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.: 2015-5379 Revision No.: 28 Date Of Last Revision: 5/13/2026

State: North Dakota

Area: North Dakota Counties of Burleigh, Morton, Oliver and Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.41
01012 - Accounting Clerk II		20.66
01013 - Accounting Clerk III		23.11
01020 - Administrative Assistant		29.95
01035 - Court Reporter		21.00
01041 - Customer Service Representative I		17.92
01042 - Customer Service Representative II		19.56
01043 - Customer Service Representative III		21.95
01051 - Data Entry Operator I		16.96
01052 - Data Entry Operator II		18.51
01060 - Dispatcher, Motor Vehicle		24.56
01070 - Document Preparation Clerk		16.73
01090 - Duplicating Machine Operator		16.73
01111 - General Clerk I		19.74
01112 - General Clerk II		21.54
01113 - General Clerk III		24.18
01120 - Housing Referral Assistant		23.42
01141 - Messenger Courier		15.74
01191 - Order Clerk I		16.10
01192 - Order Clerk II		17.56
01261 - Personnel Assistant (Employment) I		20.21
01262 - Personnel Assistant (Employment) II		22.60
01263 - Personnel Assistant (Employment) III		25.20
01270 - Production Control Clerk		30.56
01290 - Rental Clerk		17.89
01300 - Scheduler, Maintenance		18.77
01311 - Secretary I		18.77
01312 - Secretary II		21.00
01313 - Secretary III		23.42
01320 - Service Order Dispatcher		21.96
01410 - Supply Technician		29.95
01420 - Survey Worker		21.00

01460 - Switchboard Operator/Receptionist	18.15
01531 - Travel Clerk I	15.86
01532 - Travel Clerk II	17.80
01533 - Travel Clerk III	19.03
01611 - Word Processor I	16.73
01612 - Word Processor II	18.77
01613 - Word Processor III	21.00

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	28.74
05010 - Automotive Electrician	23.41
05040 - Automotive Glass Installer	21.80
05070 - Automotive Worker	21.80
05110 - Mobile Equipment Servicer	18.64
05130 - Motor Equipment Metal Mechanic	24.79
05160 - Motor Equipment Metal Worker	21.80
05190 - Motor Vehicle Mechanic	24.79
05220 - Motor Vehicle Mechanic Helper	17.01
05250 - Motor Vehicle Upholstery Worker	20.22
05280 - Motor Vehicle Wrecker	21.80
05310 - Painter, Automotive	23.41
05340 - Radiator Repair Specialist	21.80
05370 - Tire Repairer	19.41
05400 - Transmission Repair Specialist	24.79

07000 - Food Preparation And Service Occupations

07010 - Baker	17.70
07041 - Cook I	18.78
07042 - Cook II	21.95
07070 - Dishwasher	14.94
07130 - Food Service Worker	17.23
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	14.41

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	29.63
09040 - Furniture Handler	17.33
09080 - Furniture Refinisher	29.63
09090 - Furniture Refinisher Helper	21.54
09110 - Furniture Repairer, Minor	25.60
09130 - Upholsterer	29.63

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	17.41
11060 - Elevator Operator	17.60
11090 - Gardener	29.27
11122 - Housekeeping Aide	17.60
11150 - Janitor	17.60
11210 - Laborer, Grounds Maintenance	21.49
11240 - Maid or Houseman	16.64
11260 - Pruner	19.08
11270 - Tractor Operator	26.71
11330 - Trail Maintenance Worker	21.49
11360 - Window Cleaner	19.83

12000 - Health Occupations

12010 - Ambulance Driver	24.13
12011 - Breath Alcohol Technician	26.56
12012 - Certified Occupational Therapist Assistant	36.43
12015 - Certified Physical Therapist Assistant	36.43
12020 - Dental Assistant	28.60
12025 - Dental Hygienist	42.12
12030 - EKG Technician	40.23
12035 - Electroneurodiagnostic Technologist	40.23
12040 - Emergency Medical Technician	24.13
12071 - Licensed Practical Nurse I	23.74
12072 - Licensed Practical Nurse II	26.56
12073 - Licensed Practical Nurse III	29.60
12100 - Medical Assistant	22.00
12130 - Medical Laboratory Technician	29.83

12160 - Medical Record Clerk	24.06
12190 - Medical Record Technician	26.91
12195 - Medical Transcriptionist	23.35
12210 - Nuclear Medicine Technologist	58.36
12221 - Nursing Assistant I	15.66
12222 - Nursing Assistant II	17.62
12223 - Nursing Assistant III	19.23
12224 - Nursing Assistant IV	21.58
12235 - Optical Dispenser	20.43
12236 - Optical Technician	23.74
12250 - Pharmacy Technician	23.85
12280 - Phlebotomist	22.38
12305 - Radiologic Technologist	32.27
12311 - Registered Nurse I	28.19
12312 - Registered Nurse II	34.47
12313 - Registered Nurse II, Specialist	34.47
12314 - Registered Nurse III	41.71
12315 - Registered Nurse III, Anesthetist	41.71
12316 - Registered Nurse IV	50.01
12317 - Scheduler (Drug and Alcohol Testing)	32.90
12320 - Substance Abuse Treatment Counselor	32.67

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	22.29
13012 - Exhibits Specialist II	27.62
13013 - Exhibits Specialist III	33.79
13041 - Illustrator I	22.29
13042 - Illustrator II	27.62
13043 - Illustrator III	33.79
13047 - Librarian	30.59
13050 - Library Aide/Clerk	17.76
13054 - Library Information Technology Systems Administrator	27.62
13058 - Library Technician	19.73
13061 - Media Specialist I	19.93

13062 - Media Specialist II		22.29
13063 - Media Specialist III		24.86
13071 - Photographer I		19.93
13072 - Photographer II		22.29
13073 - Photographer III		27.62
13074 - Photographer IV		33.79
13075 - Photographer V		40.88
13090 - Technical Order Library Clerk		22.29
13110 - Video Teleconference Technician		21.27

14000 - Information Technology Occupations

14041 - Computer Operator I		22.65
14042 - Computer Operator II		25.33
14043 - Computer Operator III		28.23
14044 - Computer Operator IV		31.37
14045 - Computer Operator V		34.75
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
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		22.65
14160 - Personal Computer Support Technician		31.37
14170 - System Support Specialist		34.75

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	34.51
15020 - Aircrew Training Devices Instructor (Rated)	41.75
15030 - Air Crew Training Devices Instructor (Pilot)	50.06
15050 - Computer Based Training Specialist / Instructor	34.51

15060 - Educational Technologist	39.13
15070 - Flight Instructor (Pilot)	50.06
15080 - Graphic Artist	24.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.06
15086 - Maintenance Test Pilot, Rotary Wing	50.06
15088 - Non-Maintenance Test/Co-Pilot	50.06
15090 - Technical Instructor	26.36
15095 - Technical Instructor/Course Developer	32.24
15110 - Test Proctor	21.28
15120 - Tutor	21.28

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	11.54
16030 - Counter Attendant	11.54
16040 - Dry Cleaner	13.51
16070 - Finisher, Flatwork, Machine	11.54
16090 - Presser, Hand	11.54
16110 - Presser, Machine, Drycleaning	11.54
16130 - Presser, Machine, Shirts	11.54
16160 - Presser, Machine, Wearing Apparel, Laundry	11.54
16190 - Sewing Machine Operator	14.12
16220 - Tailor	14.74
16250 - Washer, Machine	12.17

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	31.34
19040 - Tool And Die Maker	37.35

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	22.19
21030 - Material Coordinator	30.56
21040 - Material Expediter	30.56
21050 - Material Handling Laborer	20.34
21071 - Order Filler	19.69
21080 - Production Line Worker (Food Processing)	22.19

21110 - Shipping Packer	20.93
21130 - Shipping/Receiving Clerk	20.93
21140 - Store Worker I	14.14
21150 - Stock Clerk	19.59
21210 - Tools And Parts Attendant	22.19
21410 - Warehouse Specialist	22.19

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	42.19
23019 - Aircraft Logs and Records Technician	32.95
23021 - Aircraft Mechanic I	40.38
23022 - Aircraft Mechanic II	42.19
23023 - Aircraft Mechanic III	43.79
23040 - Aircraft Mechanic Helper	27.71
23050 - Aircraft, Painter	38.12
23060 - Aircraft Servicer	32.95
23070 - Aircraft Survival Flight Equipment Technician	38.12
23080 - Aircraft Worker	35.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.38
23110 - Appliance Mechanic	30.05
23120 - Bicycle Repairer	24.96
23125 - Cable Splicer	48.99
23130 - Carpenter, Maintenance	26.64
23140 - Carpet Layer	29.18
23160 - Electrician, Maintenance	31.03
23181 - Electronics Technician Maintenance I	35.21
23182 - Electronics Technician Maintenance II	37.82
23183 - Electronics Technician Maintenance III	40.04
23260 - Fabric Worker	27.07
23290 - Fire Alarm System Mechanic	33.19
23310 - Fire Extinguisher Repairer	24.96

23311 - Fuel Distribution System Mechanic	33.19
23312 - Fuel Distribution System Operator	24.96
23370 - General Maintenance Worker	23.23
23380 - Ground Support Equipment Mechanic	40.38
23381 - Ground Support Equipment Servicer	32.95
23382 - Ground Support Equipment Worker	35.52
23391 - Gunsmith I	24.96
23392 - Gunsmith II	29.18
23393 - Gunsmith III	33.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.08
23430 - Heavy Equipment Mechanic	36.94
23440 - Heavy Equipment Operator	29.65
23460 - Instrument Mechanic	33.19
23465 - Laboratory/Shelter Mechanic	31.34
23470 - Laborer	20.34
23510 - Locksmith	31.34
23530 - Machinery Maintenance Mechanic	30.32
23550 - Machinist, Maintenance	31.32
23580 - Maintenance Trades Helper	22.78
23591 - Metrology Technician I	33.19
23592 - Metrology Technician II	34.66
23593 - Metrology Technician III	35.97
23640 - Millwright	33.19
23710 - Office Appliance Repairer	28.03
23760 - Painter, Maintenance	24.32
23790 - Pipefitter, Maintenance	32.11
23810 - Plumber, Maintenance	30.32
23820 - Pneudraulic Systems Mechanic	33.19
23850 - Rigger	33.19
23870 - Scale Mechanic	29.18
23890 - Sheet-Metal Worker, Maintenance	33.19
23910 - Small Engine Mechanic	29.18

23931 - Telecommunications Mechanic I	33.64
23932 - Telecommunications Mechanic II	35.13
23950 - Telephone Lineman	33.19
23960 - Welder, Combination, Maintenance	31.13
23965 - Well Driller	33.19
23970 - Woodcraft Worker	33.19
23980 - Woodworker	24.96

24000 - Personal Needs Occupations

24550 - Case Manager	22.00
24570 - Child Care Attendant	14.58
24580 - Child Care Center Clerk	18.18
24610 - Chore Aide	18.52
24620 - Family Readiness And Support Services Coordinator	22.00
24630 - Homemaker	22.00

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	31.06
25040 - Sewage Plant Operator	29.33
25070 - Stationary Engineer	31.06
25190 - Ventilation Equipment Tender	21.32
25210 - Water Treatment Plant Operator	29.33

27000 - Protective Service Occupations

27004 - Alarm Monitor	25.84
27007 - Baggage Inspector	18.51
27008 - Corrections Officer	24.48
27010 - Court Security Officer	23.52
27030 - Detection Dog Handler	20.70
27040 - Detention Officer	24.48
27070 - Firefighter	24.46
27101 - Guard I	18.51
27102 - Guard II	20.70
27131 - Police Officer I	30.50

27132 - Police Officer II		33.90

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.25
28042 - Carnival Equipment Repairer		20.00
28043 - Carnival Worker		13.04
28210 - Gate Attendant/Gate Tender		21.74
28310 - Lifeguard		14.65
28350 - Park Attendant (Aide)		24.32
28510 - Recreation Aide/Health Facility Attendant		17.75
28515 - Recreation Specialist		30.12
28630 - Sports Official		19.37
28690 - Swimming Pool Operator		23.38

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.31
29020 - Hatch Tender		30.31
29030 - Line Handler		30.31
29041 - Stevedore I		28.12
29042 - Stevedore II		32.54

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		22.23
30022 - Archeological Technician II		24.87
30023 - Archeological Technician III		30.81
30030 - Cartographic Technician		30.81
30040 - Civil Engineering Technician		29.85
30051 - Cryogenic Technician I		34.12
30052 - Cryogenic Technician II		37.69

30061 - Drafter/CAD Operator I		22.23
30062 - Drafter/CAD Operator II		24.87
30063 - Drafter/CAD Operator III		27.73
30064 - Drafter/CAD Operator IV		34.12
30081 - Engineering Technician I		19.81
30082 - Engineering Technician II		22.23
30083 - Engineering Technician III		24.87
30084 - Engineering Technician IV		30.81
30085 - Engineering Technician V		37.69
30086 - Engineering Technician VI		45.60
30090 - Environmental Technician		30.33
30095 - Evidence Control Specialist		30.81
30210 - Laboratory Technician		27.73
30221 - Latent Fingerprint Technician I		34.12
30222 - Latent Fingerprint Technician II		37.69
30240 - Mathematical Technician		30.81
30361 - Paralegal/Legal Assistant I		20.60
30362 - Paralegal/Legal Assistant II		25.52
30363 - Paralegal/Legal Assistant III		31.22
30364 - Paralegal/Legal Assistant IV		37.78
30375 - Petroleum Supply Specialist		37.69
30390 - Photo-Optics Technician		30.81
30395 - Radiation Control Technician		37.69
30461 - Technical Writer I		30.81
30462 - Technical Writer II		37.69
30463 - Technical Writer III		45.60
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		34.12
30502 - Weather Forecaster II		41.50
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.73

30621 - Weather Observer, Senior	(see 2)	30.81

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	35.43
31020 - Bus Aide	15.60
31030 - Bus Driver	23.05
31043 - Driver Courier	21.26
31260 - Parking and Lot Attendant	15.19
31290 - Shuttle Bus Driver	19.37
31310 - Taxi Driver	15.62
31361 - Truckdriver, Light	23.30
31362 - Truckdriver, Medium	25.27
31363 - Truckdriver, Heavy	28.35
31364 - Truckdriver, Tractor-Trailer	28.35

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.71
99050 - Desk Clerk	16.95
99095 - Embalmer	30.07
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.62
99252 - Laboratory Animal Caretaker II	22.60
99260 - Marketing Analyst	31.32
99310 - Mortician	30.07
99410 - Pest Controller	25.79
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	29.66
99730 - Refuse Collector	21.19
99810 - Sales Clerk	17.38
99820 - School Crossing Guard	15.50
99830 - Survey Party Chief	34.72
99831 - Surveying Aide	23.31
99832 - Surveying Technician	30.49

99840 - Vending Machine Attendant	21.65
99841 - Vending Machine Repairer	27.74
99842 - Vending Machine Repairer Helper	21.65

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. The applicable Executive Order minimum wage rate will be adjusted annually. 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))."