

D.8 WAGE DETERMINATION

"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
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| Wage Determination No.: 2015-4155
Daniel W. Simms Division of | Revision No.: 11
Director Wage Determinations | Date Of Last Revision: 07/16/2019

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: New York

Area: New York County of Ulster

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.45
01012 - Accounting Clerk II	19.61
01013 - Accounting Clerk III	21.89
01020 - Administrative Assistant	31.78
01035 - Court Reporter	21.64
01041 - Customer Service Representative I	13.45
01042 - Customer Service Representative II	15.12
01043 - Customer Service Representative III	16.51
01051 - Data Entry Operator I	15.92
01052 - Data Entry Operator II	17.38
01060 - Dispatcher Motor Vehicle	24.39
01070 - Document Preparation Clerk	16.28
01090 - Duplicating Machine Operator	16.28
01111 - General Clerk I	14.80
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	14.61
01191 - Order Clerk I	15.30
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	24.97
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	31.78
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	13.48
01532 - Travel Clerk II	14.56
01533 - Travel Clerk III	15.63
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79

01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.63
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal Mechanic	26.94
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94
05220 - Motor Vehicle Mechanic Helper	19.94
05250 - Motor Vehicle Upholstery Worker	21.07
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	14.95
05400 - Transmission Repair Specialist	26.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	17.80
07042 - Cook II	20.37
07070 - Dishwasher	11.27
07130 - Food Service Worker	11.42
07210 - Meat Cutter	23.63
07260 - Waiter/Waitress	14.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.75
09040 - Furniture Handler	16.32
09080 - Furniture Refinisher	24.89
09090 - Furniture Refinisher Helper	19.12
09110 - Furniture Repairer Minor	21.69
09130 - Upholsterer	24.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	15.70
11090 - Gardener	21.63
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	16.54

11240 - Maid or Houseman	13.34
11260 - Pruner	14.82
11270 - Tractor Operator	19.95
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	15.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	27.15
12015 - Certified Physical Therapist Assistant	26.90
12020 - Dental Assistant	19.22
12025 - Dental Hygienist	39.17
12030 - EKG Technician	29.98
12035 - Electroneurodiagnostic Technologist	29.98
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	25.73
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	22.39
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	43.48
12221 - Nursing Assistant I	12.90
12222 - Nursing Assistant II	14.51
12223 - Nursing Assistant III	15.84
12224 - Nursing Assistant IV	17.78
12235 - Optical Dispenser	25.40
12236 - Optical Technician	17.69
12250 - Pharmacy Technician	15.48
12280 - Phlebotomist	17.55
12305 - Radiologic Technologist	33.98
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22

12317 - Scheduler (Drug and Alcohol Testing)		26.17
12320 - Substance Abuse Treatment Counselor		24.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		35.58
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		35.58
13047 - Librarian		34.04
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		27.67
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.99
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		35.58
13075 - Photographer V		43.04
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
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		19.00
14160 - Personal Computer Support Technician		26.35

14170 - System Support Specialist	29.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	51.69
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	36.21
15070 - Flight Instructor (Pilot)	51.69
15080 - Graphic Artist	27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.77
15086 - Maintenance Test Pilot Rotary Wing	47.77
15088 - Non-Maintenance Test/Co-Pilot	47.77
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	31.35
15110 - Test Proctor	20.72
15120 - Tutor	20.72
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	16.61
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.00
19040 - Tool And Die Maker	30.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.96
21030 - Material Coordinator	24.97
21040 - Material Expediter	24.97
21050 - Material Handling Laborer	15.14
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	19.96
21110 - Shipping Packer	17.35

21130 - Shipping/Receiving Clerk	17.35
21140 - Store Worker I	12.88
21150 - Stock Clerk	17.92
21210 - Tools And Parts Attendant	19.96
21410 - Warehouse Specialist	19.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.87
23019 - Aircraft Logs and Records Technician	24.02
23021 - Aircraft Mechanic I	28.856
23022 - Aircraft Mechanic II	29.87
23023 - Aircraft Mechanic III	31.02
23040 - Aircraft Mechanic Helper	20.73
23050 - Aircraft Painter	26.00
23060 - Aircraft Servicer	24.02
23070 - Aircraft Survival Flight Equipment Technician	26.00
23080 - Aircraft Worker	25.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.86
23110 - Appliance Mechanic	23.22
23120 - Bicycle Repairer	15.61
23125 - Cable Splicer	31.81
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.38
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	27.40
23310 - Fire Extinguisher Repairer	22.48
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	24.09
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	28.86
23381 - Ground Support Equipment Servicer	24.02
23382 - Ground Support Equipment Worker	25.52
23391 - Gunsmith I	22.48

23392 - Gunsmith II	25.72
23393 - Gunsmith III	28.86
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	28.71
23440 - Heavy Equipment Operator	32.91
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	27.39
23470 - Laborer	15.14
23510 - Locksmith	26.00
23530 - Machinery Maintenance Mechanic	27.59
23550 - Machinist Maintenance	21.71
23580 - Maintenance Trades Helper	17.90
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	26.00
23760 - Painter Maintenance	26.00
23790 - Pipefitter Maintenance	29.88
23810 - Plumber Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	28.86
23850 - Rigger	27.40
23870 - Scale Mechanic	25.72
23890 - Sheet-Metal Worker Maintenance	34.98
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	32.86
23932 - Telecommunications Mechanic II	34.38
23950 - Telephone Lineman	35.05
23960 - Welder Combination Maintenance	22.17
23965 - Well Driller	26.96
23970 - Woodcraft Worker	29.26
23980 - Woodworker	26.66
24000 - Personal Needs Occupations	
24550 - Case Manager	19.26
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.46

24610 - Chore Aide	13.23
24620 - Family Readiness And Support Services Coordinator	19.26
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.30
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.16
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.47
28042 - Carnival Equipment Repairer	16.77
28043 - Carnival Worker	12.06
28210 - Gate Attendant/Gate Tender	18.14
28310 - Lifeguard	13.27
28350 - Park Attendant (Aide)	20.31
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	24.23
28630 - Sports Official	16.16
28690 - Swimming Pool Operator	19.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.00
29020 - Hatch Tender	26.00
29030 - Line Handler	26.00
29041 - Stevedore I	24.25
29042 - Stevedore II	26.00

30000	- Technical Occupations	
30010	- Air Traffic Control Specialist Center (HFO) (see 2)	44.62
30011	- Air Traffic Control Specialist Station (HFO) (see 2)	30.76
30012	- Air Traffic Control Specialist Terminal (HFO) (see 2)	33.87
30021	- Archeological Technician I	19.69
30022	- Archeological Technician II	22.02
30023	- Archeological Technician III	27.27
30030	- Cartographic Technician	27.27
30040	- Civil Engineering Technician	25.73
30051	- Cryogenic Technician I	28.50
30052	- Cryogenic Technician II	31.48
30061	- Drafter/CAD Operator I	19.69
30062	- Drafter/CAD Operator II	22.02
30063	- Drafter/CAD Operator III	24.55
30064	- Drafter/CAD Operator IV	28.50
30081	- Engineering Technician I	19.62
30082	- Engineering Technician II	22.47
30083	- Engineering Technician III	25.28
30084	- Engineering Technician IV	31.22
30085	- Engineering Technician V	39.40
30086	- Engineering Technician VI	43.34
30090	- Environmental Technician	22.13
30095	- Evidence Control Specialist	25.73
30210	- Laboratory Technician	23.15
30221	- Latent Fingerprint Technician I	28.50
30222	- Latent Fingerprint Technician II	31.48
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	21.61
30362	- Paralegal/Legal Assistant II	26.77
30363	- Paralegal/Legal Assistant III	35.39
30364	- Paralegal/Legal Assistant IV	39.62
30375	- Petroleum Supply Specialist	31.48
30390	- Photo-Optics Technician	27.27
30395	- Radiation Control Technician	31.48
30461	- Technical Writer I	27.81
30462	- Technical Writer II	32.99
30463	- Technical Writer III	39.10
30491	- Unexploded Ordnance (UXO) Technician I	28.35
30492	- Unexploded Ordnance (UXO) Technician II	34.30

30493 - Unexploded Ordnance (UXO) Technician III	41.12
30494 - Unexploded (UXO) Safety Escort	28.35
30495 - Unexploded (UXO) Sweep Personnel	28.35
30501 - Weather Forecaster I	28.50
30502 - Weather Forecaster II	34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.30
31020 - Bus Aide	15.14
31030 - Bus Driver	21.05
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	12.60
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	14.09
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.73
99030 - Cashier	11.25
99050 - Desk Clerk	14.67
99095 - Embalmer	34.44
99130 - Flight Follower	28.35
99251 - Laboratory Animal Caretaker I	14.11
99252 - Laboratory Animal Caretaker II	15.30
99260 - Marketing Analyst	28.60
99310 - Mortician	34.44
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.94
99711 - Recycling Specialist	23.63
99730 - Refuse Collector	19.72
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.55
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74

99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.59
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	19.59

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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).

** 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.

** 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.

** 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))."