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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.: 2015-5563
Daniel W. Simms	Division of	Revision No.: 6
Director	Wage Determinations	Date Of Revision: 08/07/2018

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

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.85
01012 - Accounting Clerk II		17.79
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		27.57
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.20
01042 - Customer Service Representative II		15.97
01043 - Customer Service Representative III		17.42
01051 - Data Entry Operator I		14.32
01052 - Data Entry Operator II		15.63
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		15.77
01090 - Duplicating Machine Operator		15.77
01111 - General Clerk I		13.94
01112 - General Clerk II		15.21
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		21.08
01141 - Messenger Courier		18.44
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		16.27
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		22.41
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.91
01311 - Secretary I		16.91
01312 - Secretary II		18.91

01313 - Secretary III	21.08
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	27.57
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.88
01531 - Travel Clerk I	13.82
01532 - Travel Clerk II	15.04
01533 - Travel Clerk III	16.19
01611 - Word Processor I	15.43
01612 - Word Processor II	17.32
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	15.49
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	15.42
07042 - Cook II	17.52
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.97
07210 - Meat Cutter	18.67
07260 - Waiter/Waitress	11.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.23
11060 - Elevator Operator	13.45
11090 - Gardener	20.06
11122 - Housekeeping Aide	13.45
11150 - Janitor	13.45
11210 - Laborer, Grounds Maintenance	15.93
11240 - Maid or Houseman	11.75
11260 - Pruner	14.60
11270 - Tractor Operator	19.22
11330 - Trail Maintenance Worker	15.93
11360 - Window Cleaner	14.73
12000 - Health Occupations	
12010 - Ambulance Driver	23.65
12011 - Breath Alcohol Technician	21.77
12012 - Certified Occupational Therapist Assistant	29.55
12015 - Certified Physical Therapist Assistant	28.11
12020 - Dental Assistant	21.24
12025 - Dental Hygienist	40.37

12030 - EKG Technician	35.87
12035 - Electroneurodiagnostic Technologist	35.87
12040 - Emergency Medical Technician	23.65
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.98
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	18.70
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	19.06
12190 - Medical Record Technician	21.32
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	18.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	19.44
12280 - Phlebotomist	17.25
12305 - Radiologic Technologist	35.49
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	26.97
12320 - Substance Abuse Treatment Counselor	22.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.88
13012 - Exhibits Specialist II	28.34
13013 - Exhibits Specialist III	34.67
13041 - Illustrator I	18.44
13042 - Illustrator II	22.84
13043 - Illustrator III	27.94
13047 - Librarian	32.14
13050 - Library Aide/Clerk	17.86
13054 - Library Information Technology Systems Administrator	29.02
13058 - Library Technician	18.66
13061 - Media Specialist I	20.94
13062 - Media Specialist II	23.43
13063 - Media Specialist III	26.11
13071 - Photographer I	17.66
13072 - Photographer II	19.76
13073 - Photographer III	24.47
13074 - Photographer IV	29.94
13075 - Photographer V	36.23
13090 - Technical Order Library Clerk	22.44
13110 - Video Teleconference Technician	20.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 22.94
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		16.61
14160 - Personal Computer Support Technician		23.01
14170 - System Support Specialist		28.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		33.06
15070 - Flight Instructor (Pilot)		44.06
15080 - Graphic Artist		26.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.06
15086 - Maintenance Test Pilot, Rotary Wing		44.06
15088 - Non-Maintenance Test/Co-Pilot		44.06
15090 - Technical Instructor		25.78
15095 - Technical Instructor/Course Developer		31.54
15110 - Test Proctor		20.81
15120 - Tutor		20.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.13
16030 - Counter Attendant		13.13
16040 - Dry Cleaner		15.02
16070 - Finisher, Flatwork, Machine		13.13
16090 - Presser, Hand		13.13
16110 - Presser, Machine, Drycleaning		13.13
16130 - Presser, Machine, Shirts		13.13
16160 - Presser, Machine, Wearing Apparel, Laundry		13.13
16190 - Sewing Machine Operator		15.65
16220 - Tailor		16.28
16250 - Washer, Machine		13.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.20
19040 - Tool And Die Maker		28.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.13
21030 - Material Coordinator		22.41
21040 - Material Expediter		22.41
21050 - Material Handling Laborer		14.10
21071 - Order Filler		14.20
21080 - Production Line Worker (Food Processing)		18.13
21110 - Shipping Packer		16.79
21130 - Shipping/Receiving Clerk		16.79
21140 - Store Worker I		13.98
21150 - Stock Clerk		18.39
21210 - Tools And Parts Attendant		18.13
21410 - Warehouse Specialist		18.13
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.70
23019 - Aircraft Logs and Records Technician		25.21
23021 - Aircraft Mechanic I		30.08
23022 - Aircraft Mechanic II		31.70
23023 - Aircraft Mechanic III		33.32
23040 - Aircraft Mechanic Helper		21.94
23050 - Aircraft, Painter		28.46
23060 - Aircraft Servicer		25.21
23070 - Aircraft Survival Flight Equipment Technician		28.46
23080 - Aircraft Worker		26.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.79

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	30.08
II		
23110	- Appliance Mechanic	17.48
23120	- Bicycle Repairer	14.00
23125	- Cable Splicer	42.03
23130	- Carpenter, Maintenance	24.23
23140	- Carpet Layer	22.24
23160	- Electrician, Maintenance	35.43
23181	- Electronics Technician Maintenance I	27.29
23182	- Electronics Technician Maintenance II	28.99
23183	- Electronics Technician Maintenance III	30.64
23260	- Fabric Worker	22.59
23290	- Fire Alarm System Mechanic	23.07
23310	- Fire Extinguisher Repairer	21.97
23311	- Fuel Distribution System Mechanic	28.61
23312	- Fuel Distribution System Operator	22.42
23370	- General Maintenance Worker	19.49
23380	- Ground Support Equipment Mechanic	30.08
23381	- Ground Support Equipment Servicer	25.21
23382	- Ground Support Equipment Worker	26.79
23391	- Gunsmith I	21.97
23392	- Gunsmith II	24.97
23393	- Gunsmith III	28.04
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.70
23430	- Heavy Equipment Mechanic	25.70
23440	- Heavy Equipment Operator	28.86
23460	- Instrument Mechanic	29.44
23465	- Laboratory/Shelter Mechanic	26.53
23470	- Laborer	14.10
23510	- Locksmith	18.24
23530	- Machinery Maintenance Mechanic	27.50
23550	- Machinist, Maintenance	25.12
23580	- Maintenance Trades Helper	15.30
23591	- Metrology Technician I	29.44
23592	- Metrology Technician II	31.02
23593	- Metrology Technician III	32.61
23640	- Millwright	30.91
23710	- Office Appliance Repairer	20.53
23760	- Painter, Maintenance	18.24
23790	- Pipefitter, Maintenance	36.53
23810	- Plumber, Maintenance	34.29
23820	- Pneudraulic Systems Mechanic	28.04
23850	- Rigger	28.37
23870	- Scale Mechanic	24.97
23890	- Sheet-Metal Worker, Maintenance	24.40
23910	- Small Engine Mechanic	17.14
23931	- Telecommunications Mechanic I	29.55
23932	- Telecommunications Mechanic II	31.14
23950	- Telephone Lineman	26.21
23960	- Welder, Combination, Maintenance	21.65
23965	- Well Driller	29.77
23970	- Woodcraft Worker	28.04
23980	- Woodworker	19.44
24000	- Personal Needs Occupations	
24550	- Case Manager	17.19
24570	- Child Care Attendant	11.81
24580	- Child Care Center Clerk	14.73

24610 - Chore Aide	12.01
24620 - Family Readiness And Support Services Coordinator	17.19
24630 - Homemaker	17.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.39
25040 - Sewage Plant Operator	29.56
25070 - Stationary Engineer	32.39
25190 - Ventilation Equipment Tender	23.63
25210 - Water Treatment Plant Operator	29.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.35
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	30.39
27010 - Court Security Officer	33.90
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	30.39
27070 - Firefighter	31.81
27101 - Guard I	13.70
27102 - Guard II	16.79
27131 - Police Officer I	32.37
27132 - Police Officer II	35.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.71
28042 - Carnival Equipment Repairer	15.80
28043 - Carnival Worker	11.40
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	21.76
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.52
29020 - Hatch Tender	29.52
29030 - Line Handler	29.52
29041 - Stevedore I	27.78
29042 - Stevedore II	31.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.77
30021 - Archeological Technician I	17.44
30022 - Archeological Technician II	19.51
30023 - Archeological Technician III	24.17
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	30.66
30051 - Cryogenic Technician I	26.77
30052 - Cryogenic Technician II	29.57
30061 - Drafter/CAD Operator I	17.44
30062 - Drafter/CAD Operator II	19.51
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	26.77
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	26.35

30095 - Evidence Control Specialist	24.17
30210 - Laboratory Technician	19.32
30221 - Latent Fingerprint Technician I	29.82
30222 - Latent Fingerprint Technician II	32.93
30240 - Mathematical Technician	25.61
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	29.57
30390 - Photo-Optics Technician	24.17
30395 - Radiation Control Technician	29.57
30461 - Technical Writer I	26.02
30462 - Technical Writer II	31.83
30463 - Technical Writer III	38.50
30491 - Unexploded Ordnance (UXO) Technician I	25.75
30492 - Unexploded Ordnance (UXO) Technician II	31.15
30493 - Unexploded Ordnance (UXO) Technician III	37.34
30494 - Unexploded (UXO) Safety Escort	25.75
30495 - Unexploded (UXO) Sweep Personnel	25.75
30501 - Weather Forecaster I	26.77
30502 - Weather Forecaster II	32.57
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.75
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.15
31020 - Bus Aide	16.89
31030 - Bus Driver	23.82
31043 - Driver Courier	15.47
31260 - Parking and Lot Attendant	11.77
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	12.47
31361 - Truckdriver, Light	16.62
31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	22.14
31364 - Truckdriver, Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.19
99030 - Cashier	12.12
99050 - Desk Clerk	11.71
99095 - Embalmer	27.05
99130 - Flight Follower	25.75
99251 - Laboratory Animal Caretaker I	14.89
99252 - Laboratory Animal Caretaker II	15.98
99260 - Marketing Analyst	32.89
99310 - Mortician	27.05
99410 - Pest Controller	17.96
99510 - Photofinishing Worker	18.24
99710 - Recycling Laborer	25.81
99711 - Recycling Specialist	30.25
99730 - Refuse Collector	23.51
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	33.35
99831 - Surveying Aide	19.66
99832 - Surveying Technician	26.92
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 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. (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)).