
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-2035
 Daniel W. Simms Division of | Revision No.: 4
 Director Wage Determinations | Date Of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cleveland, Jefferson, Lincoln

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	11.71	
01012 - Accounting Clerk II	12.36	
01013 - Accounting Clerk III	13.83	
01020 - Administrative Assistant	15.79	
01035 - Court Reporter	12.20	
01051 - Data Entry Operator I	10.44	
01052 - Data Entry Operator II	11.39	
01060 - Dispatcher, Motor Vehicle	12.55	
01070 - Document Preparation Clerk	9.57	
01090 - Duplicating Machine Operator	9.57	
01111 - General Clerk I	9.58	
01112 - General Clerk II	10.45	
01113 - General Clerk III	11.73	
01120 - Housing Referral Assistant	13.66	
01141 - Messenger Courier	7.92	
01191 - Order Clerk I	9.28	
01192 - Order Clerk II	10.13	
01261 - Personnel Assistant (Employment) I	11.46	
01262 - Personnel Assistant (Employment) II	12.82	
01263 - Personnel Assistant (Employment) III	14.30	
01270 - Production Control Clerk	19.17	
01290 - Rental Clerk	10.02	

01300 - Scheduler, Maintenance	10.91
01311 - Secretary I	10.91
01312 - Secretary II	12.20
01313 - Secretary III	13.66
01320 - Service Order Dispatcher	12.35
01410 - Supply Technician	15.79
01420 - Survey Worker	12.20
01460 - Switchboard Operator/Receptionist	10.17
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.60
01611 - Word Processor I	9.72
01612 - Word Processor II	10.91
01613 - Word Processor III	12.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.09
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	16.14
05070 - Automotive Worker	16.14
05110 - Mobile Equipment Servicer	14.55
05130 - Motor Equipment Metal Mechanic	18.09
05160 - Motor Equipment Metal Worker	16.14
05190 - Motor Vehicle Mechanic	18.09
05220 - Motor Vehicle Mechanic Helper	13.31
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.14
05310 - Painter, Automotive	17.15
05340 - Radiator Repair Specialist	16.14
05370 - Tire Repairer	9.79
05400 - Transmission Repair Specialist	18.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	12.17
07042 - Cook II	13.96
07070 - Dishwasher	8.92
07130 - Food Service Worker	8.92
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	10.53
09080 - Furniture Refinisher	14.92
09090 - Furniture Refinisher Helper	11.57
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	14.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.74
11060 - Elevator Operator	9.74
11090 - Gardener	12.05
11122 - Housekeeping Aide	9.22
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	10.02
11240 - Maid or Houseman	7.88
11260 - Pruner	9.13

11270 - Tractor Operator	11.57	
11330 - Trail Maintenance Worker	10.02	
11360 - Window Cleaner	9.53	
12000 - Health Occupations		
12010 - Ambulance Driver	15.66	
12011 - Breath Alcohol Technician	15.78	
12012 - Certified Occupational Therapist Assistant	21.65	
12015 - Certified Physical Therapist Assistant	21.64	
12020 - Dental Assistant	12.85	
12025 - Dental Hygienist	32.36	
12030 - EKG Technician	23.74	
12035 - Electroneurodiagnostic Technologist	21.58	
12040 - Emergency Medical Technician	15.66	
12071 - Licensed Practical Nurse I	14.11	
12072 - Licensed Practical Nurse II	15.78	
12073 - Licensed Practical Nurse III	17.60	
12100 - Medical Assistant	11.98	
12130 - Medical Laboratory Technician	14.11	
12160 - Medical Record Clerk	12.47	
12190 - Medical Record Technician	15.71	
12195 - Medical Transcriptionist	14.11	
12210 - Nuclear Medicine Technologist	34.84	
12221 - Nursing Assistant I	9.57	
12222 - Nursing Assistant II	10.76	
12223 - Nursing Assistant III	11.74	
12224 - Nursing Assistant IV	13.17	
12235 - Optical Dispenser	15.78	
12236 - Optical Technician	14.11	
12250 - Pharmacy Technician	14.75	
12280 - Phlebotomist	13.17	
12305 - Radiologic Technologist	22.17	
12311 - Registered Nurse I	19.40	
12312 - Registered Nurse II	23.76	
12313 - Registered Nurse II, Specialist	23.76	
12314 - Registered Nurse III	28.75	
12315 - Registered Nurse III, Anesthetist	28.75	
12316 - Registered Nurse IV	34.41	
12317 - Scheduler (Drug and Alcohol Testing)	19.56	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	17.79	
13012 - Exhibits Specialist II	20.96	
13013 - Exhibits Specialist III	26.91	
13041 - Illustrator I	17.79	
13042 - Illustrator II	20.96	
13043 - Illustrator III	26.91	
13047 - Librarian	24.38	
13050 - Library Aide/Clerk	14.16	
13054 - Library Information Technology Systems Administrator	22.02	
13058 - Library Technician	14.87	
13061 - Media Specialist I	15.88	
13062 - Media Specialist II	17.76	
13063 - Media Specialist III	19.81	
13071 - Photographer I	13.95	

13072 - Photographer II	17.79	
13073 - Photographer III	21.05	
13074 - Photographer IV	26.94	
13075 - Photographer V	28.60	
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I	11.80	
14042 - Computer Operator II	13.20	
14043 - Computer Operator III	14.72	
14044 - Computer Operator IV	19.77	
14045 - Computer Operator V	21.45	
14071 - Computer Programmer I	17.84	
14072 - Computer Programmer II	19.77	
14073 - Computer Programmer III	24.01	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	24.39	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	11.80	
14160 - Personal Computer Support Technician	21.75	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.90
15020 - Aircrew Training Devices Instructor (Rated)		26.50
15030 - Air Crew Training Devices Instructor (Pilot)		31.76
15050 - Computer Based Training Specialist / Instructor		24.39
15060 - Educational Technologist	23.31	
15070 - Flight Instructor (Pilot)	31.76	
15080 - Graphic Artist	20.15	
15090 - Technical Instructor	18.50	
15095 - Technical Instructor/Course Developer		20.58
15110 - Test Proctor	13.58	
15120 - Tutor	13.58	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	8.72	
16030 - Counter Attendant	8.72	
16040 - Dry Cleaner	10.92	
16070 - Finisher, Flatwork, Machine	8.72	
16090 - Presser, Hand	8.72	
16110 - Presser, Machine, Drycleaning	8.72	
16130 - Presser, Machine, Shirts	8.72	
16160 - Presser, Machine, Wearing Apparel, Laundry		8.72
16190 - Sewing Machine Operator	11.73	
16220 - Tailor	13.48	
16250 - Washer, Machine	9.47	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.39
19040 - Tool And Die Maker	22.48	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	12.97	
21030 - Material Coordinator	19.17	
21040 - Material Expediter	19.17	
21050 - Material Handling Laborer	10.74	
21071 - Order Filler	10.21	
21080 - Production Line Worker (Food Processing)		12.97

21110 - Shipping Packer	12.82
21130 - Shipping/Receiving Clerk	12.82
21140 - Store Worker I	10.50
21150 - Stock Clerk	13.92
21210 - Tools And Parts Attendant	12.97
21410 - Warehouse Specialist	12.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.25
23021 - Aircraft Mechanic I	19.16
23022 - Aircraft Mechanic II	20.25
23023 - Aircraft Mechanic III	21.12
23040 - Aircraft Mechanic Helper	14.10
23050 - Aircraft, Painter	18.17
23060 - Aircraft Servicer	16.07
23080 - Aircraft Worker	17.11
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	9.79
23125 - Cable Splicer	19.16
23130 - Carpenter, Maintenance	16.14
23140 - Carpet Layer	16.97
23160 - Electrician, Maintenance	20.62
23181 - Electronics Technician Maintenance I	17.71
23182 - Electronics Technician Maintenance II	18.89
23183 - Electronics Technician Maintenance III	21.39
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.91
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	14.91
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	19.16
23381 - Ground Support Equipment Servicer	16.07
23382 - Ground Support Equipment Worker	17.11
23391 - Gunsmith I	14.91
23392 - Gunsmith II	16.97
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.36
23430 - Heavy Equipment Mechanic	18.61
23440 - Heavy Equipment Operator	16.51
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.36
23470 - Laborer	10.74
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	21.10
23550 - Machinist, Maintenance	18.76
23580 - Maintenance Trades Helper	11.42
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.25
23593 - Metrology Technician III	21.35
23640 - Millwright	23.11
23710 - Office Appliance Repairer	18.06

23760 - Painter, Maintenance	17.04
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.49
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	16.97
23890 - Sheet-Metal Worker, Maintenance	18.56
23910 - Small Engine Mechanic	16.97
23931 - Telecommunications Mechanic I	19.16
23932 - Telecommunications Mechanic II	20.19
23950 - Telephone Lineman	19.16
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	13.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.28
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	19.28
25190 - Ventilation Equipment Tender	13.97
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	15.07
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	15.73
27040 - Detention Officer	15.07
27070 - Firefighter	15.80
27101 - Guard I	14.76
27102 - Guard II	15.73
27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.36
28042 - Carnival Equipment Repairer	12.17
28043 - Carnival Worker	8.92
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	15.87
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	16.96

29030 - Line Handler	16.96	
29041 - Stevedore I	16.00	
29042 - Stevedore II	18.06	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		27.16
30021 - Archeological Technician I	14.03	
30022 - Archeological Technician II	16.59	
30023 - Archeological Technician III	20.55	
30030 - Cartographic Technician	20.55	
30040 - Civil Engineering Technician	19.44	
30061 - Drafter/CAD Operator I	14.03	
30062 - Drafter/CAD Operator II	17.45	
30063 - Drafter/CAD Operator III	18.71	
30064 - Drafter/CAD Operator IV	21.53	
30081 - Engineering Technician I	12.50	
30082 - Engineering Technician II	14.03	
30083 - Engineering Technician III	17.45	
30084 - Engineering Technician IV	20.55	
30085 - Engineering Technician V	26.38	
30086 - Engineering Technician VI	28.77	
30090 - Environmental Technician	18.68	
30210 - Laboratory Technician	16.64	
30240 - Mathematical Technician	20.55	
30361 - Paralegal/Legal Assistant I	12.79	
30362 - Paralegal/Legal Assistant II	17.73	
30363 - Paralegal/Legal Assistant III	21.70	
30364 - Paralegal/Legal Assistant IV	26.22	
30390 - Photo-Optics Technician	20.55	
30461 - Technical Writer I	18.88	
30462 - Technical Writer II	23.08	
30463 - Technical Writer III	27.93	
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	17.09
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	20.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	10.32	
31030 - Bus Driver	14.88	
31043 - Driver Courier	11.50	
31260 - Parking and Lot Attendant	8.87	
31290 - Shuttle Bus Driver	12.35	
31310 - Taxi Driver	12.19	
31361 - Truckdriver, Light	12.35	
31362 - Truckdriver, Medium	15.23	
31363 - Truckdriver, Heavy	15.36	
31364 - Truckdriver, Tractor-Trailer	15.36	
99000 - Miscellaneous Occupations		
99030 - Cashier	7.77	

99050 - Desk Clerk	7.35
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.19
99310 - Mortician	22.74
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	11.07
99710 - Recycling Laborer	12.77
99711 - Recycling Specialist	15.07
99730 - Refuse Collector	11.64
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	16.74
99831 - Surveying Aide	10.96
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.79
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	14.48

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.