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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4143  
Revision No.: 8  
Date Of Revision: 04/11/2018

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

State: New York

Area: New York Counties of Albany, Rensselaer, Saratoga, Schenectady, Schoharie

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.51
01013 - Accounting Clerk III		19.59
01020 - Administrative Assistant		26.13
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		13.64
01042 - Customer Service Representative II		15.33
01043 - Customer Service Representative III		16.72
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.43
01060 - Dispatcher, Motor Vehicle		19.95
01070 - Document Preparation Clerk		14.71
01090 - Duplicating Machine Operator		14.71
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49
01113 - General Clerk III		16.27
01120 - Housing Referral Assistant		19.20
01141 - Messenger Courier		14.34
01191 - Order Clerk I		13.32
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		16.48
01262 - Personnel Assistant (Employment) II		18.45
01263 - Personnel Assistant (Employment) III		20.56
01270 - Production Control Clerk		23.21
01290 - Rental Clerk		13.62
01300 - Scheduler, Maintenance		15.39
01311 - Secretary I		15.39
01312 - Secretary II		17.23
01313 - Secretary III		19.20
01320 - Service Order Dispatcher		17.83
01410 - Supply Technician		26.11
01420 - Survey Worker		16.14
01460 - Switchboard Operator/Receptionist		14.88
01531 - Travel Clerk I		12.56
01532 - Travel Clerk II		13.55
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.20
01612 - Word Processor II		15.93
01613 - Word Processor III		17.82
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.67
05010 - Automotive Electrician		18.03
05040 - Automotive Glass Installer		16.93
05070 - Automotive Worker		16.93
05110 - Mobile Equipment Servicer		15.41
05130 - Motor Equipment Metal Mechanic		19.75
05160 - Motor Equipment Metal Worker		16.93
05190 - Motor Vehicle Mechanic		19.75
05220 - Motor Vehicle Mechanic Helper		14.49

05250	- Motor Vehicle Upholstery Worker	16.14
05280	- Motor Vehicle Wrecker	16.93
05310	- Painter, Automotive	18.03
05340	- Radiator Repair Specialist	16.93
05370	- Tire Repairer	15.11
05400	- Transmission Repair Specialist	19.75
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.73
07041	- Cook I	14.27
07042	- Cook II	16.33
07070	- Dishwasher	10.56
07130	- Food Service Worker	11.63
07210	- Meat Cutter	18.14
07260	- Waiter/Waitress	11.19
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.76
09040	- Furniture Handler	13.47
09080	- Furniture Refinisher	19.76
09090	- Furniture Refinisher Helper	16.01
09110	- Furniture Repairer, Minor	18.19
09130	- Upholsterer	19.76
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.91
11060	- Elevator Operator	12.07
11090	- Gardener	18.97
11122	- Housekeeping Aide	12.25
11150	- Janitor	12.25
11210	- Laborer, Grounds Maintenance	14.47
11240	- Maid or Houseman	11.17
11260	- Pruner	12.97
11270	- Tractor Operator	17.49
11330	- Trail Maintenance Worker	14.47
11360	- Window Cleaner	13.67
12000	- Health Occupations	
12010	- Ambulance Driver	19.15
12011	- Breath Alcohol Technician	18.03
12012	- Certified Occupational Therapist Assistant	22.69
12015	- Certified Physical Therapist Assistant	22.24
12020	- Dental Assistant	19.28
12025	- Dental Hygienist	31.11
12030	- EKG Technician	26.42
12035	- Electroneurodiagnostic Technologist	26.42
12040	- Emergency Medical Technician	19.15
12071	- Licensed Practical Nurse I	16.11
12072	- Licensed Practical Nurse II	18.03
12073	- Licensed Practical Nurse III	20.09
12100	- Medical Assistant	15.48
12130	- Medical Laboratory Technician	21.16
12160	- Medical Record Clerk	16.47
12190	- Medical Record Technician	18.43
12195	- Medical Transcriptionist	16.35
12210	- Nuclear Medicine Technologist	41.75
12221	- Nursing Assistant I	10.76
12222	- Nursing Assistant II	12.09
12223	- Nursing Assistant III	13.19
12224	- Nursing Assistant IV	14.81
12235	- Optical Dispenser	22.74
12236	- Optical Technician	20.45
12250	- Pharmacy Technician	14.82
12280	- Phlebotomist	15.95
12305	- Radiologic Technologist	28.16
12311	- Registered Nurse I	22.63
12312	- Registered Nurse II	27.69
12313	- Registered Nurse II, Specialist	27.69
12314	- Registered Nurse III	33.50
12315	- Registered Nurse III, Anesthetist	33.50
12316	- Registered Nurse IV	40.15
12317	- Scheduler (Drug and Alcohol Testing)	23.95
12320	- Substance Abuse Treatment Counselor	21.40
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.65
13012	- Exhibits Specialist II	26.82
13013	- Exhibits Specialist III	32.80
13041	- Illustrator I	21.65
13042	- Illustrator II	26.82
13043	- Illustrator III	33.49
13047	- Librarian	29.70
13050	- Library Aide/Clerk	13.66
13054	- Library Information Technology Systems Administrator	26.82
13058	- Library Technician	16.62

13061	- Media Specialist I	19.34
13062	- Media Specialist II	21.65
13063	- Media Specialist III	24.13
13071	- Photographer I	17.13
13072	- Photographer II	20.38
13073	- Photographer III	25.24
13074	- Photographer IV	31.60
13075	- Photographer V	36.65
13090	- Technical Order Library Clerk	17.17
13110	- Video Teleconference Technician	20.64
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.06
14042	- Computer Operator II	17.97
14043	- Computer Operator III	20.68
14044	- Computer Operator IV	22.89
14045	- Computer Operator V	25.40
14071	- Computer Programmer I (see 1)	20.30
14072	- Computer Programmer II (see 1)	25.13
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	16.06
14160	- Personal Computer Support Technician	22.89
14170	- System Support Specialist	30.66
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.50
15020	- Aircrew Training Devices Instructor (Rated)	33.57
15030	- Air Crew Training Devices Instructor (Pilot)	39.22
15050	- Computer Based Training Specialist / Instructor	30.50
15060	- Educational Technologist	29.81
15070	- Flight Instructor (Pilot)	39.22
15080	- Graphic Artist	24.21
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.78
15086	- Maintenance Test Pilot, Rotary Wing	37.78
15088	- Non-Maintenance Test/Co-Pilot	37.78
15090	- Technical Instructor	25.51
15095	- Technical Instructor/Course Developer	31.21
15110	- Test Proctor	20.60
15120	- Tutor	20.60
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.37
16030	- Counter Attendant	11.37
16040	- Dry Cleaner	12.99
16070	- Finisher, Flatwork, Machine	11.37
16090	- Presser, Hand	11.37
16110	- Presser, Machine, Drycleaning	11.37
16130	- Presser, Machine, Shirts	11.37
16160	- Presser, Machine, Wearing Apparel, Laundry	11.37
16190	- Sewing Machine Operator	13.53
16220	- Tailor	14.07
16250	- Washer, Machine	11.91
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.44
19040	- Tool And Die Maker	25.07
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	18.30
21030	- Material Coordinator	22.79
21040	- Material Expediter	22.79
21050	- Material Handling Laborer	14.63
21071	- Order Filler	13.63
21080	- Production Line Worker (Food Processing)	18.52
21110	- Shipping Packer	16.74
21130	- Shipping/Receiving Clerk	16.74
21140	- Store Worker I	12.56
21150	- Stock Clerk	17.49
21210	- Tools And Parts Attendant	18.30
21410	- Warehouse Specialist	18.30
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	27.40
23019	- Aircraft Logs and Records Technician	23.28
23021	- Aircraft Mechanic I	26.47
23022	- Aircraft Mechanic II	27.40
23023	- Aircraft Mechanic III	28.46
23040	- Aircraft Mechanic Helper	20.47
23050	- Aircraft, Painter	25.15
23060	- Aircraft Servicer	23.28
23070	- Aircraft Survival Flight Equipment Technician	25.15
23080	- Aircraft Worker	24.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	26.47
II		
23110	- Appliance Mechanic	23.91
23120	- Bicycle Repairer	20.24
23125	- Cable Splicer	40.37
23130	- Carpenter, Maintenance	24.46
23140	- Carpet Layer	25.26
23160	- Electrician, Maintenance	30.31
23181	- Electronics Technician Maintenance I	23.85
23182	- Electronics Technician Maintenance II	25.39
23183	- Electronics Technician Maintenance III	26.75
23260	- Fabric Worker	23.80
23290	- Fire Alarm System Mechanic	21.14
23310	- Fire Extinguisher Repairer	22.07
23311	- Fuel Distribution System Mechanic	33.52
23312	- Fuel Distribution System Operator	28.59
23370	- General Maintenance Worker	19.72
23380	- Ground Support Equipment Mechanic	26.47
23381	- Ground Support Equipment Servicer	23.28
23382	- Ground Support Equipment Worker	24.27
23391	- Gunsmith I	22.07
23392	- Gunsmith II	25.26
23393	- Gunsmith III	28.34
23410	- Heating, Ventilation And Air-Conditioning Mechanic	25.15
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.03
23430	- Heavy Equipment Mechanic	27.32
23440	- Heavy Equipment Operator	26.80
23460	- Instrument Mechanic	28.61
23465	- Laboratory/Shelter Mechanic	26.89
23470	- Laborer	14.34
23510	- Locksmith	20.06
23530	- Machinery Maintenance Mechanic	28.41
23550	- Machinist, Maintenance	23.35
23580	- Maintenance Trades Helper	15.64
23591	- Metrology Technician I	28.61
23592	- Metrology Technician II	29.61
23593	- Metrology Technician III	30.76
23640	- Millwright	28.79
23710	- Office Appliance Repairer	20.69
23760	- Painter, Maintenance	21.35
23790	- Pipefitter, Maintenance	33.30
23810	- Plumber, Maintenance	28.20
23820	- Pneudraulic Systems Mechanic	28.34
23850	- Rigger	28.34
23870	- Scale Mechanic	25.26
23890	- Sheet-Metal Worker, Maintenance	26.92
23910	- Small Engine Mechanic	18.28
23931	- Telecommunications Mechanic I	32.22
23932	- Telecommunications Mechanic II	33.34
23950	- Telephone Lineman	32.34
23960	- Welder, Combination, Maintenance	22.91
23965	- Well Driller	28.17
23970	- Woodcraft Worker	28.34
23980	- Woodworker	22.07
24000	- Personal Needs Occupations	
24550	- Case Manager	17.51
24570	- Child Care Attendant	11.26
24580	- Child Care Center Clerk	14.04
24610	- Chore Aide	12.44
24620	- Family Readiness And Support Services Coordinator	17.51
24630	- Homemaker	17.51
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	26.19
25040	- Sewage Plant Operator	24.71
25070	- Stationary Engineer	26.19
25190	- Ventilation Equipment Tender	18.81
25210	- Water Treatment Plant Operator	24.71
27000	- Protective Service Occupations	
27004	- Alarm Monitor	21.83
27007	- Baggage Inspector	14.89
27008	- Corrections Officer	25.16
27010	- Court Security Officer	25.60
27030	- Detection Dog Handler	18.45
27040	- Detention Officer	25.16
27070	- Firefighter	26.18
27101	- Guard I	14.89
27102	- Guard II	16.99

27131	- Police Officer I	28.31
27132	- Police Officer II	31.46
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.49
28042	- Carnival Equipment Repairer	14.64
28043	- Carnival Worker	10.01
28210	- Gate Attendant/Gate Tender	14.54
28310	- Lifeguard	11.01
28350	- Park Attendant (Aide)	16.29
28510	- Recreation Aide/Health Facility Attendant	11.87
28515	- Recreation Specialist	19.02
28630	- Sports Official	12.96
28690	- Swimming Pool Operator	16.75
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	26.16
29020	- Hatch Tender	26.16
29030	- Line Handler	26.16
29041	- Stevedore I	24.66
29042	- Stevedore II	27.85
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.57
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.25
30021	- Archeological Technician I	17.09
30022	- Archeological Technician II	19.13
30023	- Archeological Technician III	23.68
30030	- Cartographic Technician	23.68
30040	- Civil Engineering Technician	26.96
30051	- Cryogenic Technician I	26.24
30052	- Cryogenic Technician II	28.97
30061	- Drafter/CAD Operator I	17.09
30062	- Drafter/CAD Operator II	19.13
30063	- Drafter/CAD Operator III	21.32
30064	- Drafter/CAD Operator IV	26.24
30081	- Engineering Technician I	15.61
30082	- Engineering Technician II	17.52
30083	- Engineering Technician III	19.60
30084	- Engineering Technician IV	24.29
30085	- Engineering Technician V	29.71
30086	- Engineering Technician VI	35.94
30090	- Environmental Technician	23.01
30095	- Evidence Control Specialist	23.68
30210	- Laboratory Technician	25.14
30221	- Latent Fingerprint Technician I	30.14
30222	- Latent Fingerprint Technician II	33.29
30240	- Mathematical Technician	23.68
30361	- Paralegal/Legal Assistant I	16.72
30362	- Paralegal/Legal Assistant II	20.32
30363	- Paralegal/Legal Assistant III	24.86
30364	- Paralegal/Legal Assistant IV	30.08
30375	- Petroleum Supply Specialist	28.97
30390	- Photo-Optics Technician	23.68
30395	- Radiation Control Technician	28.97
30461	- Technical Writer I	22.74
30462	- Technical Writer II	27.81
30463	- Technical Writer III	33.65
30491	- Unexploded Ordnance (UXO) Technician I	24.48
30492	- Unexploded Ordnance (UXO) Technician II	29.62
30493	- Unexploded Ordnance (UXO) Technician III	35.50
30494	- Unexploded (UXO) Safety Escort	24.48
30495	- Unexploded (UXO) Sweep Personnel	24.48
30501	- Weather Forecaster I	26.24
30502	- Weather Forecaster II	31.91
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.32
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.68
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.62
31020	- Bus Aide	13.56
31030	- Bus Driver	18.39
31043	- Driver Courier	14.55
31260	- Parking and Lot Attendant	11.38
31290	- Shuttle Bus Driver	15.78
31310	- Taxi Driver	11.74
31361	- Truckdriver, Light	15.78
31362	- Truckdriver, Medium	17.02
31363	- Truckdriver, Heavy	19.60
31364	- Truckdriver, Tractor-Trailer	19.60
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.44
99030	- Cashier	10.56

99050 - Desk Clerk	11.76
99095 - Embalmer	31.50
99130 - Flight Follower	24.48
99251 - Laboratory Animal Caretaker I	13.35
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	31.00
99310 - Mortician	34.93
99410 - Pest Controller	19.40
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.83
99730 - Refuse Collector	18.42
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	12.37
99830 - Survey Party Chief	28.79
99831 - Surveying Aide	17.16
99832 - Surveying Technician	26.18
99840 - Vending Machine Attendant	16.21
99841 - Vending Machine Repairer	19.32
99842 - Vending Machine Repairer Helper	16.21

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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 8 years, 4 weeks after 15 years, and 5 weeks 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 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)).