

"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.: 2015-4144
Daniel W. Simms	Division of	Revision No.: 12
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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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](http://www.dol.gov/whd/govcontracts).

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State: New York

Area: New York Counties of Albany Rensselaer Saratoga Schenectady Schoharie

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		28.74
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		14.34
01042 - Customer Service Representative II		16.12
01043 - Customer Service Representative III		17.58
01051 - Data Entry Operator I		13.66
01052 - Data Entry Operator II		14.90
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		14.71
01090 - Duplicating Machine Operator		14.71
01111 - General Clerk I		13.46
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		19.86
01141 - Messenger Courier		15.42
01191 - Order Clerk I		13.32
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		17.38
01262 - Personnel Assistant (Employment) II		19.45
01263 - Personnel Assistant (Employment) III		21.68
01270 - Production Control Clerk		23.21
01290 - Rental Clerk		13.62
01300 - Scheduler Maintenance		15.92
01311 - Secretary I		15.92
01312 - Secretary II		17.82
01313 - Secretary III		19.86
01320 - Service Order Dispatcher		18.90
01410 - Supply Technician		28.72
01420 - Survey Worker		16.14
01460 - Switchboard Operator/Receptionist		15.33
01531 - Travel Clerk I		13.82

01532 - Travel Clerk II	14.91
01533 - Travel Clerk III	16.01
01611 - Word Processor I	14.66
01612 - Word Processor II	16.46
01613 - Word Processor III	18.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.02
05010 - Automotive Electrician	18.89
05040 - Automotive Glass Installer	17.75
05070 - Automotive Worker	17.75
05110 - Mobile Equipment Servicer	15.51
05130 - Motor Equipment Metal Mechanic	19.91
05160 - Motor Equipment Metal Worker	17.75
05190 - Motor Vehicle Mechanic	19.91
05220 - Motor Vehicle Mechanic Helper	14.49
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.75
05310 - Painter Automotive	18.89
05340 - Radiator Repair Specialist	17.75
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	19.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.14
07041 - Cook I	14.37
07042 - Cook II	16.45
07070 - Dishwasher	11.56
07130 - Food Service Worker	11.97
07210 - Meat Cutter	18.14
07260 - Waiter/Waitress	11.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer Minor	18.19
09130 - Upholsterer	19.76
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	12.34
11060 - Elevator Operator	12.34
11090 - Gardener	20.72
11122 - Housekeeping Aide	12.72
11150 - Janitor	12.72
11210 - Laborer Grounds Maintenance	15.79
11240 - Maid or Houseman	11.55
11260 - Pruner	14.15
11270 - Tractor Operator	19.09
11330 - Trail Maintenance Worker	15.79
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	20.07
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational Therapist Assistant	23.62
12015 - Certified Physical Therapist Assistant	23.53
12020 - Dental Assistant	19.99
12025 - Dental Hygienist	31.11
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	20.07
12071 - Licensed Practical Nurse I	16.53
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	15.69
12130 - Medical Laboratory Technician	23.28
12160 - Medical Record Clerk	16.72
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	41.75
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.80
12224 - Nursing Assistant IV	15.49
12235 - Optical Dispenser	25.01
12236 - Optical Technician	20.45
12250 - Pharmacy Technician	14.82

12280 - Phlebotomist	15.95
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69
12313 - Registered Nurse II Specialist	27.69
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III Anesthetist	33.50
12316 - Registered Nurse IV	40.15
12317 - Scheduler (Drug and Alcohol Testing)	24.86
12320 - Substance Abuse Treatment Counselor	21.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.65
13012 - Exhibits Specialist II	26.82
13013 - Exhibits Specialist III	32.80
13041 - Illustrator I	21.65
13042 - Illustrator II	26.82
13043 - Illustrator III	33.49
13047 - Librarian	29.70
13050 - Library Aide/Clerk	14.82
13054 - Library Information Technology Systems Administrator	26.82
13058 - Library Technician	16.62
13061 - Media Specialist I	19.34
13062 - Media Specialist II	21.65
13063 - Media Specialist III	24.13
13071 - Photographer I	17.13
13072 - Photographer II	20.38
13073 - Photographer III	25.24
13074 - Photographer IV	31.60
13075 - Photographer V	36.65
13090 - Technical Order Library Clerk	18.62
13110 - Video Teleconference Technician	20.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.57
14042 - Computer Operator II	18.54
14043 - Computer Operator III	20.68
14044 - Computer Operator IV	22.96

14045 - Computer Operator V		25.43
14071 - Computer Programmer I	(see 1)	20.30
14072 - Computer Programmer II	(see 1)	25.13
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.57
14160 - Personal Computer Support Technician		22.96
14170 - System Support Specialist		32.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		24.88
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.61
15086 - Maintenance Test Pilot Rotary Wing		38.61
15088 - Non-Maintenance Test/Co-Pilot		38.61
15090 - Technical Instructor		25.51
15095 - Technical Instructor/Course Developer		31.21
15110 - Test Proctor		20.60
15120 - Tutor		20.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.14
16030 - Counter Attendant		12.14
16040 - Dry Cleaner		13.88
16070 - Finisher Flatwork Machine		12.14
16090 - Presser Hand		12.14
16110 - Presser Machine Drycleaning		12.14
16130 - Presser Machine Shirts		12.14
16160 - Presser Machine Wearing Apparel Laundry		12.14
16190 - Sewing Machine Operator		14.46
16220 - Tailor		15.04

16250 - Washer Machine	12.72
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.58
19040 - Tool And Die Maker	27.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.79
21030 - Material Coordinator	22.79
21040 - Material Expediter	22.79
21050 - Material Handling Laborer	15.54
21071 - Order Filler	13.63
21080 - Production Line Worker (Food Processing)	18.79
21110 - Shipping Packer	17.39
21130 - Shipping/Receiving Clerk	17.39
21140 - Store Worker I	12.81
21150 - Stock Clerk	17.86
21210 - Tools And Parts Attendant	18.79
21410 - Warehouse Specialist	18.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.40
23019 - Aircraft Logs and Records Technician	23.28
23021 - Aircraft Mechanic I	26.47
23022 - Aircraft Mechanic II	27.40
23023 - Aircraft Mechanic III	28.46
23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft Painter	25.15
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight Equipment Technician	25.15
23080 - Aircraft Worker	24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.47
23110 - Appliance Mechanic	25.66
23120 - Bicycle Repairer	21.89
23125 - Cable Splicer	40.37
23130 - Carpenter Maintenance	25.68
23140 - Carpet Layer	25.26

23160 - Electrician Maintenance	30.31
23181 - Electronics Technician Maintenance I	26.23
23182 - Electronics Technician Maintenance II	27.92
23183 - Electronics Technician Maintenance III	29.42
23260 - Fabric Worker	23.80
23290 - Fire Alarm System Mechanic	21.14
23310 - Fire Extinguisher Repairer	22.07
23311 - Fuel Distribution System Mechanic	34.83
23312 - Fuel Distribution System Operator	28.59
23370 - General Maintenance Worker	19.72
23380 - Ground Support Equipment Mechanic	26.47
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	22.07
23392 - Gunsmith II	25.26
23393 - Gunsmith III	28.34
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.63
23430 - Heavy Equipment Mechanic	27.50
23440 - Heavy Equipment Operator	27.50
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	26.89
23470 - Laborer	15.54
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	28.41
23550 - Machinist Maintenance	23.35
23580 - Maintenance Trades Helper	17.20
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.76
23640 - Millwright	31.67
23710 - Office Appliance Repairer	20.69
23760 - Painter Maintenance	21.84
23790 - Pipefitter Maintenance	33.30
23810 - Plumber Maintenance	30.72



23820 - Pneudraulic Systems Mechanic	28.34
23850 - Rigger	28.34
23870 - Scale Mechanic	25.26
23890 - Sheet-Metal Worker Maintenance	27.65
23910 - Small Engine Mechanic	18.28
23931 - Telecommunications Mechanic I	35.09
23932 - Telecommunications Mechanic II	36.32
23950 - Telephone Lineman	32.34
23960 - Welder Combination Maintenance	23.88
23965 - Well Driller	28.17
23970 - Woodcraft Worker	28.34
23980 - Woodworker	22.07
24000 - Personal Needs Occupations	
24550 - Case Manager	17.51
24570 - Child Care Attendant	11.79
24580 - Child Care Center Clerk	14.70
24610 - Chore Aide	13.02
24620 - Family Readiness And Support Services Coordinator	17.51
24630 - Homemaker	17.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.55
25040 - Sewage Plant Operator	24.71
25070 - Stationary Engineer	26.55
25190 - Ventilation Equipment Tender	19.06
25210 - Water Treatment Plant Operator	24.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.59
27007 - Baggage Inspector	15.17
27008 - Corrections Officer	25.16
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.45
27040 - Detention Officer	25.16
27070 - Firefighter	27.55
27101 - Guard I	15.17
27102 - Guard II	18.45
27131 - Police Officer I	28.99

27132 - Police Officer II	32.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.84
28042 - Carnival Equipment Repairer	16.10
28043 - Carnival Worker	11.01
28210 - Gate Attendant/Gate Tender	14.54
28310 - Lifeguard	11.41
28350 - Park Attendant (Aide)	16.29
28510 - Recreation Aide/Health Facility Attendant	11.87
28515 - Recreation Specialist	20.10
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	18.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.93
29020 - Hatch Tender	26.93
29030 - Line Handler	26.93
29041 - Stevedore I	25.37
29042 - Stevedore II	28.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.09
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.84
30021 - Archeological Technician I	18.80
30022 - Archeological Technician II	21.04
30023 - Archeological Technician III	26.05
30030 - Cartographic Technician	26.05
30040 - Civil Engineering Technician	26.96
30051 - Cryogenic Technician I	28.86
30052 - Cryogenic Technician II	31.87
30061 - Drafter/CAD Operator I	18.80
30062 - Drafter/CAD Operator II	21.04
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	15.61
30082 - Engineering Technician II	17.52
30083 - Engineering Technician III	19.60
30084 - Engineering Technician IV	24.29

30085 - Engineering Technician V	29.71
30086 - Engineering Technician VI	35.94
30090 - Environmental Technician	23.01
30095 - Evidence Control Specialist	26.05
30210 - Laboratory Technician	27.10
30221 - Latent Fingerprint Technician I	30.14
30222 - Latent Fingerprint Technician II	33.29
30240 - Mathematical Technician	26.05
30361 - Paralegal/Legal Assistant I	18.39
30362 - Paralegal/Legal Assistant II	22.35
30363 - Paralegal/Legal Assistant III	27.35
30364 - Paralegal/Legal Assistant IV	33.09
30375 - Petroleum Supply Specialist	31.87
30390 - Photo-Optics Technician	26.05
30395 - Radiation Control Technician	31.87
30461 - Technical Writer I	22.74
30462 - Technical Writer II	27.81
30463 - Technical Writer III	33.65
30491 - Unexploded Ordnance (UXO) Technician I	24.97
30492 - Unexploded Ordnance (UXO) Technician II	30.21
30493 - Unexploded Ordnance (UXO) Technician III	36.21
30494 - Unexploded (UXO) Safety Escort	24.97
30495 - Unexploded (UXO) Sweep Personnel	24.97
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.10
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.45
Surface Programs	
30621 - Weather Observer Senior	(see 2) 26.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.21
31020 - Bus Aide	13.56
31030 - Bus Driver	18.39
31043 - Driver Courier	14.55
31260 - Parking and Lot Attendant	11.51
31290 - Shuttle Bus Driver	15.78
31310 - Taxi Driver	12.70
31361 - Truckdriver Light	15.78

31362 - Truckdriver Medium	17.02
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.73
99030 - Cashier	11.40
99050 - Desk Clerk	12.66
99095 - Embalmer	34.65
99130 - Flight Follower	24.97
99251 - Laboratory Animal Caretaker I	13.53
99252 - Laboratory Animal Caretaker II	14.68
99260 - Marketing Analyst	31.00
99310 - Mortician	34.93
99410 - Pest Controller	19.40
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.83
99730 - Refuse Collector	18.42
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	13.26
99830 - Survey Party Chief	31.67
99831 - Surveying Aide	18.88
99832 - Surveying Technician	28.80
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	21.25
99842 - Vending Machine Repairer Helper	17.83

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. \*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

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

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

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

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

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

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



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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

29 CFR 4.6(b) (2) (iii)).

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

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

