

WD 15-4353 (Rev.-6) was first posted on www.wdol.gov on 07/03/2018

\*\*\*\*\*

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.: 2015-4353  
Revision No.: 6  
Date Of Revision: 06/26/2018

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: West Virginia

Area: West Virginia Counties of Barbour, Braxton, Calhoun, Doddridge, Gilmer, Grant, Hardy, Harrison, Jackson, Lewis, Marion, Mason, Morgan, Pendleton, Pleasants, Randolph, Ritchie, Roane, Taylor, Tucker, Tyler, Upshur, Wetzel

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.65
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.78
01042 - Customer Service Representative II		13.26
01043 - Customer Service Representative III		14.46
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.32
01060 - Dispatcher, Motor Vehicle		16.05
01070 - Document Preparation Clerk		12.47
01090 - Duplicating Machine Operator		12.47
01111 - General Clerk I		11.85
01112 - General Clerk II		12.93
01113 - General Clerk III		14.51
01120 - Housing Referral Assistant		17.45
01141 - Messenger Courier		10.16
01191 - Order Clerk I		12.98
01192 - Order Clerk II		14.16
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		22.77
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		13.99
01311 - Secretary I		13.99
01312 - Secretary II		15.65
01313 - Secretary III		17.45
01320 - Service Order Dispatcher		14.51
01410 - Supply Technician		21.65
01420 - Survey Worker		13.41
01460 - Switchboard Operator/Receptionist		10.86
01531 - Travel Clerk I		12.77
01532 - Travel Clerk II		13.63
01533 - Travel Clerk III		14.53
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.52
05010 - Automotive Electrician		14.89
05040 - Automotive Glass Installer		14.25
05070 - Automotive Worker		14.25
05110 - Mobile Equipment Servicer		13.17
05130 - Motor Equipment Metal Mechanic		15.47
05160 - Motor Equipment Metal Worker		14.25

05190	- Motor Vehicle Mechanic	15.47
05220	- Motor Vehicle Mechanic Helper	12.61
05250	- Motor Vehicle Upholstery Worker	13.72
05280	- Motor Vehicle Wrecker	14.25
05310	- Painter, Automotive	14.88
05340	- Radiator Repair Specialist	14.25
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	15.48
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.16
07041	- Cook I	10.41
07042	- Cook II	11.44
07070	- Dishwasher	9.39
07130	- Food Service Worker	9.49
07210	- Meat Cutter	12.29
07260	- Waiter/Waitress	9.45
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.15
09040	- Furniture Handler	11.94
09080	- Furniture Refinisher	16.15
09090	- Furniture Refinisher Helper	13.35
09110	- Furniture Repairer, Minor	14.73
09130	- Upholsterer	16.15
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.52
11060	- Elevator Operator	10.52
11090	- Gardener	11.78
11122	- Housekeeping Aide	11.80
11150	- Janitor	11.80
11210	- Laborer, Grounds Maintenance	10.02
11240	- Maid or Houseman	9.54
11260	- Pruner	9.45
11270	- Tractor Operator	11.21
11330	- Trail Maintenance Worker	10.02
11360	- Window Cleaner	12.51
12000	- Health Occupations	
12010	- Ambulance Driver	13.43
12011	- Breath Alcohol Technician	15.92
12012	- Certified Occupational Therapist Assistant	26.17
12015	- Certified Physical Therapist Assistant	21.44
12020	- Dental Assistant	13.16
12025	- Dental Hygienist	27.12
12030	- EKG Technician	19.43
12035	- Electroneurodiagnostic Technologist	19.43
12040	- Emergency Medical Technician	13.43
12071	- Licensed Practical Nurse I	17.05
12072	- Licensed Practical Nurse II	19.08
12073	- Licensed Practical Nurse III	21.27
12100	- Medical Assistant	11.36
12130	- Medical Laboratory Technician	20.94
12160	- Medical Record Clerk	13.58
12190	- Medical Record Technician	15.20
12195	- Medical Transcriptionist	15.00
12210	- Nuclear Medicine Technologist	36.37
12221	- Nursing Assistant I	11.36
12222	- Nursing Assistant II	12.78
12223	- Nursing Assistant III	13.94
12224	- Nursing Assistant IV	15.64
12235	- Optical Dispenser	14.94
12236	- Optical Technician	14.66
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	14.13
12305	- Radiologic Technologist	23.00
12311	- Registered Nurse I	22.18
12312	- Registered Nurse II	27.12
12313	- Registered Nurse II, Specialist	27.12
12314	- Registered Nurse III	32.82
12315	- Registered Nurse III, Anesthetist	32.82
12316	- Registered Nurse IV	39.33
12317	- Scheduler (Drug and Alcohol Testing)	19.72
12320	- Substance Abuse Treatment Counselor	17.28
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	14.85
13012	- Exhibits Specialist II	18.41
13013	- Exhibits Specialist III	22.52
13041	- Illustrator I	14.85
13042	- Illustrator II	18.41
13043	- Illustrator III	22.52
13047	- Librarian	20.38
13050	- Library Aide/Clerk	9.29
13054	- Library Information Technology Systems	18.41

Administrator	
13058 - Library Technician	14.75
13061 - Media Specialist I	13.28
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.57
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87
13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13090 - Technical Order Library Clerk	11.67
13110 - Video Teleconference Technician	13.50
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.63
14042 - Computer Operator II	16.37
14043 - Computer Operator III	18.25
14044 - Computer Operator IV	20.28
14045 - Computer Operator V	22.45
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.63
14160 - Personal Computer Support Technician	20.61
14170 - System Support Specialist	21.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.47
15020 - Aircrew Training Devices Instructor (Rated)	34.45
15030 - Air Crew Training Devices Instructor (Pilot)	41.29
15050 - Computer Based Training Specialist / Instructor	28.47
15060 - Educational Technologist	25.76
15070 - Flight Instructor (Pilot)	41.29
15080 - Graphic Artist	18.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.28
15086 - Maintenance Test Pilot, Rotary Wing	41.28
15088 - Non-Maintenance Test/Co-Pilot	41.28
15090 - Technical Instructor	21.19
15095 - Technical Instructor/Course Developer	25.92
15110 - Test Proctor	17.11
15120 - Tutor	17.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.93
16030 - Counter Attendant	9.93
16040 - Dry Cleaner	12.25
16070 - Finisher, Flatwork, Machine	9.93
16090 - Presser, Hand	9.93
16110 - Presser, Machine, Drycleaning	9.93
16130 - Presser, Machine, Shirts	9.93
16160 - Presser, Machine, Wearing Apparel, Laundry	9.93
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.87
16250 - Washer, Machine	10.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.34
19040 - Tool And Die Maker	25.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.37
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	11.58
21071 - Order Filler	11.13
21080 - Production Line Worker (Food Processing)	16.37
21110 - Shipping Packer	14.71
21130 - Shipping/Receiving Clerk	14.71
21140 - Store Worker I	15.61
21150 - Stock Clerk	18.65
21210 - Tools And Parts Attendant	16.37
21410 - Warehouse Specialist	16.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23019 - Aircraft Logs and Records Technician	22.75
23021 - Aircraft Mechanic I	25.95
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	27.97
23040 - Aircraft Mechanic Helper	20.62
23050 - Aircraft, Painter	24.95
23060 - Aircraft Servicer	22.75
23070 - Aircraft Survival Flight Equipment Technician	24.95

23080 - Aircraft Worker	23.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.95
23110 - Appliance Mechanic	20.92
23120 - Bicycle Repairer	16.93
23125 - Cable Splicer	33.11
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	22.08
23160 - Electrician, Maintenance	28.52
23181 - Electronics Technician Maintenance I	20.67
23182 - Electronics Technician Maintenance II	26.84
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	20.53
23290 - Fire Alarm System Mechanic	24.05
23310 - Fire Extinguisher Repairer	20.08
23311 - Fuel Distribution System Mechanic	26.53
23312 - Fuel Distribution System Operator	20.64
23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	25.95
23381 - Ground Support Equipment Servicer	22.75
23382 - Ground Support Equipment Worker	23.82
23391 - Gunsmith I	19.97
23392 - Gunsmith II	22.08
23393 - Gunsmith III	24.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	20.80
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	24.05
23465 - Laboratory/Shelter Mechanic	23.12
23470 - Laborer	11.58
23510 - Locksmith	23.01
23530 - Machinery Maintenance Mechanic	23.46
23550 - Machinist, Maintenance	18.48
23580 - Maintenance Trades Helper	14.29
23591 - Metrology Technician I	24.05
23592 - Metrology Technician II	25.00
23593 - Metrology Technician III	25.92
23640 - Millwright	22.64
23710 - Office Appliance Repairer	17.63
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	26.08
23820 - Pneudraulic Systems Mechanic	24.05
23850 - Rigger	24.05
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker, Maintenance	18.97
23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	22.73
23932 - Telecommunications Mechanic II	23.93
23950 - Telephone Lineman	32.19
23960 - Welder, Combination, Maintenance	22.26
23965 - Well Driller	24.05
23970 - Woodcraft Worker	24.05
23980 - Woodworker	20.08
24000 - Personal Needs Occupations	
24550 - Case Manager	12.13
24570 - Child Care Attendant	9.38
24580 - Child Care Center Clerk	11.70
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	12.13
24630 - Homemaker	12.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.64
25040 - Sewage Plant Operator	17.51
25070 - Stationary Engineer	22.64
25190 - Ventilation Equipment Tender	17.99
25210 - Water Treatment Plant Operator	17.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	12.09
27008 - Corrections Officer	15.11
27010 - Court Security Officer	17.22
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	15.11
27070 - Firefighter	18.04

27101	- Guard I	12.09
27102	- Guard II	13.68
27131	- Police Officer I	19.99
27132	- Police Officer II	22.22
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	10.93
28042	- Carnival Equipment Repairer	11.48
28043	- Carnival Worker	9.21
28210	- Gate Attendant/Gate Tender	13.60
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	15.03
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	16.47
28630	- Sports Official	10.67
28690	- Swimming Pool Operator	14.70
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.77
29020	- Hatch Tender	21.77
29030	- Line Handler	21.77
29041	- Stevedore I	20.41
29042	- Stevedore II	23.16
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	42.40
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	29.23
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.19
30021	- Archeological Technician I	18.95
30022	- Archeological Technician II	21.20
30023	- Archeological Technician III	26.27
30030	- Cartographic Technician	26.27
30040	- Civil Engineering Technician	21.25
30051	- Cryogenic Technician I	26.84
30052	- Cryogenic Technician II	29.64
30061	- Drafter/CAD Operator I	18.95
30062	- Drafter/CAD Operator II	21.20
30063	- Drafter/CAD Operator III	23.64
30064	- Drafter/CAD Operator IV	27.30
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	22.90
30084	- Engineering Technician IV	25.79
30085	- Engineering Technician V	31.55
30086	- Engineering Technician VI	38.17
30090	- Environmental Technician	20.84
30095	- Evidence Control Specialist	24.23
30210	- Laboratory Technician	25.69
30221	- Latent Fingerprint Technician I	26.84
30222	- Latent Fingerprint Technician II	29.64
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	17.61
30362	- Paralegal/Legal Assistant II	21.35
30363	- Paralegal/Legal Assistant III	26.14
30364	- Paralegal/Legal Assistant IV	31.63
30375	- Petroleum Supply Specialist	29.64
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	29.64
30461	- Technical Writer I	24.23
30462	- Technical Writer II	29.64
30463	- Technical Writer III	35.87
30491	- Unexploded Ordnance (UXO) Technician I	26.94
30492	- Unexploded Ordnance (UXO) Technician II	32.60
30493	- Unexploded Ordnance (UXO) Technician III	39.07
30494	- Unexploded (UXO) Safety Escort	26.94
30495	- Unexploded (UXO) Sweep Personnel	26.94
30501	- Weather Forecaster I	26.84
30502	- Weather Forecaster II	32.65
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	32.60
31020	- Bus Aide	11.72
31030	- Bus Driver	16.09
31043	- Driver Courier	12.71
31260	- Parking and Lot Attendant	11.47
31290	- Shuttle Bus Driver	13.35
31310	- Taxi Driver	9.82
31361	- Truckdriver, Light	13.35
31362	- Truckdriver, Medium	14.02
31363	- Truckdriver, Heavy	18.10
31364	- Truckdriver, Tractor-Trailer	18.10
99000	- Miscellaneous Occupations	

99020 - Cabin Safety Specialist	15.89
99030 - Cashier	9.31
99050 - Desk Clerk	9.32
99095 - Embalmer	27.83
99130 - Flight Follower	26.94
99251 - Laboratory Animal Caretaker I	10.76
99252 - Laboratory Animal Caretaker II	11.31
99260 - Marketing Analyst	21.07
99310 - Mortician	30.90
99410 - Pest Controller	13.88
99510 - Photofinishing Worker	14.16
99710 - Recycling Laborer	12.23
99711 - Recycling Specialist	13.69
99730 - Refuse Collector	11.54
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	19.53
99831 - Surveying Aide	12.08
99832 - Surveying Technician	16.59
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.17

---

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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).