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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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4069
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 07/25/2017

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:

BERKSHIRE COUNTY: Adams, Becket, Cheshire, Dalton, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Peru, Pittsfield, Richmond, Savoy, Washington, Windsor

HAMPSHIRE COUNTY: Middlefield

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01035 - Court Reporter		19.14
01041 - Customer Service Representative I		13.25
01042 - Customer Service Representative II		14.89
01043 - Customer Service Representative III		16.25
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		16.96
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		24.75
01290 - Rental Clerk		16.25

01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	17.79
01410 - Supply Technician	23.97
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.97
01612 - Word Processor II	16.25
01613 - Word Processor III	19.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.64
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.53
05070 - Automotive Worker	19.53
05110 - Mobile Equipment Servicer	17.46
05130 - Motor Equipment Metal Mechanic	21.22
05160 - Motor Equipment Metal Worker	19.53
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic Helper	16.53
05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.53
05310 - Painter, Automotive	20.33
05340 - Radiator Repair Specialist	19.53
05370 - Tire Repairer	16.01
05400 - Transmission Repair Specialist	21.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.29
07041 - Cook I	15.11
07042 - Cook II	16.90
07070 - Dishwasher	10.39
07130 - Food Service Worker	11.27
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	18.67
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer, Minor	19.00
09130 - Upholsterer	18.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	14.65
11090 - Gardener	18.75
11122 - Housekeeping Aide	14.65
11150 - Janitor	14.65
11210 - Laborer, Grounds Maintenance	15.12
11240 - Maid or Houseman	11.60
11260 - Pruner	13.92
11270 - Tractor Operator	17.45
11330 - Trail Maintenance Worker	15.12
11360 - Window Cleaner	15.92
12000 - Health Occupations	
12010 - Ambulance Driver	18.19
12011 - Breath Alcohol Technician	21.71
12012 - Certified Occupational Therapist Assistant	26.79

12015	- Certified Physical Therapist Assistant	28.83
12020	- Dental Assistant	19.47
12025	- Dental Hygienist	35.50
12030	- EKG Technician	32.89
12035	- Electroneurodiagnostic Technologist	32.89
12040	- Emergency Medical Technician	18.19
12071	- Licensed Practical Nurse I	19.40
12072	- Licensed Practical Nurse II	21.71
12073	- Licensed Practical Nurse III	24.19
12100	- Medical Assistant	17.22
12130	- Medical Laboratory Technician	19.40
12160	- Medical Record Clerk	16.29
12190	- Medical Record Technician	27.06
12195	- Medical Transcriptionist	19.40
12210	- Nuclear Medicine Technologist	43.16
12221	- Nursing Assistant I	10.50
12222	- Nursing Assistant II	11.81
12223	- Nursing Assistant III	12.89
12224	- Nursing Assistant IV	14.47
12235	- Optical Dispenser	21.71
12236	- Optical Technician	19.40
12250	- Pharmacy Technician	16.20
12280	- Phlebotomist	14.47
12305	- Radiologic Technologist	32.89
12311	- Registered Nurse I	29.56
12312	- Registered Nurse II	36.16
12313	- Registered Nurse II, Specialist	36.16
12314	- Registered Nurse III	45.75
12315	- Registered Nurse III, Anesthetist	43.75
12316	- Registered Nurse IV	52.44
12317	- Scheduler (Drug and Alcohol Testing)	26.88
12320	- Substance Abuse Treatment Counselor	25.51
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.83
13012	- Exhibits Specialist II	22.02
13013	- Exhibits Specialist III	26.95
13041	- Illustrator I	17.79
13042	- Illustrator II	22.02
13043	- Illustrator III	26.95
13047	- Librarian	24.40
13050	- Library Aide/Clerk	14.25
13054	- Library Information Technology Systems Administrator	22.02
13058	- Library Technician	15.39
13061	- Media Specialist I	15.26
13062	- Media Specialist II	16.95
13063	- Media Specialist III	18.89
13071	- Photographer I	13.95
13072	- Photographer II	18.37
13073	- Photographer III	22.37
13074	- Photographer IV	27.72
13075	- Photographer V	35.87
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	18.56
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.66
14042	- Computer Operator II	16.96
14043	- Computer Operator III	18.59
14044	- Computer Operator IV	21.25
14045	- Computer Operator V	23.54
14071	- Computer Programmer I	21.27

(see 1)

14072 - Computer Programmer II	(see 1)	26.34
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		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		37.92
15086 - Maintenance Test Pilot, Rotary Wing		37.92
15088 - Non-Maintenance Test/Co-Pilot		37.92
15090 - Technical Instructor		22.90
15095 - Technical Instructor/Course Developer		28.02
15110 - Test Proctor		18.50
15120 - Tutor		18.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		15.08
16070 - Finisher, Flatwork, Machine		12.03
16090 - Presser, Hand		12.03
16110 - Presser, Machine, Drycleaning		12.03
16130 - Presser, Machine, Shirts		12.03
16160 - Presser, Machine, Wearing Apparel, Laundry		12.03
16190 - Sewing Machine Operator		15.99
16220 - Tailor		16.69
16250 - Washer, Machine		13.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker		25.74
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.88
21030 - Material Coordinator		25.45
21040 - Material Expediter		25.45
21050 - Material Handling Laborer		14.54
21071 - Order Filler		12.85
21080 - Production Line Worker (Food Processing)		20.88
21110 - Shipping Packer		15.30
21130 - Shipping/Receiving Clerk		15.30
21140 - Store Worker I		12.95
21150 - Stock Clerk		16.52
21210 - Tools And Parts Attendant		20.88
21410 - Warehouse Specialist		20.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.64
23019 - Aircraft Logs and Records Technician		24.08
23021 - Aircraft Mechanic I		27.63
23022 - Aircraft Mechanic II		28.64
23023 - Aircraft Mechanic III		29.64
23040 - Aircraft Mechanic Helper		21.16
23050 - Aircraft, Painter		26.47
23060 - Aircraft Servicer		24.08

23070 - Aircraft Survival Flight Equipment Technician	26.47
23080 - Aircraft Worker	25.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.63
23110 - Appliance Mechanic	22.24
23120 - Bicycle Repairer	16.01
23125 - Cable Splicer	27.63
23130 - Carpenter, Maintenance	22.88
23140 - Carpet Layer	25.43
23160 - Electrician, Maintenance	25.87
23181 - Electronics Technician Maintenance I	24.43
23182 - Electronics Technician Maintenance II	25.42
23183 - Electronics Technician Maintenance III	26.79
23260 - Fabric Worker	23.45
23290 - Fire Alarm System Mechanic	24.75
23310 - Fire Extinguisher Repairer	22.13
23311 - Fuel Distribution System Mechanic	25.97
23312 - Fuel Distribution System Operator	22.06
23370 - General Maintenance Worker	19.33
23380 - Ground Support Equipment Mechanic	27.63
23381 - Ground Support Equipment Servicer	24.08
23382 - Ground Support Equipment Worker	25.43
23391 - Gunsmith I	22.13
23392 - Gunsmith II	24.63
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	25.31
23440 - Heavy Equipment Operator	29.71
23460 - Instrument Mechanic	27.63
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	14.54
23510 - Locksmith	26.47
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	23.21
23580 - Maintenance Trades Helper	17.33
23591 - Metrology Technician I	27.63
23592 - Metrology Technician II	28.64
23593 - Metrology Technician III	29.64
23640 - Millwright	24.40
23710 - Office Appliance Repairer	24.92
23760 - Painter, Maintenance	18.72
23790 - Pipefitter, Maintenance	28.86
23810 - Plumber, Maintenance	25.58
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	24.63
23890 - Sheet-Metal Worker, Maintenance	25.43
23910 - Small Engine Mechanic	21.38
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.63
23960 - Welder, Combination, Maintenance	24.54
23965 - Well Driller	25.96
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.04
24000 - Personal Needs Occupations	

24550 - Case Manager	17.90
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	13.53
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.03
25040 - Sewage Plant Operator	23.49
25070 - Stationary Engineer	26.03
25190 - Ventilation Equipment Tender	19.86
25210 - Water Treatment Plant Operator	23.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	21.32
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	24.94
27132 - Police Officer II	27.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.38
28042 - Carnival Equipment Repairer	12.68
28043 - Carnival Worker	10.53
28210 - Gate Attendant/Gate Tender	13.92
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.40
28690 - Swimming Pool Operator	16.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.43
29020 - Hatch Tender	25.43
29030 - Line Handler	25.43
29041 - Stevedore I	24.08
29042 - Stevedore II	26.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	17.24
30022 - Archeological Technician II	18.64
30023 - Archeological Technician III	23.06
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	23.00
30051 - Cryogenic Technician I	23.78
30052 - Cryogenic Technician II	26.26
30061 - Drafter/CAD Operator I	16.64
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.92
30083 - Engineering Technician III	18.98
30084 - Engineering Technician IV	23.51

30085 - Engineering Technician V	28.77
30086 - Engineering Technician VI	34.25
30090 - Environmental Technician	22.78
30095 - Evidence Control Specialist	21.47
30210 - Laboratory Technician	22.33
30221 - Latent Fingerprint Technician I	23.78
30222 - Latent Fingerprint Technician II	26.26
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	18.00
30362 - Paralegal/Legal Assistant II	22.31
30363 - Paralegal/Legal Assistant III	27.29
30364 - Paralegal/Legal Assistant IV	33.00
30375 - Petroleum Supply Specialist	26.26
30390 - Photo-Optics Technician	23.06
30395 - Radiation Control Technician	26.26
30461 - Technical Writer I	23.23
30462 - Technical Writer II	28.43
30463 - Technical Writer III	34.39
30491 - Unexploded Ordnance (UXO) Technician I	24.85
30492 - Unexploded Ordnance (UXO) Technician II	30.07
30493 - Unexploded Ordnance (UXO) Technician III	36.04
30494 - Unexploded (UXO) Safety Escort	24.85
30495 - Unexploded (UXO) Sweep Personnel	24.85
30501 - Weather Forecaster I	23.78
30502 - Weather Forecaster II	28.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.75
30621 - Weather Observer, Senior	(see 2) 22.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.52
31030 - Bus Driver	19.35
31043 - Driver Courier	16.19
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	17.40
31310 - Taxi Driver	11.59
31361 - Truckdriver, Light	17.40
31362 - Truckdriver, Medium	18.43
31363 - Truckdriver, Heavy	20.94
31364 - Truckdriver, Tractor-Trailer	20.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.31
99050 - Desk Clerk	13.47
99095 - Embalmer	29.67
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	16.64
99252 - Laboratory Animal Caretaker II	17.17
99260 - Marketing Analyst	27.03
99310 - Mortician	29.67
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	15.78
99711 - Recycling Specialist	18.20
99730 - Refuse Collector	14.56
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	17.69

99841 - Vending Machine Repairer	21.26
99842 - Vending Machine Repairer Helper	17.69

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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, Good Friday, 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 conformance 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)(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)).