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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

Wage Determination No.: 2015-6129
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Daniel W. Simms
Director

Division of
Wage Determinations

This wage determination applies to Colchester town in SOUTHEASTERN CONNECTICUT COUNTY, CONNECTICUT

State: Connecticut

Area: Connecticut Counties of New London

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.04
01012 - Accounting Clerk II		24.72
01013 - Accounting Clerk III		27.66
01020 - Administrative Assistant		36.71
01035 - Court Reporter		23.42
01041 - Customer Service Representative I		18.03
01042 - Customer Service Representative II		19.68
01043 - Customer Service Representative III		22.08
01051 - Data Entry Operator I		20.16
01052 - Data Entry Operator II		22.00
01060 - Dispatcher, Motor Vehicle		23.29
01070 - Document Preparation Clerk		23.64
01090 - Duplicating Machine Operator		23.64
01111 - General Clerk I		19.09
01112 - General Clerk II		20.83
01113 - General Clerk III		23.37
01120 - Housing Referral Assistant		26.12
01141 - Messenger Courier		17.98
01191 - Order Clerk I		19.67
01192 - Order Clerk II		21.46
01261 - Personnel Assistant (Employment) I		21.13
01262 - Personnel Assistant (Employment) II		23.64
01263 - Personnel Assistant (Employment) III		26.35
01270 - Production Control Clerk		28.67
01290 - Rental Clerk		18.61
01300 - Scheduler, Maintenance		20.94
01311 - Secretary I		20.94
01312 - Secretary II		23.42
01313 - Secretary III		26.12
01320 - Service Order Dispatcher		20.83
01410 - Supply Technician		36.71
01420 - Survey Worker		23.60
01460 - Switchboard Operator/Receptionist		18.21
01531 - Travel Clerk I		21.05
01532 - Travel Clerk II		22.94
01533 - Travel Clerk III		24.19
01611 - Word Processor I		19.45
01612 - Word Processor II		21.83
01613 - Word Processor III		24.42
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.00
05010 - Automotive Electrician		25.71
05040 - Automotive Glass Installer		24.81
05070 - Automotive Worker		24.81
05110 - Mobile Equipment Servicer		22.88
05130 - Motor Equipment Metal Mechanic		26.58
05160 - Motor Equipment Metal Worker		24.81
05190 - Motor Vehicle Mechanic		26.58
05220 - Motor Vehicle Mechanic Helper		21.75
05250 - Motor Vehicle Upholstery Worker		23.95
05280 - Motor Vehicle Wrecker		24.81
05310 - Painter, Automotive		25.71
05340 - Radiator Repair Specialist		24.81
05370 - Tire Repairer		19.51
05400 - Transmission Repair Specialist		26.58
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.88
07041 - Cook I		21.48

07042 - Cook II 23.27
07070 - Dishwasher 16.74
07130 - Food Service Worker 17.40
07210 - Meat Cutter 23.14
07260 - Waiter/Waitress 18.21

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.89
09040 - Furniture Handler 19.40
09080 - Furniture Refinisher 25.89
09090 - Furniture Refinisher Helper 21.90
09110 - Furniture Repairer, Minor 24.12
09130 - Upholsterer 25.43

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.15
11060 - Elevator Operator 17.77
11090 - Gardener 25.53
11122 - Housekeeping Aide 17.77
11150 - Janitor 17.77
11210 - Laborer, Grounds Maintenance 21.28
11240 - Maid or Houseman 17.43
11260 - Pruner 19.20
11270 - Tractor Operator 24.32
11330 - Trail Maintenance Worker 21.28
11360 - Window Cleaner 19.46

12000 - Health Occupations
12010 - Ambulance Driver 24.58
12011 - Breath Alcohol Technician 32.58
12012 - Certified Occupational Therapist Assistant 35.11
12015 - Certified Physical Therapist Assistant 36.98
12020 - Dental Assistant 26.02
12025 - Dental Hygienist 47.42
12030 - EKG Technician 46.20
12035 - Electroneurodiagnostic Technologist 46.20
12040 - Emergency Medical Technician 24.58
12071 - Licensed Practical Nurse I 29.13
12072 - Licensed Practical Nurse II 32.58
12073 - Licensed Practical Nurse III 36.31
12100 - Medical Assistant 22.48
12130 - Medical Laboratory Technician 38.27
12160 - Medical Record Clerk 27.60
12190 - Medical Record Technician 30.87
12195 - Medical Transcriptionist 26.87
12210 - Nuclear Medicine Technologist 59.43
12221 - Nursing Assistant I 15.83
12222 - Nursing Assistant II 17.81
12223 - Nursing Assistant III 19.44
12224 - Nursing Assistant IV 21.81
12235 - Optical Dispenser 36.38
12236 - Optical Technician 29.13
12250 - Pharmacy Technician 22.17
12280 - Phlebotomist 21.82
12305 - Radiologic Technologist 45.54
12311 - Registered Nurse I 30.12
12312 - Registered Nurse II 36.83
12313 - Registered Nurse II, Specialist 36.83
12314 - Registered Nurse III 44.56
12315 - Registered Nurse III, Anesthetist 44.56
12316 - Registered Nurse IV 53.42
12317 - Scheduler (Drug and Alcohol Testing) 40.36
12320 - Substance Abuse Treatment Counselor 30.99

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 26.94
13012 - Exhibits Specialist II 33.38
13013 - Exhibits Specialist III 40.83
13041 - Illustrator I 27.70
13042 - Illustrator II 34.32
13043 - Illustrator III 41.99
13047 - Librarian 38.01
13050 - Library Aide/Clerk 18.39
13054 - Library Information Technology Systems Administrator 34.32
13058 - Library Technician 26.36
13061 - Media Specialist I 24.77
13062 - Media Specialist II 27.70
13063 - Media Specialist III 30.89
13071 - Photographer I 22.59
13072 - Photographer II 25.27
13073 - Photographer III 31.31
13074 - Photographer IV 38.30
13075 - Photographer V 46.34
13090 - Technical Order Library Clerk 23.08
13110 - Video Teleconference Technician 31.92

14000 - Information Technology Occupations
14041 - Computer Operator I 26.81
14042 - Computer Operator II 30.00
14043 - Computer Operator III 33.86
14044 - Computer Operator IV 37.16
14045 - Computer Operator V 41.15
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 26.81
14160 - Personal Computer Support Technician 37.16
14170 - System Support Specialist 46.17

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 37.58
15020 - Aircrew Training Devices Instructor (Rated) 45.45
15030 - Air Crew Training Devices Instructor (Pilot) 54.48
15050 - Computer Based Training Specialist / Instructor 37.58
15060 - Educational Technologist 46.48
15070 - Flight Instructor (Pilot) 54.48
15080 - Graphic Artist 31.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 54.48
15086 - Maintenance Test Pilot, Rotary Wing 54.48
15088 - Non-Maintenance Test/Co-Pilot 54.48
15090 - Technical Instructor 33.53
15095 - Technical Instructor/Course Developer 41.02
15110 - Test Proctor 27.07
15120 - Tutor 27.07

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 18.53
16030 - Counter Attendant 18.53
16040 - Dry Cleaner 21.17
16070 - Finisher, Flatwork, Machine 18.53
16090 - Presser, Hand 18.53
16110 - Presser, Machine, Drycleaning 18.53
16130 - Presser, Machine, Shirts 18.53
16160 - Presser, Machine, Wearing Apparel, Laundry 18.53
16190 - Sewing Machine Operator 22.05
16220 - Tailor 22.93
16250 - Washer, Machine 19.41

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.65
19040 - Tool And Die Maker 37.99

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.17
21030 - Material Coordinator 28.67
21040 - Material Expediter 28.67
21050 - Material Handling Laborer 20.15
21071 - Order Filler 18.46
21080 - Production Line Worker (Food Processing) 23.17
21110 - Shipping Packer 21.79
21130 - Shipping/Receiving Clerk 21.79
21140 - Store Worker I 18.25
21150 - Stock Clerk 23.88
21210 - Tools And Parts Attendant 23.17
21410 - Warehouse Specialist 23.17

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.33
23019 - Aircraft Logs and Records Technician 35.13
23021 - Aircraft Mechanic I 38.98
23022 - Aircraft Mechanic II 40.33
23023 - Aircraft Mechanic III 41.55
23040 - Aircraft Mechanic Helper 31.90
23050 - Aircraft, Painter 37.71
23060 - Aircraft Servicer 35.13
23070 - Aircraft Survival Flight Equipment Technician 37.71
23080 - Aircraft Worker 36.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 36.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.98
23110 - Appliance Mechanic 29.26
23120 - Bicycle Repairer 25.27
23125 - Cable Splicer 51.64
23130 - Carpenter, Maintenance 33.78
23140 - Carpet Layer 35.95
23160 - Electrician, Maintenance 34.73
23181 - Electronics Technician Maintenance I 36.30
23182 - Electronics Technician Maintenance II 37.76
23183 - Electronics Technician Maintenance III 39.15
23260 - Fabric Worker 34.57
23290 - Fire Alarm System Mechanic 36.95
23310 - Fire Extinguisher Repairer 33.06
23311 - Fuel Distribution System Mechanic 51.91
23312 - Fuel Distribution System Operator 44.69
23370 - General Maintenance Worker 25.57
23380 - Ground Support Equipment Mechanic 38.98
23381 - Ground Support Equipment Servicer 35.13
23382 - Ground Support Equipment Worker 36.38
23391 - Gunsmith I 33.06
23392 - Gunsmith II 35.95
23393 - Gunsmith III 39.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic 36.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 37.35
23430 - Heavy Equipment Mechanic 37.64

23440 - Heavy Equipment Operator		36.04
23460 - Instrument Mechanic		38.59
23465 - Laboratory/Shelter Mechanic		37.52
23470 - Laborer		20.15
23510 - Locksmith		36.39
23530 - Machinery Maintenance Mechanic		38.73
23550 - Machinist, Maintenance		33.25
23580 - Maintenance Trades Helper		21.40
23591 - Metrology Technician I		38.59
23592 - Metrology Technician II		39.93
23593 - Metrology Technician III		41.35
23640 - Millwright		39.07
23710 - Office Appliance Repairer		29.17
23760 - Painter, Maintenance		28.24
23790 - Pipefitter, Maintenance		37.01
23810 - Plumber, Maintenance		35.54
23820 - Pneudraulic Systems Mechanic		39.07
23850 - Rigger		36.71
23870 - Scale Mechanic		35.95
23890 - Sheet-Metal Worker, Maintenance		38.57
23910 - Small Engine Mechanic		25.91
23931 - Telecommunications Mechanic I		36.62
23932 - Telecommunications Mechanic II		37.88
23950 - Telephone Lineman		36.59
23960 - Welder, Combination, Maintenance		33.92
23965 - Well Driller		39.07
23970 - Woodcraft Worker		39.07
23980 - Woodworker		33.06
24000 - Personal Needs Occupations		
24550 - Case Manager		22.06
24570 - Child Care Attendant		17.28
24580 - Child Care Center Clerk		21.56
24610 - Chore Aide		19.02
24620 - Family Readiness And Support Services Coordinator		22.06
24630 - Homemaker		23.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.36
25040 - Sewage Plant Operator		37.80
25070 - Stationary Engineer		39.36
25190 - Ventilation Equipment Tender		31.68
25210 - Water Treatment Plant Operator		37.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		31.04
27007 - Baggage Inspector		18.01
27008 - Corrections Officer		33.61
27010 - Court Security Officer		33.61
27030 - Detection Dog Handler		20.15
27040 - Detention Officer		33.61
27070 - Firefighter		37.66
27101 - Guard I		18.01
27102 - Guard II		20.15
27131 - Police Officer I		37.26
27132 - Police Officer II		41.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.97
28042 - Carnival Equipment Repairer		22.06
28043 - Carnival Worker		16.57
28210 - Gate Attendant/Gate Tender		22.55
28310 - Lifeguard		17.52
28350 - Park Attendant (Aide)		25.23
28510 - Recreation Aide/Health Facility Attendant		18.42
28515 - Recreation Specialist		31.25
28630 - Sports Official		20.10
28690 - Swimming Pool Operator		23.91
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		37.22
29020 - Hatch Tender		37.22
29030 - Line Handler		37.22
29041 - Stevedore I		35.94
29042 - Stevedore II		38.58
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		22.65
30022 - Archeological Technician II		25.34
30023 - Archeological Technician III		31.38
30030 - Cartographic Technician		31.38
30040 - Civil Engineering Technician		34.57
30051 - Cryogenic Technician I		34.76
30052 - Cryogenic Technician II		38.38
30061 - Drafter/CAD Operator I		22.65
30062 - Drafter/CAD Operator II		25.34
30063 - Drafter/CAD Operator III		28.24
30064 - Drafter/CAD Operator IV		34.76
30081 - Engineering Technician I		20.18
30082 - Engineering Technician II		22.65
30083 - Engineering Technician III		25.34

30084 - Engineering Technician IV		31.38
30085 - Engineering Technician V		38.38
30086 - Engineering Technician VI		46.44
30090 - Environmental Technician		28.53
30095 - Evidence Control Specialist		31.38
30210 - Laboratory Technician		30.84
30221 - Latent Fingerprint Technician I		35.67
30222 - Latent Fingerprint Technician II		39.40
30240 - Mathematical Technician		33.69
30361 - Paralegal/Legal Assistant I		26.04
30362 - Paralegal/Legal Assistant II		32.25
30363 - Paralegal/Legal Assistant III		39.45
30364 - Paralegal/Legal Assistant IV		47.72
30375 - Petroleum Supply Specialist		38.38
30390 - Photo-Optics Technician		31.38
30395 - Radiation Control Technician		38.38
30461 - Technical Writer I		32.69
30462 - Technical Writer II		39.98
30463 - Technical Writer III		48.39
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		34.76
30502 - Weather Forecaster II		42.28
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.24
30621 - Weather Observer, Senior	(see 2)	31.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.53
31020 - Bus Aide		22.51
31030 - Bus Driver		27.61
31043 - Driver Courier		20.04
31260 - Parking and Lot Attendant		16.35
31290 - Shuttle Bus Driver		19.79
31310 - Taxi Driver		18.72
31361 - Truckdriver, Light		21.00
31362 - Truckdriver, Medium		22.18
31363 - Truckdriver, Heavy		29.00
31364 - Truckdriver, Tractor-Trailer		29.00
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		16.83
99050 - Desk Clerk		17.37
99095 - Embalmer		37.63
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		17.95
99252 - Laboratory Animal Caretaker II		18.89
99260 - Marketing Analyst		36.56
99310 - Mortician		37.63
99410 - Pest Controller		23.49
99510 - Photofinishing Worker		19.57
99710 - Recycling Laborer		28.31
99711 - Recycling Specialist		31.80
99730 - Refuse Collector		25.84
99810 - Sales Clerk		17.18
99820 - School Crossing Guard		20.61
99830 - Survey Party Chief		36.93
99831 - Surveying Aide		20.39
99832 - Surveying Technician		33.57
99840 - Vending Machine Attendant		25.31
99841 - Vending Machine Repairer		28.94
99842 - Vending Machine Repairer Helper		25.31

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, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."""