

WD 15-4097 (Rev.-10) was first posted on www.wdol.gov on 03/26/2019

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4097
Director	Wage Determinations		Revision No.: 10
			Date Of Revision: 03/19/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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: Connecticut

This wage determination applies to the following towns in Windham county:
 Brooklyn, Killingly, Plainfield, Pomfret, Putnam, Sterling, Thompson, Woodstock

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		25.87
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		14.47
01042 - Customer Service Representative II		16.27
01043 - Customer Service Representative III		17.76
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.17
01060 - Dispatcher, Motor Vehicle		19.65
01070 - Document Preparation Clerk		17.09
01090 - Duplicating Machine Operator		17.09
01111 - General Clerk I		14.02
01112 - General Clerk II		15.30
01113 - General Clerk III		17.17
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		16.10
01191 - Order Clerk I		16.97
01192 - Order Clerk II		18.51
01261 - Personnel Assistant (Employment) I		18.32
01262 - Personnel Assistant (Employment) II		20.49
01263 - Personnel Assistant (Employment) III		22.85
01270 - Production Control Clerk		25.21
01290 - Rental Clerk		16.26
01300 - Scheduler, Maintenance		17.58
01311 - Secretary I		17.58
01312 - Secretary II		19.67
01313 - Secretary III		22.21

01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	25.87
01420 - Survey Worker	18.14
01460 - Switchboard Operator/Receptionist	14.96
01531 - Travel Clerk I	14.56
01532 - Travel Clerk II	15.85
01533 - Travel Clerk III	17.27
01611 - Word Processor I	15.17
01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.72
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.41
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.60
07041 - Cook I	15.78
07042 - Cook II	17.18
07070 - Dishwasher	11.50
07130 - Food Service Worker	12.06
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	12.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.70
11060 - Elevator Operator	14.71
11090 - Gardener	17.21
11122 - Housekeeping Aide	14.71
11150 - Janitor	14.71
11210 - Laborer, Grounds Maintenance	14.36
11240 - Maid or Houseman	12.40
11260 - Pruner	13.81
11270 - Tractor Operator	16.28
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	15.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.22
12011 - Breath Alcohol Technician	24.62
12012 - Certified Occupational Therapist Assistant	26.56
12015 - Certified Physical Therapist Assistant	27.22
12020 - Dental Assistant	21.81
12025 - Dental Hygienist	41.10
12030 - EKG Technician	36.74
12035 - Electroneurodiagnostic Technologist	36.74

12040 - Emergency Medical Technician	18.22
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.62
12073 - Licensed Practical Nurse III	27.45
12100 - Medical Assistant	18.56
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	19.28
12190 - Medical Record Technician	21.57
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	49.16
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	22.00
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	19.23
12305 - Radiologic Technologist	31.87
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	29.81
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.08
13050 - Library Aide/Clerk	13.71
13054 - Library Information Technology Systems Administrator	27.17
13058 - Library Technician	17.97
13061 - Media Specialist I	19.60
13062 - Media Specialist II	21.93
13063 - Media Specialist III	24.46
13071 - Photographer I	18.79
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library Clerk	16.97
13110 - Video Teleconference Technician	22.48
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.71
14042 - Computer Operator II	18.69
14043 - Computer Operator III	20.85
14044 - Computer Operator IV	24.21
14045 - Computer Operator V	26.82
14071 - Computer Programmer I	(see 1) 24.15
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	16.71
14160 - Personal Computer Support Technician	26.63
14170 - System Support Specialist	43.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.55
15020 - Aircrew Training Devices Instructor (Rated)	35.75
15030 - Air Crew Training Devices Instructor (Pilot)	42.85
15050 - Computer Based Training Specialist / Instructor	29.55
15060 - Educational Technologist	36.20
15070 - Flight Instructor (Pilot)	42.85
15080 - Graphic Artist	25.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.85
15086 - Maintenance Test Pilot, Rotary Wing	42.85
15088 - Non-Maintenance Test/Co-Pilot	42.85
15090 - Technical Instructor	24.06
15095 - Technical Instructor/Course Developer	29.43
15110 - Test Proctor	19.42
15120 - Tutor	19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.29
16030 - Counter Attendant	11.29
16040 - Dry Cleaner	13.07
16070 - Finisher, Flatwork, Machine	11.29
16090 - Presser, Hand	11.29
16110 - Presser, Machine, Drycleaning	11.29
16130 - Presser, Machine, Shirts	11.29
16160 - Presser, Machine, Wearing Apparel, Laundry	11.29
16190 - Sewing Machine Operator	14.04
16220 - Tailor	15.16
16250 - Washer, Machine	11.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.52
19040 - Tool And Die Maker	27.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	25.21
21040 - Material Expediter	25.21
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	17.19
21130 - Shipping/Receiving Clerk	17.19
21140 - Store Worker I	14.36
21150 - Stock Clerk	18.03
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.75
23019 - Aircraft Logs and Records Technician	29.67
23021 - Aircraft Mechanic I	33.55
23022 - Aircraft Mechanic II	34.75
23023 - Aircraft Mechanic III	36.16
23040 - Aircraft Mechanic Helper	26.97
23050 - Aircraft, Painter	32.22
23060 - Aircraft Servicer	29.67
23070 - Aircraft Survival Flight Equipment Technician	32.22
23080 - Aircraft Worker	30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.55
23110 - Appliance Mechanic	25.05

23120 - Bicycle Repairer	23.50
23125 - Cable Splicer	40.96
23130 - Carpenter, Maintenance	26.20
23140 - Carpet Layer	24.53
23160 - Electrician, Maintenance	34.21
23181 - Electronics Technician Maintenance I	28.11
23182 - Electronics Technician Maintenance II	29.19
23183 - Electronics Technician Maintenance III	30.24
23260 - Fabric Worker	24.84
23290 - Fire Alarm System Mechanic	28.48
23310 - Fire Extinguisher Repairer	23.66
23311 - Fuel Distribution System Mechanic	28.54
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	33.55
23381 - Ground Support Equipment Servicer	29.67
23382 - Ground Support Equipment Worker	30.76
23391 - Gunsmith I	23.66
23392 - Gunsmith II	25.75
23393 - Gunsmith III	27.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.90
23430 - Heavy Equipment Mechanic	29.60
23440 - Heavy Equipment Operator	27.67
23460 - Instrument Mechanic	27.34
23465 - Laboratory/Shelter Mechanic	26.75
23470 - Laborer	13.86
23510 - Locksmith	26.58
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	23.21
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	27.34
23592 - Metrology Technician II	28.30
23593 - Metrology Technician III	29.46
23640 - Millwright	29.11
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	22.25
23790 - Pipefitter, Maintenance	27.74
23810 - Plumber, Maintenance	26.33
23820 - Pneudraulic Systems Mechanic	27.70
23850 - Rigger	27.53
23870 - Scale Mechanic	25.75
23890 - Sheet-Metal Worker, Maintenance	25.29
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	27.10
23932 - Telecommunications Mechanic II	28.07
23950 - Telephone Lineman	30.22
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	27.70
23970 - Woodcraft Worker	27.70
23980 - Woodworker	23.50
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.78
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	28.72
25040 - Sewage Plant Operator	25.77
25070 - Stationary Engineer	28.72
25190 - Ventilation Equipment Tender	23.19
25210 - Water Treatment Plant Operator	25.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.81
27007 - Baggage Inspector	14.26
27008 - Corrections Officer	28.17
27010 - Court Security Officer	28.05
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	28.17
27070 - Firefighter	27.93
27101 - Guard I	14.26
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.50
28042 - Carnival Equipment Repairer	14.27
28043 - Carnival Worker	11.03
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.78
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.37
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.35
29020 - Hatch Tender	27.35
29030 - Line Handler	27.35
29041 - Stevedore I	26.39
29042 - Stevedore II	28.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.06
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.00
30021 - Archeological Technician I	18.49
30022 - Archeological Technician II	21.95
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66
30040 - Civil Engineering Technician	27.35
30051 - Cryogenic Technician I	27.96
30052 - Cryogenic Technician II	30.88
30061 - Drafter/CAD Operator I	18.49
30062 - Drafter/CAD Operator II	21.95
30063 - Drafter/CAD Operator III	23.43
30064 - Drafter/CAD Operator IV	28.84
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.82
30086 - Engineering Technician VI	37.29
30090 - Environmental Technician	26.15
30095 - Evidence Control Specialist	25.24
30210 - Laboratory Technician	24.02
30221 - Latent Fingerprint Technician I	27.96
30222 - Latent Fingerprint Technician II	30.88
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	21.01

30362 - Paralegal/Legal Assistant II	26.03
30363 - Paralegal/Legal Assistant III	31.84
30364 - Paralegal/Legal Assistant IV	38.53
30375 - Petroleum Supply Specialist	30.88
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	30.88
30461 - Technical Writer I	27.82
30462 - Technical Writer II	34.03
30463 - Technical Writer III	41.18
30491 - Unexploded Ordnance (UXO) Technician I	26.79
30492 - Unexploded Ordnance (UXO) Technician II	32.41
30493 - Unexploded Ordnance (UXO) Technician III	38.85
30494 - Unexploded (UXO) Safety Escort	26.79
30495 - Unexploded (UXO) Sweep Personnel	26.79
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.43
30621 - Weather Observer, Senior	(see 2) 25.62
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.41
31020 - Bus Aide	16.20
31030 - Bus Driver	21.73
31043 - Driver Courier	16.15
31260 - Parking and Lot Attendant	13.08
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	14.53
31361 - Truckdriver, Light	17.07
31362 - Truckdriver, Medium	19.84
31363 - Truckdriver, Heavy	23.18
31364 - Truckdriver, Tractor-Trailer	23.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.80
99030 - Cashier	11.49
99050 - Desk Clerk	13.41
99095 - Embalmer	32.85
99130 - Flight Follower	26.79
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	14.66
99260 - Marketing Analyst	32.92
99310 - Mortician	32.85
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	23.32
99711 - Recycling Specialist	25.78
99730 - Refuse Collector	21.64
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	16.02
99830 - Survey Party Chief	34.28
99831 - Surveying Aide	21.46
99832 - Surveying Technician	25.95
99840 - Vending Machine Attendant	16.74
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer Helper	16.74

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, 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 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)).