

"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.: 2015-5396
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 09/16/2019

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: Montana

Area: Montana Counties of Carter Custer Daniels Dawson Fallon Garfield
McCone Phillips Powder River Prairie Richland Roosevelt Rosebud
Sheridan Treasure Valley Wibaux

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.49
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		16.95
01020 - Administrative Assistant		20.74
01035 - Court Reporter		17.59
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.06
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		22.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.35
01120 - Housing Referral Assistant		19.60
01141 - Messenger Courier		11.42
01191 - Order Clerk I		12.83
01192 - Order Clerk II		14.00
01261 - Personnel Assistant (Employment) I		15.72
01262 - Personnel Assistant (Employment) II		17.59
01263 - Personnel Assistant (Employment) III		19.60
01270 - Production Control Clerk		20.94
01290 - Rental Clerk		13.79
01300 - Scheduler Maintenance		15.72
01311 - Secretary I		15.72
01312 - Secretary II		17.59
01313 - Secretary III		19.60
01320 - Service Order Dispatcher		21.05
01410 - Supply Technician		20.74
01420 - Survey Worker		17.06
01460 - Switchboard Operator/Receptionist		13.98
01531 - Travel Clerk I		11.66
01532 - Travel Clerk II		12.50
01533 - Travel Clerk III		13.31

01611 - Word Processor I	14.00
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.94
05010 - Automotive Electrician	17.18
05040 - Automotive Glass Installer	15.99
05070 - Automotive Worker	15.99
05110 - Mobile Equipment Servicer	13.85
05130 - Motor Equipment Metal Mechanic	18.34
05160 - Motor Equipment Metal Worker	15.99
05190 - Motor Vehicle Mechanic	18.34
05220 - Motor Vehicle Mechanic Helper	12.78
05250 - Motor Vehicle Upholstery Worker	14.92
05280 - Motor Vehicle Wrecker	15.99
05310 - Painter Automotive	17.18
05340 - Radiator Repair Specialist	15.99
05370 - Tire Repairer	13.83
05400 - Transmission Repair Specialist	18.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.50
07041 - Cook I	13.43
07042 - Cook II	15.51
07070 - Dishwasher	9.87
07130 - Food Service Worker	11.07
07210 - Meat Cutter	15.90
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.25
09040 - Furniture Handler	16.17
09080 - Furniture Refinisher	21.25
09090 - Furniture Refinisher Helper	18.60
09110 - Furniture Repairer Minor	20.80
09130 - Upholsterer	21.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	14.50
11090 - Gardener	16.62
11122 - Housekeeping Aide	14.50

11150 - Janitor	14.50
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	11.33
11260 - Pruner	11.78
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	14.59
12011 - Breath Alcohol Technician	19.50
12012 - Certified Occupational Therapist Assistant	24.83
12015 - Certified Physical Therapist Assistant	23.02
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	35.17
12030 - EKG Technician	29.55
12035 - Electroneurodiagnostic Technologist	29.55
12040 - Emergency Medical Technician	14.59
12071 - Licensed Practical Nurse I	17.43
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.73
12100 - Medical Assistant	16.08
12130 - Medical Laboratory Technician	24.23
12160 - Medical Record Clerk	16.89
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	17.43
12210 - Nuclear Medicine Technologist	42.84
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	18.24
12236 - Optical Technician	17.43
12250 - Pharmacy Technician	16.85
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	27.22
12311 - Registered Nurse I	21.64
12312 - Registered Nurse II	26.47
12313 - Registered Nurse II Specialist	26.47
12314 - Registered Nurse III	32.02

12315 - Registered Nurse III Anesthetist		32.02
12316 - Registered Nurse IV		38.38
12317 - Scheduler (Drug and Alcohol Testing)		24.15
12320 - Substance Abuse Treatment Counselor		25.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.89
13012 - Exhibits Specialist II		20.92
13013 - Exhibits Specialist III		25.60
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.60
13047 - Librarian		22.94
13050 - Library Aide/Clerk		12.47
13054 - Library Information Technology Systems Administrator		20.71
13058 - Library Technician		14.01
13061 - Media Specialist I		14.94
13062 - Media Specialist II		16.72
13063 - Media Specialist III		18.64
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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	12.91
14160 - Personal Computer Support Technician	17.93
14170 - System Support Specialist	23.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.19
15020 - Aircrew Training Devices Instructor (Rated)	35.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.49
15050 - Computer Based Training Specialist / Instructor	29.19
15060 - Educational Technologist	22.79
15070 - Flight Instructor (Pilot)	41.49
15080 - Graphic Artist	20.12
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.49
15086 - Maintenance Test Pilot Rotary Wing	41.49
15088 - Non-Maintenance Test/Co-Pilot	41.49
15090 - Technical Instructor	18.10
15095 - Technical Instructor/Course Developer	22.13
15110 - Test Proctor	14.60
15120 - Tutor	14.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.95
16030 - Counter Attendant	9.95
16040 - Dry Cleaner	11.36
16070 - Finisher Flatwork Machine	9.95
16090 - Presser Hand	9.95
16110 - Presser Machine Drycleaning	9.95
16130 - Presser Machine Shirts	9.95
16160 - Presser Machine Wearing Apparel Laundry	9.95
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.59
16250 - Washer Machine	10.42
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.40
19040 - Tool And Die Maker	32.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.84
21030 - Material Coordinator	24.12
21040 - Material Expediter	24.12
21050 - Material Handling Laborer	15.74
21071 - Order Filler	13.39

21080 - Production Line Worker (Food Processing)	19.84
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	12.32
21150 - Stock Clerk	17.47
21210 - Tools And Parts Attendant	19.84
21410 - Warehouse Specialist	19.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.49
23019 - Aircraft Logs and Records Technician	24.20
23021 - Aircraft Mechanic I	29.74
23022 - Aircraft Mechanic II	31.49
23023 - Aircraft Mechanic III	33.31
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	27.86
23060 - Aircraft Servicer	24.20
23070 - Aircraft Survival Flight Equipment Technician	27.86
23080 - Aircraft Worker	25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.74
23110 - Appliance Mechanic	25.72
23120 - Bicycle Repairer	19.02
23125 - Cable Splicer	41.88
23130 - Carpenter Maintenance	22.02
23140 - Carpet Layer	25.94
23160 - Electrician Maintenance	30.78
23181 - Electronics Technician Maintenance I	25.94
23182 - Electronics Technician Maintenance II	27.86
23183 - Electronics Technician Maintenance III	29.74
23260 - Fabric Worker	23.61
23290 - Fire Alarm System Mechanic	28.19
23310 - Fire Extinguisher Repairer	21.91
23311 - Fuel Distribution System Mechanic	29.89
23312 - Fuel Distribution System Operator	22.97
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	29.74
23381 - Ground Support Equipment Servicer	24.20

23382 - Ground Support Equipment Worker	25.94
23391 - Gunsmith I	21.91
23392 - Gunsmith II	25.29
23393 - Gunsmith III	29.02
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.67
23430 - Heavy Equipment Mechanic	26.62
23440 - Heavy Equipment Operator	25.45
23460 - Instrument Mechanic	28.86
23465 - Laboratory/Shelter Mechanic	27.18
23470 - Laborer	15.74
23510 - Locksmith	25.06
23530 - Machinery Maintenance Mechanic	29.99
23550 - Machinist Maintenance	23.45
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	28.86
23592 - Metrology Technician II	30.46
23593 - Metrology Technician III	32.21
23640 - Millwright	28.19
23710 - Office Appliance Repairer	26.40
23760 - Painter Maintenance	21.96
23790 - Pipefitter Maintenance	32.29
23810 - Plumber Maintenance	26.90
23820 - Pneudraulic Systems Mechanic	29.02
23850 - Rigger	29.02
23870 - Scale Mechanic	25.29
23890 - Sheet-Metal Worker Maintenance	27.13
23910 - Small Engine Mechanic	23.16
23931 - Telecommunications Mechanic I	30.05
23932 - Telecommunications Mechanic II	31.81
23950 - Telephone Lineman	29.71
23960 - Welder Combination Maintenance	25.72
23965 - Well Driller	28.19
23970 - Woodcraft Worker	29.02
23980 - Woodworker	21.29
24000 - Personal Needs Occupations	
24550 - Case Manager	13.13

24570 - Child Care Attendant	10.61
24580 - Child Care Center Clerk	13.23
24610 - Chore Aide	11.16
24620 - Family Readiness And Support Services Coordinator	13.13
24630 - Homemaker	13.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.74
25040 - Sewage Plant Operator	23.05
25070 - Stationary Engineer	29.74
25190 - Ventilation Equipment Tender	20.66
25210 - Water Treatment Plant Operator	23.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	13.29
27008 - Corrections Officer	20.17
27010 - Court Security Officer	20.94
27030 - Detection Dog Handler	14.87
27040 - Detention Officer	20.17
27070 - Firefighter	22.16
27101 - Guard I	13.29
27102 - Guard II	14.87
27131 - Police Officer I	21.39
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.95
28042 - Carnival Equipment Repairer	17.34
28043 - Carnival Worker	11.68
28210 - Gate Attendant/Gate Tender	16.09
28310 - Lifeguard	13.78
28350 - Park Attendant (Aide)	18.01
28510 - Recreation Aide/Health Facility Attendant	13.15
28515 - Recreation Specialist	18.59
28630 - Sports Official	14.33
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.27
29020 - Hatch Tender	28.27
29030 - Line Handler	28.27

29041 - Stevedore I	26.62
29042 - Stevedore II	30.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.81
30022 - Archeological Technician II	20.28
30023 - Archeological Technician III	24.67
30030 - Cartographic Technician	25.15
30040 - Civil Engineering Technician	21.97
30051 - Cryogenic Technician I	30.28
30052 - Cryogenic Technician II	33.45
30061 - Drafter/CAD Operator I	17.81
30062 - Drafter/CAD Operator II	20.28
30063 - Drafter/CAD Operator III	22.52
30064 - Drafter/CAD Operator IV	27.35
30081 - Engineering Technician I	14.19
30082 - Engineering Technician II	16.98
30083 - Engineering Technician III	19.00
30084 - Engineering Technician IV	23.55
30085 - Engineering Technician V	28.81
30086 - Engineering Technician VI	34.85
30090 - Environmental Technician	18.02
30095 - Evidence Control Specialist	27.33
30210 - Laboratory Technician	21.13
30221 - Latent Fingerprint Technician I	30.28
30222 - Latent Fingerprint Technician II	33.45
30240 - Mathematical Technician	23.76
30361 - Paralegal/Legal Assistant I	18.32
30362 - Paralegal/Legal Assistant II	22.69
30363 - Paralegal/Legal Assistant III	27.76
30364 - Paralegal/Legal Assistant IV	33.58
30375 - Petroleum Supply Specialist	33.45
30390 - Photo-Optics Technician	24.08
30395 - Radiation Control Technician	33.45
30461 - Technical Writer I	20.21
30462 - Technical Writer II	24.71
30463 - Technical Writer III	29.90

30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	30.28
30502 - Weather Forecaster II	36.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.52
30621 - Weather Observer Senior	(see 2) 23.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.39
31030 - Bus Driver	17.92
31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	11.80
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	20.53
31363 - Truckdriver Heavy	24.27
31364 - Truckdriver Tractor-Trailer	24.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	10.80
99050 - Desk Clerk	10.58
99095 - Embalmer	26.66
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.19
99260 - Marketing Analyst	24.85
99310 - Mortician	26.66
99410 - Pest Controller	20.35
99510 - Photofinishing Worker	12.97
99710 - Recycling Laborer	19.53
99711 - Recycling Specialist	23.65
99730 - Refuse Collector	17.32
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	14.00

99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	17.74
99841 - Vending Machine Repairer	21.05
99842 - Vending Machine Repairer Helper	17.74

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

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

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

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

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

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

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

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

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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