

201540552

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4055
Revision No.: 2
Date Of Last 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.

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

MIDDLESEX COUNTY: Ashland, Framingham, Holliston, Hopkinton, Hudson, Marlborough, Natick, Sudbury

WORCESTER COUNTY: Hopedale, Mendon, Milford, Southborough

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.34
01012 - Accounting Clerk II		18.33
01013 - Accounting Clerk III		20.51
01020 - Administrative Assistant		27.91
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		14.12
01042 - Customer Service Representative II		15.88
01043 - Customer Service Representative III		17.33
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.92
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		15.39
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		14.28
01191 - Order Clerk I		17.13
01192 - Order Clerk II		18.70
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86

01263 - Personnel Assistant (Employment) III	22.14
01270 - Production Control Clerk	24.92
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	27.91
01420 - Survey Worker	17.22
01460 - Switchboard Operator/Receptionist	15.26
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	17.72
01612 - Word Processor II	19.89
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.81
07042 - Cook II	15.24
07070 - Dishwasher	10.42
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	14.96
09110 - Furniture Repairer, Minor	16.83
09130 - Upholsterer	18.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.97
11060 - Elevator Operator	11.97
11090 - Gardener	20.28
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	16.64
11240 - Maid or Houseman	11.80
11260 - Pruner	15.09
11270 - Tractor Operator	19.38
11330 - Trail Maintenance Worker	16.64
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	19.68
12011 - Breath Alcohol Technician	19.68

12012 - Certified Occupational Therapist Assistant	24.53
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	20.38
12025 - Dental Hygienist	41.12
12030 - EKG Technician	30.99
12035 - Electroneurodiagnostic Technologist	30.99
12040 - Emergency Medical Technician	19.68
12071 - Licensed Practical Nurse I	20.54
12072 - Licensed Practical Nurse II	22.99
12073 - Licensed Practical Nurse III	25.63
12100 - Medical Assistant	17.96
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	16.20
12190 - Medical Record Technician	18.13
12195 - Medical Transcriptionist	19.93
12210 - Nuclear Medicine Technologist	38.68
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.90
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	23.63
12236 - Optical Technician	20.54
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	17.49
12305 - Radiologic Technologist	34.57
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	22.68
12320 - Substance Abuse Treatment Counselor	17.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	22.07
13042 - Illustrator II	27.34
13043 - Illustrator III	33.44
13047 - Librarian	34.75
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	18.69
13061 - Media Specialist I	18.80
13062 - Media Specialist II	19.94
13063 - Media Specialist III	22.24
13071 - Photographer I	17.70
13072 - Photographer II	19.80
13073 - Photographer III	24.53
13074 - Photographer IV	30.00
13075 - Photographer V	36.30
13090 - Technical Order Library Clerk	16.95
13110 - Video Teleconference Technician	19.50
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
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		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		37.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.68
15086 - Maintenance Test Pilot, Rotary Wing		45.68
15088 - Non-Maintenance Test/Co-Pilot		45.68
15090 - Technical Instructor		27.91
15095 - Technical Instructor/Course Developer		34.12
15110 - Test Proctor		22.52
15120 - Tutor		22.52
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.08
16030 - Counter Attendant		11.08
16040 - Dry Cleaner		14.74
16070 - Finisher, Flatwork, Machine		11.08
16090 - Presser, Hand		11.08
16110 - Presser, Machine, Drycleaning		11.08
16130 - Presser, Machine, Shirts		11.08
16160 - Presser, Machine, Wearing Apparel, Laundry		11.08
16190 - Sewing Machine Operator		15.63
16220 - Tailor		16.32
16250 - Washer, Machine		12.34
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.99
19040 - Tool And Die Maker		29.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.40
21030 - Material Coordinator		24.92
21040 - Material Expediter		24.92
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.51
21080 - Production Line Worker (Food Processing)		19.40
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		13.10
21150 - Stock Clerk		17.71
21210 - Tools And Parts Attendant		19.40
21410 - Warehouse Specialist		19.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23019 - Aircraft Logs and Records Technician		24.37
23021 - Aircraft Mechanic I		28.22
23022 - Aircraft Mechanic II		30.32
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		21.66
23050 - Aircraft, Painter		26.82
23060 - Aircraft Servicer		24.37
23070 - Aircraft Survival Flight Equipment Technician		26.82
23080 - Aircraft Worker		25.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.64

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	28.22
II		
23110	- Appliance Mechanic	26.66
23120	- Bicycle Repairer	15.64
23125	- Cable Splicer	33.85
23130	- Carpenter, Maintenance	28.56
23140	- Carpet Layer	26.29
23160	- Electrician, Maintenance	32.18
23181	- Electronics Technician Maintenance I	26.39
23182	- Electronics Technician Maintenance II	27.59
23183	- Electronics Technician Maintenance III	28.80
23260	- Fabric Worker	24.23
23290	- Fire Alarm System Mechanic	27.09
23310	- Fire Extinguisher Repairer	23.11
23311	- Fuel Distribution System Mechanic	27.98
23312	- Fuel Distribution System Operator	22.41
23370	- General Maintenance Worker	23.18
23380	- Ground Support Equipment Mechanic	28.22
23381	- Ground Support Equipment Servicer	24.37
23382	- Ground Support Equipment Worker	25.64
23391	- Gunsmith I	23.11
23392	- Gunsmith II	25.50
23393	- Gunsmith III	27.83
23410	- Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	26.02
23430	- Heavy Equipment Mechanic	27.09
23440	- Heavy Equipment Operator	31.78
23460	- Instrument Mechanic	27.98
23465	- Laboratory/Shelter Mechanic	26.66
23470	- Laborer	15.05
23510	- Locksmith	26.66
23530	- Machinery Maintenance Mechanic	27.76
23550	- Machinist, Maintenance	25.30
23580	- Maintenance Trades Helper	19.59
23591	- Metrology Technician I	27.98
23592	- Metrology Technician II	29.03
23593	- Metrology Technician III	30.23
23640	- Millwright	27.98
23710	- Office Appliance Repairer	24.24
23760	- Painter, Maintenance	24.24
23790	- Pipefitter, Maintenance	28.03
23810	- Plumber, Maintenance	26.86
23820	- Pneudraulic Systems Mechanic	27.83
23850	- Rigger	27.83
23870	- Scale Mechanic	25.50
23890	- Sheet-Metal Worker, Maintenance	25.56
23910	- Small Engine Mechanic	25.50
23931	- Telecommunications Mechanic I	30.16
23932	- Telecommunications Mechanic II	31.29
23950	- Telephone Lineman	28.74
23960	- Welder, Combination, Maintenance	25.30
23965	- Well Driller	27.83
23970	- Woodcraft Worker	27.83
23980	- Woodworker	23.11
24000	- Personal Needs Occupations	
24550	- Case Manager	15.78
24570	- Child Care Attendant	14.17
24580	- Child Care Center Clerk	17.60
24610	- Chore Aide	12.98
24620	- Family Readiness And Support Services	15.78

Coordinator	
24630 - Homemaker	19. 55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27. 26
25040 - Sewage Plant Operator	24. 40
25070 - Stationary Engineer	27. 26
25190 - Ventilation Equipment Tender	21. 10
25210 - Water Treatment Plant Operator	24. 40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21. 24
27007 - Baggage Inspector	15. 85
27008 - Corrections Officer	26. 87
27010 - Court Security Officer	26. 70
27030 - Detection Dog Handler	18. 95
27040 - Detention Officer	26. 87
27070 - Firefighter	23. 93
27101 - Guard I	15. 85
27102 - Guard II	18. 95
27131 - Police Officer I	26. 92
27132 - Police Officer II	29. 74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13. 20
28042 - Carnival Equipment Repairer	13. 98
28043 - Carnival Worker	10. 92
28210 - Gate Attendant/Gate Tender	16. 24
28310 - Lifeguard	13. 45
28350 - Park Attendant (Aide)	17. 74
28510 - Recreation Aide/Health Facility Attendant	13. 58
28515 - Recreation Specialist	22. 62
28630 - Sports Official	14. 47
28690 - Swimming Pool Operator	19. 44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25. 64
29020 - Hatch Tender	25. 64
29030 - Line Handler	25. 64
29041 - Stevedore I	26. 29
29042 - Stevedore II	29. 25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)	40. 41
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)	27. 87
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)	30. 69
30021 - Archeological Technician I	21. 07
30022 - Archeological Technician II	23. 57
30023 - Archeological Technician III	29. 20
30030 - Cartographic Technician	29. 20
30040 - Civil Engineering Technician	26. 54
30051 - Cryogenic Technician I	29. 55
30052 - Cryogenic Technician II	32. 64
30061 - Drafter/CAD Operator I	21. 07
30062 - Drafter/CAD Operator II	23. 57
30063 - Drafter/CAD Operator III	26. 27
30064 - Drafter/CAD Operator IV	32. 34
30081 - Engineering Technician I	17. 29
30082 - Engineering Technician II	19. 42
30083 - Engineering Technician III	21. 74
30084 - Engineering Technician IV	26. 93
30085 - Engineering Technician V	32. 93
30086 - Engineering Technician VI	38. 49
30090 - Environmental Technician	28. 49
30095 - Evidence Control Specialist	26. 68
30210 - Laboratory Technician	25. 74
30221 - Latent Fingerprint Technician I	29. 55
30222 - Latent Fingerprint Technician II	32. 64

30240 - Mathematical Technician	29. 20
30361 - Paralegal /Legal Assistant I	20. 44
30362 - Paralegal /Legal Assistant II	25. 32
30363 - Paralegal /Legal Assistant III	30. 97
30364 - Paralegal /Legal Assistant IV	37. 46
30375 - Petroleum Supply Specialist	32. 64
30390 - Photo-Optics Technician	29. 20
30395 - Radiation Control Technician	32. 64
30461 - Technical Writer I	28. 72
30462 - Technical Writer II	35. 14
30463 - Technical Writer III	42. 51
30491 - Unexploded Ordnance (UXO) Technician I	25. 69
30492 - Unexploded Ordnance (UXO) Technician II	31. 08
30493 - Unexploded Ordnance (UXO) Technician III	37. 25
30494 - Unexploded (UXO) Safety Escort	25. 69
30495 - Unexploded (UXO) Sweep Personnel	25. 69
30501 - Weather Forecaster I	29. 55
30502 - Weather Forecaster II	35. 94
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 26. 27
30621 - Weather Observer, Senior	(see 2) 29. 20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31. 08
31020 - Bus Aide	14. 52
31030 - Bus Driver	19. 27
31043 - Driver Courier	15. 79
31260 - Parking and Lot Attendant	11. 76
31290 - Shuttle Bus Driver	16. 93
31310 - Taxi Driver	12. 95
31361 - Truckdriver, Light	16. 93
31362 - Truckdriver, Medium	18. 70
31363 - Truckdriver, Heavy	21. 48
31364 - Truckdriver, Tractor-Trailer	21. 48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15. 15
99030 - Cashier	11. 25
99050 - Desk Clerk	13. 70
99095 - Embalmer	29. 03
99130 - Flight Follower	25. 69
99251 - Laboratory Animal Caretaker I	16. 06
99252 - Laboratory Animal Caretaker II	17. 23
99260 - Marketing Analyst	39. 88
99310 - Mortician	36. 23
99410 - Pest Controller	18. 56
99510 - Photofinishing Worker	14. 38
99710 - Recycling Laborer	20. 66
99711 - Recycling Specialist	24. 38
99730 - Refuse Collector	18. 75
99810 - Sales Clerk	13. 61
99820 - School Crossing Guard	14. 73
99830 - Survey Party Chief	26. 71
99831 - Surveying Aide	17. 67
99832 - Surveying Technician	24. 29
99840 - Vending Machine Attendant	17. 37
99841 - Vending Machine Repairer	20. 55
99842 - Vending Machine Repairer Helper	17. 37

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, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.

**** 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)(i)). 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)(i)).
- 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)).