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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.: 2015-4239
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

State: Pennsylvania

Area: Pennsylvania Counties of Lackawanna, Luzerne, Wyoming

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.14
01012 - Accounting Clerk II		14.76
01013 - Accounting Clerk III		16.51
01020 - Administrative Assistant		21.32
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		12.21
01042 - Customer Service Representative II		13.72
01043 - Customer Service Representative III		14.98
01051 - Data Entry Operator I		11.73
01052 - Data Entry Operator II		12.81
01060 - Dispatcher, Motor Vehicle		16.92
01070 - Document Preparation Clerk		10.94
01090 - Duplicating Machine Operator		10.94
01111 - General Clerk I		11.86
01112 - General Clerk II		12.94
01113 - General Clerk III		14.73
01120 - Housing Referral Assistant		19.06
01141 - Messenger Courier		13.70
01191 - Order Clerk I		14.08
01192 - Order Clerk II		15.89
01261 - Personnel Assistant (Employment) I		14.20
01262 - Personnel Assistant (Employment) II		15.88
01263 - Personnel Assistant (Employment) III		17.70
01270 - Production Control Clerk		19.03
01290 - Rental Clerk		11.29
01300 - Scheduler, Maintenance		15.29
01311 - Secretary I		15.29
01312 - Secretary II		17.10
01313 - Secretary III		19.06
01320 - Service Order Dispatcher		15.12
01410 - Supply Technician		21.32
01420 - Survey Worker		14.81
01460 - Switchboard Operator/Receptionist		12.07
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		14.60
01533 - Travel Clerk III		15.46
01611 - Word Processor I		14.08
01612 - Word Processor II		15.81
01613 - Word Processor III		17.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.52
05010 - Automotive Electrician		15.62
05040 - Automotive Glass Installer		15.04
05070 - Automotive Worker		15.04
05110 - Mobile Equipment Servicer		14.04
05130 - Motor Equipment Metal Mechanic		16.10
05160 - Motor Equipment Metal Worker		15.04
05190 - Motor Vehicle Mechanic		16.10
05220 - Motor Vehicle Mechanic Helper		13.52

05250	- Motor Vehicle Upholstery Worker	14.53
05280	- Motor Vehicle Wrecker	15.04
05310	- Painter, Automotive	15.62
05340	- Radiator Repair Specialist	15.05
05370	- Tire Repairer	12.49
05400	- Transmission Repair Specialist	16.10
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.39
07041	- Cook I	13.48
07042	- Cook II	14.53
07070	- Dishwasher	8.79
07130	- Food Service Worker	9.56
07210	- Meat Cutter	15.68
07260	- Waiter/Waitress	9.91
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	15.15
09040	- Furniture Handler	13.84
09080	- Furniture Refinisher	16.71
09090	- Furniture Refinisher Helper	14.47
09110	- Furniture Repairer, Minor	15.50
09130	- Upholsterer	15.19
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.71
11060	- Elevator Operator	10.71
11090	- Gardener	13.76
11122	- Housekeeping Aide	11.41
11150	- Janitor	11.41
11210	- Laborer, Grounds Maintenance	11.89
11240	- Maid or Houseman	9.26
11260	- Pruner	11.27
11270	- Tractor Operator	13.21
11330	- Trail Maintenance Worker	11.89
11360	- Window Cleaner	12.03
12000	- Health Occupations	
12010	- Ambulance Driver	13.37
12011	- Breath Alcohol Technician	18.78
12012	- Certified Occupational Therapist Assistant	20.56
12015	- Certified Physical Therapist Assistant	22.03
12020	- Dental Assistant	17.13
12025	- Dental Hygienist	24.97
12030	- EKG Technician	25.25
12035	- Electroneurodiagnostic Technologist	25.25
12040	- Emergency Medical Technician	13.37
12071	- Licensed Practical Nurse I	16.79
12072	- Licensed Practical Nurse II	18.78
12073	- Licensed Practical Nurse III	20.93
12100	- Medical Assistant	14.27
12130	- Medical Laboratory Technician	18.06
12160	- Medical Record Clerk	14.81
12190	- Medical Record Technician	16.84
12195	- Medical Transcriptionist	16.60
12210	- Nuclear Medicine Technologist	35.20
12221	- Nursing Assistant I	10.80
12222	- Nursing Assistant II	12.15
12223	- Nursing Assistant III	13.26
12224	- Nursing Assistant IV	14.89
12235	- Optical Dispenser	14.47
12236	- Optical Technician	13.51
12250	- Pharmacy Technician	13.33
12280	- Phlebotomist	14.47
12305	- Radiologic Technologist	27.08
12311	- Registered Nurse I	22.94
12312	- Registered Nurse II	28.07
12313	- Registered Nurse II, Specialist	28.07
12314	- Registered Nurse III	33.95
12315	- Registered Nurse III, Anesthetist	33.95
12316	- Registered Nurse IV	40.70
12317	- Scheduler (Drug and Alcohol Testing)	23.26
12320	- Substance Abuse Treatment Counselor	23.18
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.43
13012	- Exhibits Specialist II	22.82
13013	- Exhibits Specialist III	27.93
13041	- Illustrator I	18.43
13042	- Illustrator II	22.82
13043	- Illustrator III	27.93
13047	- Librarian	25.28
13050	- Library Aide/Clerk	11.60
13054	- Library Information Technology Systems Administrator	22.82
13058	- Library Technician	15.51

13061	- Media Specialist I	16.47
13062	- Media Specialist II	18.43
13063	- Media Specialist III	20.54
13071	- Photographer I	15.33
13072	- Photographer II	17.16
13073	- Photographer III	21.26
13074	- Photographer IV	25.99
13075	- Photographer V	31.46
13090	- Technical Order Library Clerk	17.68
13110	- Video Teleconference Technician	15.93
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.64
14042	- Computer Operator II	18.62
14043	- Computer Operator III	20.75
14044	- Computer Operator IV	23.06
14045	- Computer Operator V	25.54
14071	- Computer Programmer I (see 1)	20.95
14072	- Computer Programmer II (see 1)	25.95
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	16.64
14160	- Personal Computer Support Technician	23.06
14170	- System Support Specialist	26.68
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	29.61
15020	- Aircrew Training Devices Instructor (Rated)	36.05
15030	- Air Crew Training Devices Instructor (Pilot)	39.66
15050	- Computer Based Training Specialist / Instructor	29.61
15060	- Educational Technologist	30.02
15070	- Flight Instructor (Pilot)	39.66
15080	- Graphic Artist	18.05
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.00
15086	- Maintenance Test Pilot, Rotary Wing	37.00
15088	- Non-Maintenance Test/Co-Pilot	37.00
15090	- Technical Instructor	19.20
15095	- Technical Instructor/Course Developer	23.63
15110	- Test Proctor	15.50
15120	- Tutor	15.50
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.77
16030	- Counter Attendant	9.77
16040	- Dry Cleaner	12.76
16070	- Finisher, Flatwork, Machine	9.77
16090	- Presser, Hand	9.77
16110	- Presser, Machine, Drycleaning	9.77
16130	- Presser, Machine, Shirts	9.77
16160	- Presser, Machine, Wearing Apparel, Laundry	9.77
16190	- Sewing Machine Operator	13.65
16220	- Tailor	14.52
16250	- Washer, Machine	10.80
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.64
19040	- Tool And Die Maker	22.63
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.51
21030	- Material Coordinator	19.03
21040	- Material Expediter	19.03
21050	- Material Handling Laborer	14.23
21071	- Order Filler	11.37
21080	- Production Line Worker (Food Processing)	16.51
21110	- Shipping Packer	14.72
21130	- Shipping/Receiving Clerk	14.72
21140	- Store Worker I	14.98
21150	- Stock Clerk	17.37
21210	- Tools And Parts Attendant	16.51
21410	- Warehouse Specialist	16.51
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.29
23019	- Aircraft Logs and Records Technician	21.98
23021	- Aircraft Mechanic I	24.57
23022	- Aircraft Mechanic II	25.29
23023	- Aircraft Mechanic III	26.13
23040	- Aircraft Mechanic Helper	20.28
23050	- Aircraft, Painter	23.73
23060	- Aircraft Servicer	21.98
23070	- Aircraft Survival Flight Equipment Technician	23.73
23080	- Aircraft Worker	22.78
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.78

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.57
II		
23110	- Appliance Mechanic	20.22
23120	- Bicycle Repairer	14.98
23125	- Cable Splicer	31.90
23130	- Carpenter, Maintenance	18.39
23140	- Carpet Layer	21.32
23160	- Electrician, Maintenance	26.53
23181	- Electronics Technician Maintenance I	23.48
23182	- Electronics Technician Maintenance II	24.50
23183	- Electronics Technician Maintenance III	25.50
23260	- Fabric Worker	20.24
23290	- Fire Alarm System Mechanic	22.20
23310	- Fire Extinguisher Repairer	21.13
23311	- Fuel Distribution System Mechanic	24.84
23312	- Fuel Distribution System Operator	21.13
23370	- General Maintenance Worker	17.47
23380	- Ground Support Equipment Mechanic	24.57
23381	- Ground Support Equipment Servicer	21.98
23382	- Ground Support Equipment Worker	22.78
23391	- Gunsmith I	21.13
23392	- Gunsmith II	22.87
23393	- Gunsmith III	24.84
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.22
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.10
23430	- Heavy Equipment Mechanic	23.52
23440	- Heavy Equipment Operator	22.44
23460	- Instrument Mechanic	25.22
23465	- Laboratory/Shelter Mechanic	23.86
23470	- Laborer	14.23
23510	- Locksmith	23.86
23530	- Machinery Maintenance Mechanic	22.07
23550	- Machinist, Maintenance	21.21
23580	- Maintenance Trades Helper	15.48
23591	- Metrology Technician I	25.22
23592	- Metrology Technician II	26.19
23593	- Metrology Technician III	27.03
23640	- Millwright	25.22
23710	- Office Appliance Repairer	21.08
23760	- Painter, Maintenance	19.75
23790	- Pipefitter, Maintenance	23.55
23810	- Plumber, Maintenance	23.02
23820	- Pneudraulic Systems Mechanic	24.84
23850	- Rigger	24.84
23870	- Scale Mechanic	22.87
23890	- Sheet-Metal Worker, Maintenance	24.77
23910	- Small Engine Mechanic	19.06
23931	- Telecommunications Mechanic I	25.51
23932	- Telecommunications Mechanic II	26.49
23950	- Telephone Lineman	28.41
23960	- Welder, Combination, Maintenance	18.71
23965	- Well Driller	22.91
23970	- Woodcraft Worker	24.84
23980	- Woodworker	16.94
24000	- Personal Needs Occupations	
24550	- Case Manager	14.61
24570	- Child Care Attendant	9.15
24580	- Child Care Center Clerk	12.08
24610	- Chore Aide	10.90
24620	- Family Readiness And Support Services Coordinator	14.61
24630	- Homemaker	14.61
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.60
25040	- Sewage Plant Operator	22.01
25070	- Stationary Engineer	23.60
25190	- Ventilation Equipment Tender	19.31
25210	- Water Treatment Plant Operator	22.01
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.24
27007	- Baggage Inspector	13.30
27008	- Corrections Officer	25.41
27010	- Court Security Officer	25.07
27030	- Detection Dog Handler	15.71
27040	- Detention Officer	25.41
27070	- Firefighter	25.72
27101	- Guard I	13.30
27102	- Guard II	15.71

27131	- Police Officer I	21.18
27132	- Police Officer II	23.54
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.39
28042	- Carnival Equipment Repairer	11.88
28043	- Carnival Worker	10.15
28210	- Gate Attendant/Gate Tender	14.21
28310	- Lifeguard	12.18
28350	- Park Attendant (Aide)	15.90
28510	- Recreation Aide/Health Facility Attendant	11.52
28515	- Recreation Specialist	16.94
28630	- Sports Official	12.66
28690	- Swimming Pool Operator	16.29
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.81
29020	- Hatch Tender	19.81
29030	- Line Handler	19.81
29041	- Stevedore I	18.79
29042	- Stevedore II	20.21
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.81
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021	- Archeological Technician I	15.89
30022	- Archeological Technician II	17.78
30023	- Archeological Technician III	21.06
30030	- Cartographic Technician	21.06
30040	- Civil Engineering Technician	24.56
30051	- Cryogenic Technician I	24.40
30052	- Cryogenic Technician II	26.96
30061	- Drafter/CAD Operator I	15.89
30062	- Drafter/CAD Operator II	17.78
30063	- Drafter/CAD Operator III	19.83
30064	- Drafter/CAD Operator IV	24.40
30081	- Engineering Technician I	14.65
30082	- Engineering Technician II	16.47
30083	- Engineering Technician III	18.42
30084	- Engineering Technician IV	22.80
30085	- Engineering Technician V	27.91
30086	- Engineering Technician VI	33.34
30090	- Environmental Technician	25.81
30095	- Evidence Control Specialist	20.79
30210	- Laboratory Technician	20.79
30221	- Latent Fingerprint Technician I	24.40
30222	- Latent Fingerprint Technician II	26.96
30240	- Mathematical Technician	23.41
30361	- Paralegal/Legal Assistant I	17.29
30362	- Paralegal/Legal Assistant II	21.41
30363	- Paralegal/Legal Assistant III	26.20
30364	- Paralegal/Legal Assistant IV	31.69
30375	- Petroleum Supply Specialist	25.44
30390	- Photo-Optics Technician	22.37
30395	- Radiation Control Technician	25.44
30461	- Technical Writer I	20.92
30462	- Technical Writer II	25.58
30463	- Technical Writer III	30.97
30491	- Unexploded Ordnance (UXO) Technician I	25.63
30492	- Unexploded Ordnance (UXO) Technician II	31.02
30493	- Unexploded Ordnance (UXO) Technician III	37.18
30494	- Unexploded (UXO) Safety Escort	25.63
30495	- Unexploded (UXO) Sweep Personnel	25.63
30501	- Weather Forecaster I	24.40
30502	- Weather Forecaster II	29.68
30620	- Weather Observer, Combined Upper Air Or (see 2)	19.83
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.04
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	16.23
31030	- Bus Driver	19.31
31043	- Driver Courier	14.36
31260	- Parking and Lot Attendant	10.55
31290	- Shuttle Bus Driver	14.96
31310	- Taxi Driver	10.78
31361	- Truckdriver, Light	14.96
31362	- Truckdriver, Medium	15.55
31363	- Truckdriver, Heavy	20.84
31364	- Truckdriver, Tractor-Trailer	20.84
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	8.89

99050 - Desk Clerk	10.43
99095 - Embalmer	25.63
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.98
99252 - Laboratory Animal Caretaker II	11.44
99260 - Marketing Analyst	25.84
99310 - Mortician	25.63
99410 - Pest Controller	16.20
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	17.95
99730 - Refuse Collector	15.60
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	9.20
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.87
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	15.16
99841 - Vending Machine Repairer	16.54
99842 - Vending Machine Repairer Helper	15.16

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; and 3 weeks after 10 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)).