

"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.: 2015-4839

Daniel W. Simms Division of | Revision No.: 9

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: Michigan

Area: Michigan County of Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.04
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		28.79
01035 - Court Reporter		20.18
01041 - Customer Service Representative I		13.33

01042 - Customer Service Representative II	14.99
01043 - Customer Service Representative III	16.36
01051 - Data Entry Operator I	14.92
01052 - Data Entry Operator II	16.28
01060 - Dispatcher Motor Vehicle	21.98
01070 - Document Preparation Clerk	17.26
01090 - Duplicating Machine Operator	17.26
01111 - General Clerk I	13.82
01112 - General Clerk II	15.09
01113 - General Clerk III	16.93
01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	13.45
01191 - Order Clerk I	15.58
01192 - Order Clerk II	17.55
01261 - Personnel Assistant (Employment) I	17.57
01262 - Personnel Assistant (Employment) II	19.65
01263 - Personnel Assistant (Employment) III	21.91
01270 - Production Control Clerk	26.41
01290 - Rental Clerk	15.38
01300 - Scheduler Maintenance	17.50
01311 - Secretary I	17.50
01312 - Secretary II	19.58
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	28.79
01420 - Survey Worker	20.33
01460 - Switchboard Operator/Receptionist	13.91
01531 - Travel Clerk I	15.14
01532 - Travel Clerk II	16.46
01533 - Travel Clerk III	17.80
01611 - Word Processor I	16.29
01612 - Word Processor II	18.29
01613 - Word Processor III	20.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.78
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84

05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	22.88
12012 - Certified Occupational Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	17.15
12025 - Dental Hygienist	32.36
12030 - EKG Technician	29.00
12035 - Electroneurodiagnostic Technologist	29.00
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	20.45
12072 - Licensed Practical Nurse II	22.88
12073 - Licensed Practical Nurse III	25.51
12100 - Medical Assistant	15.40

12130 - Medical Laboratory Technician	25.09
12160 - Medical Record Clerk	17.06
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	34.85
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.92
12223 - Nursing Assistant III	15.18
12224 - Nursing Assistant IV	17.05
12235 - Optical Dispenser	19.36
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.61
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	28.35
12320 - Substance Abuse Treatment Counselor	20.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13090 - Technical Order Library Clerk	17.19
13110 - Video Teleconference Technician	21.04
14000 - Information Technology Occupations	

14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.40
14044 - Computer Operator IV	23.77
14045 - Computer Operator V	26.33
14071 - Computer Programmer I (see 1)	22.60
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	17.16
14160 - Personal Computer Support Technician	23.77
14170 - System Support Specialist	30.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.52
15020 - Aircrew Training Devices Instructor (Rated)	39.35
15030 - Air Crew Training Devices Instructor (Pilot)	50.79
15050 - Computer Based Training Specialist / Instructor	32.52
15060 - Educational Technologist	33.33
15070 - Flight Instructor (Pilot)	50.79
15080 - Graphic Artist	30.61
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.42
15086 - Maintenance Test Pilot Rotary Wing	45.42
15088 - Non-Maintenance Test/Co-Pilot	45.42
15090 - Technical Instructor	26.84
15095 - Technical Instructor/Course Developer	32.69
15110 - Test Proctor	21.80
15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.86
16030 - Counter Attendant	10.86
16040 - Dry Cleaner	14.62
16070 - Finisher Flatwork Machine	10.86
16090 - Presser Hand	10.86
16110 - Presser Machine Drycleaning	10.86
16130 - Presser Machine Shirts	10.86
16160 - Presser Machine Wearing Apparel Laundry	10.86
16190 - Sewing Machine Operator	15.92
16220 - Tailor	17.16
16250 - Washer Machine	12.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.86
19040 - Tool And Die Maker	31.64

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	20.65
21030 - Material Coordinator	26.41
21040 - Material Expediter	26.41
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.40
21130 - Shipping/Receiving Clerk	17.40
21140 - Store Worker I	18.83
21150 - Stock Clerk	23.93
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	31.93
23019 - Aircraft Logs and Records Technician	27.65
23021 - Aircraft Mechanic I	30.89
23022 - Aircraft Mechanic II	31.93
23023 - Aircraft Mechanic III	32.96
23040 - Aircraft Mechanic Helper	25.00
23050 - Aircraft Painter	29.66
23060 - Aircraft Servicer	27.65
23070 - Aircraft Survival Flight Equipment Technician	29.66
23080 - Aircraft Worker	28.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.89
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	22.58
23125 - Cable Splicer	36.99
23130 - Carpenter Maintenance	28.05
23140 - Carpet Layer	25.41
23160 - Electrician Maintenance	33.11
23181 - Electronics Technician Maintenance I	27.09
23182 - Electronics Technician Maintenance II	27.98
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	24.65
23290 - Fire Alarm System Mechanic	25.31
23310 - Fire Extinguisher Repairer	23.76
23311 - Fuel Distribution System Mechanic	31.34
23312 - Fuel Distribution System Operator	27.04
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	30.89
23381 - Ground Support Equipment Servicer	27.65

23382 - Ground Support Equipment Worker	28.71
23391 - Gunsmith I	23.76
23392 - Gunsmith II	25.60
23393 - Gunsmith III	27.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	31.25
23465 - Laboratory/Shelter Mechanic	26.44
23470 - Laborer	16.69
23510 - Locksmith	26.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	31.25
23592 - Metrology Technician II	32.31
23593 - Metrology Technician III	33.34
23640 - Millwright	34.55
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	33.66
23810 - Plumber Maintenance	32.32
23820 - Pneudraulic Systems Mechanic	27.48
23850 - Rigger	31.00
23870 - Scale Mechanic	25.60
23890 - Sheet-Metal Worker Maintenance	29.24
23910 - Small Engine Mechanic	25.41
23931 - Telecommunications Mechanic I	31.93
23932 - Telecommunications Mechanic II	32.95
23950 - Telephone Lineman	27.48
23960 - Welder Combination Maintenance	26.46
23965 - Well Driller	27.48
23970 - Woodcraft Worker	27.48
23980 - Woodworker	23.76
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.08
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.28
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	33.28
25190 - Ventilation Equipment Tender	26.93
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.91
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	26.02
27010 - Court Security Officer	25.58
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	26.02
27070 - Firefighter	24.07
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	28.25
27132 - Police Officer II	31.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	18.91
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.55
29020 - Hatch Tender	26.55
29030 - Line Handler	26.55
29041 - Stevedore I	25.57
29042 - Stevedore II	27.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HF0) (see 2)	42.51
30011 - Air Traffic Control Specialist Station (HF0) (see 2)	29.32
30012 - Air Traffic Control Specialist Terminal (HF0) (see 2)	32.29
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30051 - Cryogenic Technician I	29.10

30052 - Cryogenic Technician II	32.14
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	25.46
30095 - Evidence Control Specialist	26.28
30210 - Laboratory Technician	25.60
30221 - Latent Fingerprint Technician I	30.32
30222 - Latent Fingerprint Technician II	33.48
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	32.14
30390 - Photo-Optics Technician	27.83
30395 - Radiation Control Technician	32.14
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	27.02
30492 - Unexploded Ordnance (UXO) Technician II	32.69
30493 - Unexploded Ordnance (UXO) Technician III	39.19
30494 - Unexploded (UXO) Safety Escort	27.02
30495 - Unexploded (UXO) Sweep Personnel	27.02
30501 - Weather Forecaster I	29.10
30502 - Weather Forecaster II	35.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.05
30621 - Weather Observer Senior	(see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.69
31020 - Bus Aide	15.19
31030 - Bus Driver	19.38
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.66

31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.94
99030 - Cashier	10.62
99050 - Desk Clerk	11.40
99095 - Embalmer	33.88
99130 - Flight Follower	27.02
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	42.10
99310 - Mortician	33.88
99410 - Pest Controller	19.39
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	23.50
99711 - Recycling Specialist	27.10
99730 - Refuse Collector	21.69
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	20.74
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	20.74

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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).

**** 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.

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))."