor Vehicle Mechanic Helper		13.62
05250 - Motor Vehicle Upholstery Worker		15.82
05280 - Motor Vehicle Wrecker		16.80
05310 - Painter, Automotive		18.15
05340 - Radiator Repair Specialist		16.80
05370 - Tire Repairer		14.29
05400 - Transmission Repair Specialist		19.52
07000 - Food Preparation And Service Occupations		

07010 - Baker		14.59
07041 - Cook I		16.20
07042 - Cook II		19.32
07070 - Dishwasher		13.67
07130 - Food Service Worker		13.62
07210 - Meat Cutter		17.75
07260 - Waiter/Waitress		13.86
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		26.75
09040 - Furniture Handler		15.33
09080 - Furniture Refinisher		26.75
09090 - Furniture Refinisher Helper		18.72
09110 - Furniture Repairer, Minor		22.76
09130 - Upholsterer		26.75
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		13.28
11060 - Elevator Operator		16.38
11090 - Gardener		22.49
11122 - Housekeeping Aide		16.40
11150 - Janitor		16.40
11210 - Laborer, Grounds Maintenance		16.62
11240 - Maid or Houseman		13.85
11260 - Pruner		15.86
11270 - Tractor Operator		20.28
11330 - Trail Maintenance Worker		16.62
11360 - Window Cleaner		17.25
12000 - Health Occupations		
12010 - Ambulance Driver		17.82
12011 - Breath Alcohol Technician		27.03
12012 - Certified Occupational Therapist Assistant		37.08
12015 - Certified Physical Therapist Assistant		32.22
12020 - Dental Assistant		21.52
12025 - Dental Hygienist		47.25
12030 - EKG Technician		40.94
12035 - Electroneurodiagnostic Technologist		40.94
12040 - Emergency Medical Technician		17.82
12071 - Licensed Practical Nurse I		24.16
12072 - Licensed Practical Nurse II		27.03
12073 - Licensed Practical Nurse III		30.12
12100 - Medical Assistant		18.75
12130 - Medical Laboratory Technician		26.87
12160 - Medical Record Clerk		21.12
12190 - Medical Record Technician		23.61
12195 - Medical Transcriptionist		24.16
12210 - Nuclear Medicine Technologist		59.39
12221 - Nursing Assistant I		13.95
12222 - Nursing Assistant II		15.69
12223 - Nursing Assistant III		17.12
12224 - Nursing Assistant IV		19.22
12235 - Optical Dispenser		27.03
12236 - Optical Technician		24.16
12250 - Pharmacy Technician		21.75
12280 - Phlebotomist		24.16
12305 - Radiologic Technologist		36.66
12311 - Registered Nurse I		27.99
12312 - Registered Nurse II		34.24
12313 - Registered Nurse II, Specialist		34.24
12314 - Registered Nurse III		41.42
12315 - Registered Nurse III, Anesthetist		41.42
12316 - Registered Nurse IV		49.65
12317 - Scheduler (Drug and Alcohol Testing)		33.48
12320 - Substance Abuse Treatment Counselor		31.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.70
13012 - Exhibits Specialist II		24.40
13013 - Exhibits Specialist III		29.84
13041 - Illustrator I		19.48
13042 - Illustrator II		24.15
13043 - Illustrator III		29.03
13047 - Librarian		27.03
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		24.40
13058 - Library Technician		17.34
13061 - Media Specialist I		17.60
13062 - Media Specialist II		19.70
13063 - Media Specialist III		21.96
13071 - Photographer I		17.60
13072 - Photographer II		19.70
13073 - Photographer III		24.40
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library Clerk		17.11
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.26
14042 - Computer Operator II		23.78
14043 - Computer Operator III		26.52
14044 - Computer Operator IV		29.47
14045 - Computer Operator V		32.63
14071 - Computer Programmer I	(see 1)	24.65
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		21.26
14160 - Personal Computer Support Technician		29.47
14170 - System Support Specialist		32.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.42
15020 - Aircrew Training Devices Instructor (Rated)		42.85
15030 - Air Crew Training Devices Instructor (Pilot)		51.38
15050 - Computer Based Training Specialist / Instructor		35.42
15060 - Educational Technologist		35.26
15070 - Flight Instructor (Pilot)		51.38
15080 - Graphic Artist		30.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.38
15086 - Maintenance Test Pilot, Rotary Wing		51.38
15088 - Non-Maintenance Test/Co-Pilot		51.38
15090 - Technical Instructor		27.72
15095 - Technical Instructor/Course Developer		36.70
15110 - Test Proctor		22.37
15120 - Tutor		22.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.40
16030 - Counter Attendant		14.40
16040 - Dry Cleaner		16.47
16070 - Finisher, Flatwork, Machine		14.40
16090 - Presser, Hand		14.40
16110 - Presser, Machine, Drycleaning		14.40
16130 - Presser, Machine, Shirts		14.40
16160 - Presser, Machine, Wearing Apparel, Laundry		14.40
16190 - Sewing Machine Operator		17.16
16220 - Tailor		17.85
16250 - Washer, Machine		15.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.75
19040 - Tool And Die Maker		34.15
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.80
21030 - Material Coordinator		25.49
21040 - Material Expediter		25.49
21050 - Material Handling Laborer		16.10
21071 - Order Filler		17.14
21080 - Production Line Worker (Food Processing)		20.80
21110 - Shipping Packer		17.76
21130 - Shipping/Receiving Clerk		17.76
21140 - Store Worker I		15.37
21150 - Stock Clerk		18.71
21210 - Tools And Parts Attendant		20.80
21410 - Warehouse Specialist		20.80
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.58
23019 - Aircraft Logs and Records Technician		22.76
23021 - Aircraft Mechanic I		28.77
23022 - Aircraft Mechanic II		30.58
23023 - Aircraft Mechanic III		32.38
23040 - Aircraft Mechanic Helper		18.72
23050 - Aircraft, Painter		26.75
23060 - Aircraft Servicer		22.76
23070 - Aircraft Survival Flight Equipment Technician		26.75
23080 - Aircraft Worker		24.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.77
23110 - Appliance Mechanic		26.75
23120 - Bicycle Repairer		20.75
23125 - Cable Splicer		39.17
23130 - Carpenter, Maintenance		21.97
23140 - Carpet Layer		24.76
23160 - Electrician, Maintenance		27.63
23181 - Electronics Technician Maintenance I		25.16
23182 - Electronics Technician Maintenance II		27.32
23183 - Electronics Technician Maintenance III		29.47
23260 - Fabric Worker		22.76
23290 - Fire Alarm System Mechanic		28.77
23310 - Fire Extinguisher Repairer		20.75
23311 - Fuel Distribution System Mechanic		28.77
23312 - Fuel Distribution System Operator		20.75
23370 - General Maintenance Worker		18.09
23380 - Ground Support Equipment Mechanic		28.77
23381 - Ground Support Equipment Servicer		22.76
23382 - Ground Support Equipment Worker		24.76
23391 - Gunsmith I		20.75
23392 - Gunsmith II		24.76
23393 - Gunsmith III		28.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.14
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		23.56
23430 - Heavy Equipment Mechanic		32.06
23440 - Heavy Equipment Operator		24.56
23460 - Instrument Mechanic		28.77
23465 - Laboratory/Shelter Mechanic		26.75
23470 - Laborer		16.10
23510 - Locksmith		26.75
23530 - Machinery Maintenance Mechanic		33.05
23550 - Machinist, Maintenance		34.23
23580 - Maintenance Trades Helper		16.01
23591 - Metrology Technician I		28.77
23592 - Metrology Technician II		30.58
23593 - Metrology Technician III		32.38
23640 - Millwright		28.77
23710 - Office Appliance Repairer		26.75
23760 - Painter, Maintenance		21.18
23790 - Pipefitter, Maintenance		25.68
23810 - Plumber, Maintenance		23.88
23820 - Pneudraulic Systems Mechanic		28.77
23850 - Rigger		28.77
23870 - Scale Mechanic		24.76
23890 - Sheet-Metal Worker, Maintenance		28.77
23910 - Small Engine Mechanic		24.76
23931 - Telecommunications Mechanic I		34.32
23932 - Telecommunications Mechanic II		36.50
23950 - Telephone Lineman		28.77
23960 - Welder, Combination, Maintenance		26.93
23965 - Well Driller		29.78
23970 - Woodcraft Worker		28.77
23980 - Woodworker		20.75
24000 - Personal Needs Occupations		
24550 - Case Manager		21.74
24570 - Child Care Attendant		13.92
24580 - Child Care Center Clerk		17.88
24610 - Chore Aide		12.95
24620 - Family Readiness And Support Services Coordinator		21.74
24630 - Homemaker		21.74
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.12
25040 - Sewage Plant Operator		20.15
25070 - Stationary Engineer		26.12
25190 - Ventilation Equipment Tender		17.01
25210 - Water Treatment Plant Operator		19.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.72
27007 - Baggage Inspector		17.20
27008 - Corrections Officer		22.00
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		19.24
27040 - Detention Officer		22.00
27070 - Firefighter		19.91
27101 - Guard I		17.20
27102 - Guard II		19.24
27131 - Police Officer I		25.68
27132 - Police Officer II		28.54
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.55
28042 - Carnival Equipment Repairer		19.45
28043 - Carnival Worker		13.59
28210 - Gate Attendant/Gate Tender		17.63
28310 - Lifeguard		13.20
28350 - Park Attendant (Aide)		19.71
28510 - Recreation Aide/Health Facility Attendant		14.39
28515 - Recreation Specialist		24.44
28630 - Sports Official		15.70
28690 - Swimming Pool Operator		23.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.76
29020 - Hatch Tender		24.76
29030 - Line Handler		24.76
29041 - Stevedore I		22.76
29042 - Stevedore II		26.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.58
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.12
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.36
30021 - Archeological Technician I		19.13
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		26.48
30030 - Cartographic Technician		26.59
30040 - Civil Engineering Technician		26.30
30051 - Cryogenic Technician I		28.29
30052 - Cryogenic Technician II		31.24
30061 - Drafter/CAD Operator I		19.13
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.93
30064 - Drafter/CAD Operator IV		29.33
30081 - Engineering Technician I		17.03

30082 - Engineering Technician II		19.11
30083 - Engineering Technician III		21.37
30084 - Engineering Technician IV		26.48
30085 - Engineering Technician V		32.39
30086 - Engineering Technician VI		39.19
30090 - Environmental Technician		29.81
30095 - Evidence Control Specialist		25.54
30210 - Laboratory Technician		24.87
30221 - Latent Fingerprint Technician I		28.29
30222 - Latent Fingerprint Technician II		31.24
30240 - Mathematical Technician		26.59
30361 - Paralegal/Legal Assistant I		23.71
30362 - Paralegal/Legal Assistant II		29.37
30363 - Paralegal/Legal Assistant III		35.92
30364 - Paralegal/Legal Assistant IV		43.46
30375 - Petroleum Supply Specialist		31.24
30390 - Photo-Optics Technician		26.59
30395 - Radiation Control Technician		31.24
30461 - Technical Writer I		27.88
30462 - Technical Writer II		34.10
30463 - Technical Writer III		41.26
30491 - Unexploded Ordnance (UXO) Technician I		29.60
30492 - Unexploded Ordnance (UXO) Technician II		35.81
30493 - Unexploded Ordnance (UXO) Technician III		42.92
30494 - Unexploded (UXO) Safety Escort		29.60
30495 - Unexploded (UXO) Sweep Personnel		29.60
30501 - Weather Forecaster I		29.33
30502 - Weather Forecaster II		35.67
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.93
30621 - Weather Observer, Senior	(see 2)	26.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.81
31020 - Bus Aide		13.09
31030 - Bus Driver		19.42
31043 - Driver Courier		17.75
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		14.92
31310 - Taxi Driver		11.43
31361 - Truckdriver, Light		18.05
31362 - Truckdriver, Medium		22.18
31363 - Truckdriver, Heavy		23.05
31364 - Truckdriver, Tractor-Trailer		23.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.46
99030 - Cashier		13.79
99050 - Desk Clerk		13.42
99095 - Embalmer		29.60
99130 - Flight Follower		29.60
99251 - Laboratory Animal Caretaker I		20.68
99252 - Laboratory Animal Caretaker II		22.93
99260 - Marketing Analyst		25.22
99310 - Mortician		29.60
99410 - Pest Controller		25.15
99510 - Photofinishing Worker		15.55
99710 - Recycling Laborer		20.41
99711 - Recycling Specialist		25.04
99730 - Refuse Collector		18.80
99810 - Sales Clerk		14.72
99820 - School Crossing Guard		16.17
99830 - Survey Party Chief		26.19
99831 - Surveying Aide		23.83
99832 - Surveying Technician		24.03
99840 - Vending Machine Attendant		18.88
99841 - Vending Machine Repairer		23.78
99842 - Vending Machine Repairer Helper		18.00

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 10 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))""
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