

"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.: 2015-4235
Daniel W. Simms	Division of	Revision No.: 11
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: Pennsylvania

Area: Pennsylvania Counties of Allegheny Armstrong Beaver Butler Fayette  
Washington Westmoreland

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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		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		26.04
01035 - Court Reporter		19.56
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.22
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.61
01060 - Dispatcher Motor Vehicle		20.86
01070 - Document Preparation Clerk		15.24
01090 - Duplicating Machine Operator		15.24
01111 - General Clerk I		13.05
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		13.92
01191 - Order Clerk I		15.55
01192 - Order Clerk II		16.97
01261 - Personnel Assistant (Employment) I		16.18
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.18
01270 - Production Control Clerk		23.89
01290 - Rental Clerk		15.53
01300 - Scheduler Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01313 - Secretary III		19.31
01320 - Service Order Dispatcher		18.64
01410 - Supply Technician		26.04
01420 - Survey Worker		16.19
01460 - Switchboard Operator/Receptionist		12.81

01531 - Travel Clerk I	15.26
01532 - Travel Clerk II	16.38
01533 - Travel Clerk III	17.57
01611 - Word Processor I	13.88
01612 - Word Processor II	15.57
01613 - Word Processor III	17.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.59
05010 - Automotive Electrician	18.62
05040 - Automotive Glass Installer	17.67
05070 - Automotive Worker	17.67
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	19.49
05160 - Motor Equipment Metal Worker	17.67
05190 - Motor Vehicle Mechanic	19.49
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.69
05280 - Motor Vehicle Wrecker	17.67
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	17.67
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	19.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	12.82
07042 - Cook II	14.49
07070 - Dishwasher	9.72
07130 - Food Service Worker	11.13
07210 - Meat Cutter	16.01
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	15.47
09130 - Upholsterer	18.91

11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.23
11060 - Elevator Operator	13.61
11090 - Gardener	16.64
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	15.55
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	19.16
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	25.37
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	28.96
12030 - EKG Technician	23.39
12035 - Electroneurodiagnostic Technologist	23.39
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	17.35
12072 - Licensed Practical Nurse II	19.41
12073 - Licensed Practical Nurse III	21.63
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	20.93
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	17.64
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	29.69
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.12
12235 - Optical Dispenser	17.49
12236 - Optical Technician	15.71

12250 - Pharmacy Technician	13.72
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	23.44
12311 - Registered Nurse I	25.03
12312 - Registered Nurse II	30.61
12313 - Registered Nurse II Specialist	30.61
12314 - Registered Nurse III	37.03
12315 - Registered Nurse III Anesthetist	37.03
12316 - Registered Nurse IV	44.39
12317 - Scheduler (Drug and Alcohol Testing)	24.04
12320 - Substance Abuse Treatment Counselor	20.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	27.75
13047 - Librarian	25.93
13050 - Library Aide/Clerk	10.34
13054 - Library Information Technology Systems Administrator	23.28
13058 - Library Technician	16.06
13061 - Media Specialist I	16.89
13062 - Media Specialist II	18.90
13063 - Media Specialist III	21.07
13071 - Photographer I	14.91
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.29
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	12.21
13110 - Video Teleconference Technician	21.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.79
14043 - Computer Operator III	19.84

14044 - Computer Operator IV	22.05
14045 - Computer Operator V	24.41
14071 - Computer Programmer I (see 1)	22.35
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	15.90
14160 - Personal Computer Support Technician	22.05
14170 - System Support Specialist	28.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.72
15020 - Aircrew Training Devices Instructor (Rated)	34.74
15030 - Air Crew Training Devices Instructor (Pilot)	41.65
15050 - Computer Based Training Specialist / Instructor	28.12
15060 - Educational Technologist	31.06
15070 - Flight Instructor (Pilot)	41.65
15080 - Graphic Artist	24.48
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.65
15086 - Maintenance Test Pilot Rotary Wing	41.65
15088 - Non-Maintenance Test/Co-Pilot	41.65
15090 - Technical Instructor	23.05
15095 - Technical Instructor/Course Developer	28.19
15110 - Test Proctor	18.61
15120 - Tutor	18.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.15
16030 - Counter Attendant	10.15
16040 - Dry Cleaner	12.66
16070 - Finisher Flatwork Machine	10.15
16090 - Presser Hand	10.15
16110 - Presser Machine Drycleaning	10.15
16130 - Presser Machine Shirts	10.15
16160 - Presser Machine Wearing Apparel Laundry	10.15
16190 - Sewing Machine Operator	13.48

16220 - Tailor	14.31
16250 - Washer Machine	10.98
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.35
19040 - Tool And Die Maker	22.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.33
21030 - Material Coordinator	23.89
21040 - Material Expediter	23.89
21050 - Material Handling Laborer	18.10
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	20.33
21110 - Shipping Packer	16.61
21130 - Shipping/Receiving Clerk	16.61
21140 - Store Worker I	14.99
21150 - Stock Clerk	19.02
21210 - Tools And Parts Attendant	20.33
21410 - Warehouse Specialist	20.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.36
23019 - Aircraft Logs and Records Technician	28.96
23021 - Aircraft Mechanic I	33.00
23022 - Aircraft Mechanic II	34.36
23023 - Aircraft Mechanic III	36.01
23040 - Aircraft Mechanic Helper	26.09
23050 - Aircraft Painter	32.34
23060 - Aircraft Servicer	28.96
23070 - Aircraft Survival Flight Equipment Technician	32.34
23080 - Aircraft Worker	30.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.00
23110 - Appliance Mechanic	23.13
23120 - Bicycle Repairer	13.96
23125 - Cable Splicer	36.54
23130 - Carpenter Maintenance	27.29

23140 - Carpet Layer	21.70
23160 - Electrician Maintenance	32.26
23181 - Electronics Technician Maintenance I	25.66
23182 - Electronics Technician Maintenance II	27.04
23183 - Electronics Technician Maintenance III	28.30
23260 - Fabric Worker	22.98
23290 - Fire Alarm System Mechanic	21.02
23310 - Fire Extinguisher Repairer	21.54
23311 - Fuel Distribution System Mechanic	31.35
23312 - Fuel Distribution System Operator	25.16
23370 - General Maintenance Worker	18.17
23380 - Ground Support Equipment Mechanic	33.00
23381 - Ground Support Equipment Servicer	28.96
23382 - Ground Support Equipment Worker	30.61
23391 - Gunsmith I	21.54
23392 - Gunsmith II	24.34
23393 - Gunsmith III	26.84
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.01
23430 - Heavy Equipment Mechanic	23.80
23440 - Heavy Equipment Operator	24.03
23460 - Instrument Mechanic	26.84
23465 - Laboratory/Shelter Mechanic	25.65
23470 - Laborer	14.78
23510 - Locksmith	22.28
23530 - Machinery Maintenance Mechanic	24.18
23550 - Machinist Maintenance	21.05
23580 - Maintenance Trades Helper	16.43
23591 - Metrology Technician I	26.84
23592 - Metrology Technician II	27.81
23593 - Metrology Technician III	29.03
23640 - Millwright	25.25
23710 - Office Appliance Repairer	19.71
23760 - Painter Maintenance	22.89
23790 - Pipefitter Maintenance	29.62



23810 - Plumber Maintenance	28.02
23820 - Pneudraulic Systems Mechanic	26.84
23850 - Rigger	23.24
23870 - Scale Mechanic	24.34
23890 - Sheet-Metal Worker Maintenance	31.34
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	26.90
23932 - Telecommunications Mechanic II	27.85
23950 - Telephone Lineman	33.59
23960 - Welder Combination Maintenance	21.03
23965 - Well Driller	22.28
23970 - Woodcraft Worker	26.84
23980 - Woodworker	21.54
24000 - Personal Needs Occupations	
24550 - Case Manager	16.16
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	13.14
24610 - Chore Aide	11.63
24620 - Family Readiness And Support Services Coordinator	16.16
24630 - Homemaker	16.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.81
25040 - Sewage Plant Operator	26.28
25070 - Stationary Engineer	26.81
25190 - Ventilation Equipment Tender	19.97
25210 - Water Treatment Plant Operator	26.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.95
27007 - Baggage Inspector	11.65
27008 - Corrections Officer	28.70
27010 - Court Security Officer	27.95
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	28.70
27070 - Firefighter	28.03
27101 - Guard I	11.65
27102 - Guard II	14.84

27131 - Police Officer I	27.34
27132 - Police Officer II	30.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Worker	9.28
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	18.70
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.40
29020 - Hatch Tender	23.40
29030 - Line Handler	23.40
29041 - Stevedore I	22.11
29042 - Stevedore II	24.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.48
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.26
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	20.41
30023 - Archeological Technician III	24.87
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	25.66
30051 - Cryogenic Technician I	26.59
30052 - Cryogenic Technician II	28.66
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.41
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.98

30084 - Engineering Technician IV	24.78
30085 - Engineering Technician V	30.31
30086 - Engineering Technician VI	36.67
30090 - Environmental Technician	21.50
30095 - Evidence Control Specialist	23.43
30210 - Laboratory Technician	21.77
30221 - Latent Fingerprint Technician I	25.94
30222 - Latent Fingerprint Technician II	28.66
30240 - Mathematical Technician	25.30
30361 - Paralegal/Legal Assistant I	19.93
30362 - Paralegal/Legal Assistant II	24.70
30363 - Paralegal/Legal Assistant III	30.21
30364 - Paralegal/Legal Assistant IV	33.89
30375 - Petroleum Supply Specialist	27.01
30390 - Photo-Optics Technician	26.70
30395 - Radiation Control Technician	28.66
30461 - Technical Writer I	23.84
30462 - Technical Writer II	29.16
30463 - Technical Writer III	35.28
30491 - Unexploded Ordnance (UXO) Technician I	25.33
30492 - Unexploded Ordnance (UXO) Technician II	30.64
30493 - Unexploded Ordnance (UXO) Technician III	36.73
30494 - Unexploded (UXO) Safety Escort	25.33
30495 - Unexploded (UXO) Sweep Personnel	25.33
30501 - Weather Forecaster I	26.60
30502 - Weather Forecaster II	31.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.77
30621 - Weather Observer Senior	(see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.64
31020 - Bus Aide	19.42
31030 - Bus Driver	24.49
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	10.82
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	11.29

31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	22.26
31364 - Truckdriver Tractor-Trailer	22.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.94
99030 - Cashier	9.37
99050 - Desk Clerk	10.51
99095 - Embalmer	27.76
99130 - Flight Follower	25.33
99251 - Laboratory Animal Caretaker I	14.22
99252 - Laboratory Animal Caretaker II	15.22
99260 - Marketing Analyst	29.87
99310 - Mortician	27.76
99410 - Pest Controller	17.92
99510 - Photofinishing Worker	15.48
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.55
99730 - Refuse Collector	19.71
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	12.83
99830 - Survey Party Chief	23.41
99831 - Surveying Aide	13.95
99832 - Surveying Technician	21.28
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

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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: \$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 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

\*\* UNIFORM ALLOWANCE \*\*



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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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