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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

Wage Determination No.: 2015-4083
Daniel W. Simms Division of | Revision No.: 7
Director Wage Determinations | Date Of Revision: 04/12/2018

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

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts:

BRISTOL COUNTY: Attleboro, North Attleborough, Rehoboth, Seekonk

NORFOLK COUNTY: Plainville

WORCESTER COUNTY: Blackstone, Millville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Providence, Smithfield, Woonsocket

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.97	
01012 - Accounting Clerk II	17.92	
01013 - Accounting Clerk III	20.05	
01020 - Administrative Assistant	27.79	
01035 - Court Reporter	22.69	
01041 - Customer Service Representative I	14.25	
01042 - Customer Service Representative II	16.02	
01043 - Customer Service Representative III	17.49	
01051 - Data Entry Operator I	15.89	
01052 - Data Entry Operator II	17.34	
01060 - Dispatcher, Motor Vehicle	19.56	
01070 - Document Preparation Clerk	14.93	

01090 - Duplicating Machine Operator	14.93
01111 - General Clerk I	13.45
01112 - General Clerk II	14.68
01113 - General Clerk III	16.47
01120 - Housing Referral Assistant	21.22
01141 - Messenger Courier	16.59
01191 - Order Clerk I	16.26
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	16.54
01262 - Personnel Assistant (Employment) II	18.50
01263 - Personnel Assistant (Employment) III	20.62
01270 - Production Control Clerk	24.41
01290 - Rental Clerk	15.65
01300 - Scheduler, Maintenance	17.01
01311 - Secretary I	17.01
01312 - Secretary II	19.03
01313 - Secretary III	21.22
01320 - Service Order Dispatcher	17.48
01410 - Supply Technician	27.79
01420 - Survey Worker	19.07
01460 - Switchboard Operator/Receptionist	14.89
01531 - Travel Clerk I	14.20
01532 - Travel Clerk II	15.07
01533 - Travel Clerk III	15.80
01611 - Word Processor I	15.84
01612 - Word Processor II	17.78
01613 - Word Processor III	19.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.98
05010 - Automotive Electrician	18.34
05040 - Automotive Glass Installer	17.60
05070 - Automotive Worker	17.60
05110 - Mobile Equipment Servicer	16.15
05130 - Motor Equipment Metal Mechanic	19.09
05160 - Motor Equipment Metal Worker	17.60
05190 - Motor Vehicle Mechanic	19.09
05220 - Motor Vehicle Mechanic Helper	15.38
05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	17.60
05310 - Painter, Automotive	18.34
05340 - Radiator Repair Specialist	17.60
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	19.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.60
07041 - Cook I	16.96
07042 - Cook II	18.49
07070 - Dishwasher	11.03
07130 - Food Service Worker	11.87
07210 - Meat Cutter	17.39
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	13.14

09080 - Furniture Refinisher	17.76
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	17.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.69
11060 - Elevator Operator	13.74
11090 - Gardener	19.12
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	15.52
11240 - Maid or Houseman	11.97
11260 - Pruner	14.22
11270 - Tractor Operator	18.20
11330 - Trail Maintenance Worker	15.52
11360 - Window Cleaner	14.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.74
12011 - Breath Alcohol Technician	24.07
12012 - Certified Occupational Therapist Assistant	29.41
12015 - Certified Physical Therapist Assistant	29.68
12020 - Dental Assistant	20.11
12025 - Dental Hygienist	36.07
12030 - EKG Technician	33.25
12035 - Electroneurodiagnostic Technologist	33.25
12040 - Emergency Medical Technician	17.74
12071 - Licensed Practical Nurse I	21.51
12072 - Licensed Practical Nurse II	24.07
12073 - Licensed Practical Nurse III	26.83
12100 - Medical Assistant	16.77
12130 - Medical Laboratory Technician	26.05
12160 - Medical Record Clerk	18.10
12190 - Medical Record Technician	20.25
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	42.39
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	24.38
12236 - Optical Technician	16.11
12250 - Pharmacy Technician	16.31
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.78
12312 - Registered Nurse II	34.81
12313 - Registered Nurse II, Specialist	34.81
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02
12316 - Registered Nurse IV	47.94
12317 - Scheduler (Drug and Alcohol Testing)	29.81
12320 - Substance Abuse Treatment Counselor	19.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.95

13012 - Exhibits Specialist II	28.43	
13013 - Exhibits Specialist III	34.78	
13041 - Illustrator I	22.95	
13042 - Illustrator II	28.43	
13043 - Illustrator III	34.78	
13047 - Librarian	31.48	
13050 - Library Aide/Clerk	12.17	
13054 - Library Information Technology Systems Administrator		28.43
13058 - Library Technician	19.09	
13061 - Media Specialist I	20.51	
13062 - Media Specialist II	22.95	
13063 - Media Specialist III	25.59	
13071 - Photographer I	17.81	
13072 - Photographer II	19.93	
13073 - Photographer III	24.69	
13074 - Photographer IV	30.20	
13075 - Photographer V	36.55	
13090 - Technical Order Library Clerk	16.95	
13110 - Video Teleconference Technician	21.52	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.17	
14042 - Computer Operator II	19.21	
14043 - Computer Operator III	21.42	
14044 - Computer Operator IV	23.80	
14045 - Computer Operator V	26.35	
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	25.85
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	17.17	
14160 - Personal Computer Support Technician	25.50	
14170 - System Support Specialist	24.45	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.75
15020 - Aircrew Training Devices Instructor (Rated)		38.42
15030 - Air Crew Training Devices Instructor (Pilot)		46.05
15050 - Computer Based Training Specialist / Instructor		31.75
15060 - Educational Technologist	28.32	
15070 - Flight Instructor (Pilot)	46.05	
15080 - Graphic Artist	25.91	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.05
15086 - Maintenance Test Pilot, Rotary Wing		46.05
15088 - Non-Maintenance Test/Co-Pilot		46.05
15090 - Technical Instructor	28.80	
15095 - Technical Instructor/Course Developer		35.23
15110 - Test Proctor	23.25	
15120 - Tutor	23.25	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	12.30	
16030 - Counter Attendant	12.30	

16040 - Dry Cleaner	14.07	
16070 - Finisher, Flatwork, Machine	12.30	
16090 - Presser, Hand	12.30	
16110 - Presser, Machine, Drycleaning	12.30	
16130 - Presser, Machine, Shirts	12.30	
16160 - Presser, Machine, Wearing Apparel, Laundry	12.30	
16190 - Sewing Machine Operator	14.65	
16220 - Tailor	15.24	
16250 - Washer, Machine	12.89	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	22.26	
19040 - Tool And Die Maker	25.92	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.64	
21030 - Material Coordinator	24.41	
21040 - Material Expediter	24.41	
21050 - Material Handling Laborer	13.55	
21071 - Order Filler	12.87	
21080 - Production Line Worker (Food Processing)	17.64	
21110 - Shipping Packer	16.83	
21130 - Shipping/Receiving Clerk	16.83	
21140 - Store Worker I	13.15	
21150 - Stock Clerk	17.17	
21210 - Tools And Parts Attendant	17.64	
21410 - Warehouse Specialist	17.64	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	31.12	
23019 - Aircraft Logs and Records Technician	26.46	
23021 - Aircraft Mechanic I	29.99	
23022 - Aircraft Mechanic II	31.12	
23023 - Aircraft Mechanic III	32.32	
23040 - Aircraft Mechanic Helper	24.16	
23050 - Aircraft, Painter	28.82	
23060 - Aircraft Servicer	26.46	
23070 - Aircraft Survival Flight Equipment Technician	28.82	
23080 - Aircraft Worker	27.66	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.66	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.99	
23110 - Appliance Mechanic	20.86	
23120 - Bicycle Repairer	16.13	
23125 - Cable Splicer	36.37	
23130 - Carpenter, Maintenance	23.08	
23140 - Carpet Layer	23.77	
23160 - Electrician, Maintenance	27.33	
23181 - Electronics Technician Maintenance I	24.89	
23182 - Electronics Technician Maintenance II	25.93	
23183 - Electronics Technician Maintenance III	27.00	
23260 - Fabric Worker	21.12	
23290 - Fire Alarm System Mechanic	22.84	
23310 - Fire Extinguisher Repairer	23.23	
23311 - Fuel Distribution System Mechanic	28.05	
23312 - Fuel Distribution System Operator	23.73	

23370 - General Maintenance Worker	22.53
23380 - Ground Support Equipment Mechanic	29.99
23381 - Ground Support Equipment Servicer	26.46
23382 - Ground Support Equipment Worker	27.66
23391 - Gunsmith I	23.23
23392 - Gunsmith II	25.32
23393 - Gunsmith III	27.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.12
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.11
23430 - Heavy Equipment Mechanic	27.45
23440 - Heavy Equipment Operator	29.67
23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	26.38
23470 - Laborer	13.76
23510 - Locksmith	26.10
23530 - Machinery Maintenance Mechanic	23.69
23550 - Machinist, Maintenance	22.50
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	24.87
23640 - Millwright	26.94
23710 - Office Appliance Repairer	21.63
23760 - Painter, Maintenance	19.47
23790 - Pipefitter, Maintenance	27.53
23810 - Plumber, Maintenance	26.45
23820 - Pneudraulic Systems Mechanic	27.45
23850 - Rigger	22.61
23870 - Scale Mechanic	25.32
23890 - Sheet-Metal Worker, Maintenance	26.07
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	34.75
23932 - Telecommunications Mechanic II	36.06
23950 - Telephone Lineman	36.18
23960 - Welder, Combination, Maintenance	21.33
23965 - Well Driller	27.45
23970 - Woodcraft Worker	27.45
23980 - Woodworker	23.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.77
24570 - Child Care Attendant	11.81
24580 - Child Care Center Clerk	14.73
24610 - Chore Aide	12.77
24620 - Family Readiness And Support Services Coordinator	15.77
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.33
25040 - Sewage Plant Operator	25.22
25070 - Stationary Engineer	25.33
25190 - Ventilation Equipment Tender	20.41
25210 - Water Treatment Plant Operator	25.22

27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.45	
27007 - Baggage Inspector	13.71	
27008 - Corrections Officer	27.52	
27010 - Court Security Officer	25.37	
27030 - Detection Dog Handler	15.92	
27040 - Detention Officer	27.52	
27070 - Firefighter	28.09	
27101 - Guard I	13.71	
27102 - Guard II	15.92	
27131 - Police Officer I	25.61	
27132 - Police Officer II	28.46	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.55	
28042 - Carnival Equipment Repairer	15.28	
28043 - Carnival Worker	11.37	
28210 - Gate Attendant/Gate Tender	14.71	
28310 - Lifeguard	12.11	
28350 - Park Attendant (Aide)	16.46	
28510 - Recreation Aide/Health Facility Attendant		12.01
28515 - Recreation Specialist	16.24	
28630 - Sports Official	13.11	
28690 - Swimming Pool Operator	16.65	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.32	
29020 - Hatch Tender	25.32	
29030 - Line Handler	25.32	
29041 - Stevedore I	24.22	
29042 - Stevedore II	26.38	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.15	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.06	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.00	
30021 - Archeological Technician I	18.09	
30022 - Archeological Technician II	20.24	
30023 - Archeological Technician III	25.08	
30030 - Cartographic Technician	25.08	
30040 - Civil Engineering Technician	26.00	
30051 - Cryogenic Technician I	27.10	
30052 - Cryogenic Technician II	29.94	
30061 - Drafter/CAD Operator I	18.09	
30062 - Drafter/CAD Operator II	20.24	
30063 - Drafter/CAD Operator III	23.42	
30064 - Drafter/CAD Operator IV	27.76	
30081 - Engineering Technician I	16.82	
30082 - Engineering Technician II	18.87	
30083 - Engineering Technician III	21.12	
30084 - Engineering Technician IV	25.39	
30085 - Engineering Technician V	31.06	
30086 - Engineering Technician VI	38.73	
30090 - Environmental Technician	24.47	
30095 - Evidence Control Specialist	24.47	
30210 - Laboratory Technician	21.72	
30221 - Latent Fingerprint Technician I	27.10	

30222 - Latent Fingerprint Technician II	29.94	
30240 - Mathematical Technician	25.14	
30361 - Paralegal/Legal Assistant I	20.70	
30362 - Paralegal/Legal Assistant II	25.65	
30363 - Paralegal/Legal Assistant III	31.37	
30364 - Paralegal/Legal Assistant IV	37.97	
30375 - Petroleum Supply Specialist	29.94	
30390 - Photo-Optics Technician	25.14	
30395 - Radiation Control Technician	29.94	
30461 - Technical Writer I	23.77	
30462 - Technical Writer II	29.08	
30463 - Technical Writer III	37.68	
30491 - Unexploded Ordnance (UXO) Technician I		26.79
30492 - Unexploded Ordnance (UXO) Technician II		32.41
30493 - Unexploded Ordnance (UXO) Technician III		38.85
30494 - Unexploded (UXO) Safety Escort		26.79
30495 - Unexploded (UXO) Sweep Personnel		26.79
30501 - Weather Forecaster I	27.10	
30502 - Weather Forecaster II	32.97	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.04
30621 - Weather Observer, Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	32.41	
31020 - Bus Aide	14.15	
31030 - Bus Driver	18.12	
31043 - Driver Courier	15.20	
31260 - Parking and Lot Attendant	10.92	
31290 - Shuttle Bus Driver	16.12	
31310 - Taxi Driver	12.72	
31361 - Truckdriver, Light	16.12	
31362 - Truckdriver, Medium	18.40	
31363 - Truckdriver, Heavy	22.20	
31364 - Truckdriver, Tractor-Trailer	23.16	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.80	
99030 - Cashier	11.21	
99050 - Desk Clerk	11.16	
99095 - Embalmer	31.17	
99130 - Flight Follower	26.79	
99251 - Laboratory Animal Caretaker I	13.68	
99252 - Laboratory Animal Caretaker II	14.37	
99260 - Marketing Analyst	31.52	
99310 - Mortician	38.43	
99410 - Pest Controller	18.00	
99510 - Photofinishing Worker	12.68	
99710 - Recycling Laborer	21.34	
99711 - Recycling Specialist	23.93	
99730 - Refuse Collector	19.55	
99810 - Sales Clerk	11.63	
99820 - School Crossing Guard	14.67	
99830 - Survey Party Chief	24.05	
99831 - Surveying Aide	17.22	
99832 - Surveying Technician	22.94	

99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.45

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*

*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, 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 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)).