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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.: 2015-4851
Director	Wage Determinations	Revision No.: 5
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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](http://www.dol.gov/whd/govcontracts)

State: Michigan

Area: Michigan County of Jackson

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.05
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		23.71
01035 - Court Reporter		17.03
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.48
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher, Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.16
01112 - General Clerk II		14.36
01113 - General Clerk III		16.13
01120 - Housing Referral Assistant		18.97
01141 - Messenger Courier		12.42
01191 - Order Clerk I		13.63
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.14
01270 - Production Control Clerk		21.67
01290 - Rental Clerk		14.44
01300 - Scheduler, Maintenance		15.22
01311 - Secretary I		15.22
01312 - Secretary II		17.03
01313 - Secretary III		18.97

01320	- Service Order Dispatcher	17.13
01410	- Supply Technician	23.71
01420	- Survey Worker	18.40
01460	- Switchboard Operator/Receptionist	14.18
01531	- Travel Clerk I	13.02
01532	- Travel Clerk II	14.14
01533	- Travel Clerk III	15.31
01611	- Word Processor I	14.53
01612	- Word Processor II	17.58
01613	- Word Processor III	19.90
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.06
05010	- Automotive Electrician	21.05
05040	- Automotive Glass Installer	20.05
05070	- Automotive Worker	20.05
05110	- Mobile Equipment Servicer	18.05
05130	- Motor Equipment Metal Mechanic	22.06
05160	- Motor Equipment Metal Worker	20.05
05190	- Motor Vehicle Mechanic	22.06
05220	- Motor Vehicle Mechanic Helper	17.04
05250	- Motor Vehicle Upholstery Worker	19.05
05280	- Motor Vehicle Wrecker	20.05
05310	- Painter, Automotive	21.05
05340	- Radiator Repair Specialist	20.05
05370	- Tire Repairer	16.02
05400	- Transmission Repair Specialist	22.06
07000	- Food Preparation And Service Occupations	
07010	- Baker	17.67
07041	- Cook I	16.28
07042	- Cook II	17.67
07070	- Dishwasher	13.43
07130	- Food Service Worker	13.43
07210	- Meat Cutter	17.67
07260	- Waiter/Waitress	14.12
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.63
09040	- Furniture Handler	15.88
09080	- Furniture Refinisher	20.63
09090	- Furniture Refinisher Helper	17.43
09110	- Furniture Repairer, Minor	19.06
09130	- Upholsterer	20.63
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.95
11060	- Elevator Operator	12.95
11090	- Gardener	15.98
11122	- Housekeeping Aide	12.95
11150	- Janitor	12.95
11210	- Laborer, Grounds Maintenance	13.86
11240	- Maid or Houseman	12.02
11260	- Pruner	14.77
11270	- Tractor Operator	15.57
11330	- Trail Maintenance Worker	13.86
11360	- Window Cleaner	13.86
12000	- Health Occupations	
12010	- Ambulance Driver	20.33
12011	- Breath Alcohol Technician	20.33
12012	- Certified Occupational Therapist Assistant	22.65
12015	- Certified Physical Therapist Assistant	26.06
12020	- Dental Assistant	18.02
12025	- Dental Hygienist	33.17
12030	- EKG Technician	30.81

12035 - Electroneurodiagnostic Technologist	30.81
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	18.18
12072 - Licensed Practical Nurse II	20.33
12073 - Licensed Practical Nurse III	22.66
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	19.05
12160 - Medical Record Clerk	15.81
12190 - Medical Record Technician	24.96
12195 - Medical Transcriptionist	17.46
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.36
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.94
12224 - Nursing Assistant IV	15.65
12235 - Optical Dispenser	19.75
12236 - Optical Technician	17.30
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II, Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III, Anesthetist	36.40
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol Testing)	25.18
12320 - Substance Abuse Treatment Counselor	25.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	22.12
13058 - Library Technician	13.81
13061 - Media Specialist I	15.96
13062 - Media Specialist II	17.85
13063 - Media Specialist III	19.90
13071 - Photographer I	15.11
13072 - Photographer II	17.05
13073 - Photographer III	20.93
13074 - Photographer IV	25.62
13075 - Photographer V	30.99
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.12
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.36
14044 - Computer Operator IV	23.73
14045 - Computer Operator V	26.27
14071 - Computer Programmer I	(see 1) 21.24
14072 - Computer Programmer II	(see 1) 26.32
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		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		23.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.57
15020 - Aircrew Training Devices Instructor (Rated)		38.19
15030 - Air Crew Training Devices Instructor (Pilot)		45.78
15050 - Computer Based Training Specialist / Instructor		31.57
15060 - Educational Technologist		33.22
15070 - Flight Instructor (Pilot)		45.78
15080 - Graphic Artist		23.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.78
15086 - Maintenance Test Pilot, Rotary Wing		45.78
15088 - Non-Maintenance Test/Co-Pilot		45.78
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course Developer		29.73
15110 - Test Proctor		19.97
15120 - Tutor		19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.58
16030 - Counter Attendant		10.58
16040 - Dry Cleaner		13.94
16070 - Finisher, Flatwork, Machine		10.58
16090 - Presser, Hand		10.58
16110 - Presser, Machine, Drycleaning		10.58
16130 - Presser, Machine, Shirts		10.58
16160 - Presser, Machine, Wearing Apparel, Laundry		10.58
16190 - Sewing Machine Operator		15.18
16220 - Tailor		16.37
16250 - Washer, Machine		11.73
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.43
19040 - Tool And Die Maker		25.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.27
21030 - Material Coordinator		21.67
21040 - Material Expediter		21.67
21050 - Material Handling Laborer		14.29
21071 - Order Filler		15.26
21080 - Production Line Worker (Food Processing)		20.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		14.64
21140 - Store Worker I		14.96
21150 - Stock Clerk		18.39
21210 - Tools And Parts Attendant		17.80
21410 - Warehouse Specialist		19.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.77
23019 - Aircraft Logs and Records Technician		19.88
23021 - Aircraft Mechanic I		22.73
23022 - Aircraft Mechanic II		23.77
23023 - Aircraft Mechanic III		24.81
23040 - Aircraft Mechanic Helper		18.22
23050 - Aircraft, Painter		21.77
23060 - Aircraft Servicer		19.88
23070 - Aircraft Survival Flight Equipment Technician		21.77
23080 - Aircraft Worker		20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.73
23110 - Appliance Mechanic	21.62
23120 - Bicycle Repairer	18.43
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	22.73
23310 - Fire Extinguisher Repairer	18.43
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.73
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	18.43
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	22.73
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	22.73
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	13.45
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	24.94
23550 - Machinist, Maintenance	21.59
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	22.73
23592 - Metrology Technician II	23.77
23593 - Metrology Technician III	24.81
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.96
23760 - Painter, Maintenance	21.62
23790 - Pipefitter, Maintenance	28.96
23810 - Plumber, Maintenance	27.54
23820 - Pneudraulic Systems Mechanic	22.73
23850 - Rigger	22.73
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	27.51
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	18.43
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62

24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	21.62
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	21.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.72
27007 - Baggage Inspector	13.31
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.03
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	22.86
27070 - Firefighter	19.42
27101 - Guard I	13.31
27102 - Guard II	16.64
27131 - Police Officer I	24.63
27132 - Police Officer II	27.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	11.87
28515 - Recreation Specialist	20.15
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.27
30022 - Archeological Technician II	19.32
30023 - Archeological Technician III	23.93
30030 - Cartographic Technician	23.93
30040 - Civil Engineering Technician	27.51
30051 - Cryogenic Technician I	24.79
30052 - Cryogenic Technician II	27.39
30061 - Drafter/CAD Operator I	17.27
30062 - Drafter/CAD Operator II	19.32
30063 - Drafter/CAD Operator III	21.53
30064 - Drafter/CAD Operator IV	26.51
30081 - Engineering Technician I	15.38
30082 - Engineering Technician II	17.27
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	23.93
30085 - Engineering Technician V	28.40
30086 - Engineering Technician VI	34.36
30090 - Environmental Technician	23.93
30095 - Evidence Control Specialist	22.39

30210 - Laboratory Technician	21.53
30221 - Latent Fingerprint Technician I	24.79
30222 - Latent Fingerprint Technician II	27.39
30240 - Mathematical Technician	23.93
30361 - Paralegal/Legal Assistant I	18.32
30362 - Paralegal/Legal Assistant II	21.59
30363 - Paralegal/Legal Assistant III	26.41
30364 - Paralegal/Legal Assistant IV	31.96
30375 - Petroleum Supply Specialist	27.39
30390 - Photo-Optics Technician	23.93
30395 - Radiation Control Technician	27.39
30461 - Technical Writer I	23.93
30462 - Technical Writer II	29.28
30463 - Technical Writer III	35.09
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.51
30502 - Weather Forecaster II	32.24
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.53
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.50
31030 - Bus Driver	18.38
31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.69
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.62
31361 - Truckdriver, Light	16.87
31362 - Truckdriver, Medium	17.81
31363 - Truckdriver, Heavy	21.92
31364 - Truckdriver, Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.38
99050 - Desk Clerk	14.03
99095 - Embalmer	26.68
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	31.30
99310 - Mortician	26.68
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	19.67
99730 - Refuse Collector	16.20
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	19.56
99841 - Vending Machine Repairer	23.01
99842 - Vending Machine Repairer Helper	19.56

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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](http://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\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 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 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)).