

Attachment #2 - Wage Determination

Contract _____

WD 15-5689 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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.: 2015-5689
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 08/03/2017

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.

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii County of Honolulu

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.48
01035 - Court Reporter		22.50
01041 - Customer Service Representative I		13.78
01042 - Customer Service Representative II		15.49
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		14.48
01052 - Data Entry Operator II		15.80
01060 - Dispatcher, Motor Vehicle		20.39
01070 - Document Preparation Clerk		16.69
01090 - Duplicating Machine Operator		16.69
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13
01113 - General Clerk III		15.87
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		13.26
01191 - Order Clerk I		15.34
01192 - Order Clerk II		16.73
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68

01270 - Production Control Clerk	22.83
01290 - Rental Clerk	15.79
01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	17.01
01410 - Supply Technician	26.48
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.40
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.72
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	16.68
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.31
07041 - Cook I	14.80
07042 - Cook II	17.18
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	20.84
07260 - Waiter/Waitress	13.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.15
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	21.07
09090 - Furniture Refinisher Helper	15.61
09110 - Furniture Repairer, Minor	18.29
09130 - Upholsterer	19.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	14.00
11090 - Gardener	17.87
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	17.53
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	23.65

12011 - Breath Alcohol Technician	21.52
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	20.25
12020 - Dental Assistant	17.60
12025 - Dental Hygienist	35.86
12030 - EKG Technician	28.62
12035 - Electroneurodiagnostic Technologist	28.62
12040 - Emergency Medical Technician	23.65
12071 - Licensed Practical Nurse I	19.24
12072 - Licensed Practical Nurse II	21.52
12073 - Licensed Practical Nurse III	23.99
12100 - Medical Assistant	16.88
12130 - Medical Laboratory Technician	22.61
12160 - Medical Record Clerk	19.97
12190 - Medical Record Technician	22.34
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	38.38
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	16.40
12250 - Pharmacy Technician	18.00
12280 - Phlebotomist	16.62
12305 - Radiologic Technologist	33.72
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	26.66
12320 - Substance Abuse Treatment Counselor	18.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	22.97
13042 - Illustrator II	28.45
13043 - Illustrator III	34.80
13047 - Librarian	31.58
13050 - Library Aide/Clerk	15.46
13054 - Library Information Technology Systems Administrator	24.08
13058 - Library Technician	20.92
13061 - Media Specialist I	19.20
13062 - Media Specialist II	21.46
13063 - Media Specialist III	23.94
13071 - Photographer I	16.81
13072 - Photographer II	18.80
13073 - Photographer III	21.57
13074 - Photographer IV	28.48
13075 - Photographer V	34.46
13090 - Technical Order Library Clerk	19.42
13110 - Video Teleconference Technician	21.19
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.54
14042 - Computer Operator II	19.62
14043 - Computer Operator III	22.80
14044 - Computer Operator IV	24.81

14045 - Computer Operator V	27.45
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	17.54
14160 - Personal Computer Support Technician	24.81
14170 - System Support Specialist	29.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.83
15020 - Aircrew Training Devices Instructor (Rated)	37.30
15030 - Air Crew Training Devices Instructor (Pilot)	43.09
15050 - Computer Based Training Specialist / Instructor	30.83
15060 - Educational Technologist	31.22
15070 - Flight Instructor (Pilot)	43.09
15080 - Graphic Artist	22.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.04
15086 - Maintenance Test Pilot, Rotary Wing	36.04
15088 - Non-Maintenance Test/Co-Pilot	36.04
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.01
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.41
16030 - Counter Attendant	12.41
16040 - Dry Cleaner	15.37
16070 - Finisher, Flatwork, Machine	12.41
16090 - Presser, Hand	12.41
16110 - Presser, Machine, Drycleaning	12.41
16130 - Presser, Machine, Shirts	12.41
16160 - Presser, Machine, Wearing Apparel, Laundry	12.41
16190 - Sewing Machine Operator	16.36
16220 - Tailor	17.23
16250 - Washer, Machine	13.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.14
19040 - Tool And Die Maker	36.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.82
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	21.82
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	13.93
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	21.82
21410 - Warehouse Specialist	21.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.23
23019 - Aircraft Logs and Records Technician	25.54
23021 - Aircraft Mechanic I	31.25
23022 - Aircraft Mechanic II	33.23
23023 - Aircraft Mechanic III	35.19
23040 - Aircraft Mechanic Helper	21.73

23050 - Aircraft, Painter	29.34
23060 - Aircraft Servicer	25.54
23070 - Aircraft Survival Flight Equipment Technician	29.34
23080 - Aircraft Worker	27.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.25
23110 - Appliance Mechanic	24.13
23120 - Bicycle Repairer	18.35
23125 - Cable Splicer	31.90
23130 - Carpenter, Maintenance	35.94
23140 - Carpet Layer	27.75
23160 - Electrician, Maintenance	34.19
23181 - Electronics Technician Maintenance I	29.31
23182 - Electronics Technician Maintenance II	31.33
23183 - Electronics Technician Maintenance III	33.37
23260 - Fabric Worker	25.36
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System Mechanic	31.90
23312 - Fuel Distribution System Operator	24.14
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	31.25
23381 - Ground Support Equipment Servicer	25.54
23382 - Ground Support Equipment Worker	27.45
23391 - Gunsmith I	23.47
23392 - Gunsmith II	27.24
23393 - Gunsmith III	31.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.88
23430 - Heavy Equipment Mechanic	33.73
23440 - Heavy Equipment Operator	38.52
23460 - Instrument Mechanic	34.15
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	16.49
23510 - Locksmith	28.38
23530 - Machinery Maintenance Mechanic	29.89
23550 - Machinist, Maintenance	29.74
23580 - Maintenance Trades Helper	18.06
23591 - Metrology Technician I	34.15
23592 - Metrology Technician II	36.31
23593 - Metrology Technician III	38.45
23640 - Millwright	31.02
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	31.58
23810 - Plumber, Maintenance	29.65
23820 - Pneudraulic Systems Mechanic	31.02
23850 - Rigger	31.02
23870 - Scale Mechanic	27.24
23890 - Sheet-Metal Worker, Maintenance	33.54
23910 - Small Engine Mechanic	30.00
23931 - Telecommunications Mechanic I	30.27
23932 - Telecommunications Mechanic II	30.86
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	29.53
23965 - Well Driller	30.42
23970 - Woodcraft Worker	31.02

23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.30
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.93
24620 - Family Readiness And Support Services Coordinator	16.30
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.90
25040 - Sewage Plant Operator	25.06
25070 - Stationary Engineer	31.90
25190 - Ventilation Equipment Tender	22.18
25210 - Water Treatment Plant Operator	25.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.62
27007 - Baggage Inspector	13.54
27008 - Corrections Officer	26.22
27010 - Court Security Officer	28.17
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	26.22
27070 - Firefighter	26.06
27101 - Guard I	13.54
27102 - Guard II	15.35
27131 - Police Officer I	29.01
27132 - Police Officer II	32.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	17.58
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	14.35
28515 - Recreation Specialist	23.58
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
29020 - Hatch Tender	
29030 - Line Handler	
29041 - Stevedore I	
29042 - Stevedore II	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.45
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.20
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	24.60
30051 - Cryogenic Technician I	25.14
30052 - Cryogenic Technician II	27.76
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64

30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	22.34
30095 - Evidence Control Specialist	22.70
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	25.14
30222 - Latent Fingerprint Technician II	27.76
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.13
30363 - Paralegal/Legal Assistant III	28.30
30364 - Paralegal/Legal Assistant IV	34.23
30375 - Petroleum Supply Specialist	27.76
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	27.76
30461 - Technical Writer I	22.86
30462 - Technical Writer II	27.96
30463 - Technical Writer III	33.84
30491 - Unexploded Ordnance (UXO) Technician I	24.44
30492 - Unexploded Ordnance (UXO) Technician II	29.57
30493 - Unexploded Ordnance (UXO) Technician III	35.44
30494 - Unexploded (UXO) Safety Escort	24.44
30495 - Unexploded (UXO) Sweep Personnel	24.44
30501 - Weather Forecaster I	26.66
30502 - Weather Forecaster II	32.42
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.67
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.57
31020 - Bus Aide	15.63
31030 - Bus Driver	22.27
31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	9.86
31290 - Shuttle Bus Driver	15.35
31310 - Taxi Driver	11.77
31361 - Truckdriver, Light	15.35
31362 - Truckdriver, Medium	17.26
31363 - Truckdriver, Heavy	21.71
31364 - Truckdriver, Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.42
99030 - Cashier	10.93
99050 - Desk Clerk	20.74
99095 - Embalmer	24.57
99130 - Flight Follower	24.44
99251 - Laboratory Animal Caretaker I	12.41
99252 - Laboratory Animal Caretaker II	17.67
99260 - Marketing Analyst	26.12
99310 - Mortician	24.57
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.81
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	15.82
99830 - Survey Party Chief	28.66
99831 - Surveying Aide	15.67

99832 - Surveying Technician	21.47
99840 - Vending Machine Attendant	12.68
99841 - Vending Machine Repairer	16.02
99842 - Vending Machine Repairer Helper	12.68

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: \$1.78 per hour, or \$71.02 per week, or \$308.53 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees not receiving mandated health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare amount will remain at \$4.27 per hour.

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 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)(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)).