

"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.: 2015-4871

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: Michigan

Area: Michigan Counties of Alger Baraga Chippewa Delta Dickinson Gogebic
Houghton Iron Keweenaw Luce Mackinac Marquette Menominee Ontonagon
Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		23.77
01035 - Court Reporter		20.59
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.02
01043 - Customer Service Representative III		15.30
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00
01060 - Dispatcher Motor Vehicle		18.17
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.42
01112 - General Clerk II		15.60
01113 - General Clerk III		17.71
01120 - Housing Referral Assistant		19.30
01141 - Messenger Courier		11.81
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.78
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.67
01263 - Personnel Assistant (Employment) III		19.69
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		10.58
01300 - Scheduler Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01313 - Secretary III		19.30
01320 - Service Order Dispatcher		16.24

01410 - Supply Technician	23.77
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.82
01531 - Travel Clerk I	13.41
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.69
01611 - Word Processor I	13.79
01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.67
05010 - Automotive Electrician	19.04
05040 - Automotive Glass Installer	18.25
05070 - Automotive Worker	18.25
05110 - Mobile Equipment Servicer	16.89
05130 - Motor Equipment Metal Mechanic	20.06
05160 - Motor Equipment Metal Worker	18.25
05190 - Motor Vehicle Mechanic	20.06
05220 - Motor Vehicle Mechanic Helper	16.09
05250 - Motor Vehicle Upholstery Worker	17.67
05280 - Motor Vehicle Wrecker	18.25
05310 - Painter Automotive	19.04
05340 - Radiator Repair Specialist	18.25
05370 - Tire Repairer	16.31
05400 - Transmission Repair Specialist	20.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	13.02
07042 - Cook II	14.57
07070 - Dishwasher	10.61
07130 - Food Service Worker	10.88
07210 - Meat Cutter	15.51
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.61
09040 - Furniture Handler	17.73
09080 - Furniture Refinisher	23.61

09090 - Furniture Refinisher Helper	19.69
09110 - Furniture Repairer Minor	21.65
09130 - Upholsterer	23.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.40
11060 - Elevator Operator	12.08
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.08
11150 - Janitor	12.08
11210 - Laborer Grounds Maintenance	12.59
11240 - Maid or Houseman	11.00
11260 - Pruner	12.00
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	15.47
12011 - Breath Alcohol Technician	18.27
12012 - Certified Occupational Therapist Assistant	28.21
12015 - Certified Physical Therapist Assistant	23.74
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	32.23
12030 - EKG Technician	23.98
12035 - Electroneurodiagnostic Technologist	23.98
12040 - Emergency Medical Technician	15.47
12071 - Licensed Practical Nurse I	16.33
12072 - Licensed Practical Nurse II	18.27
12073 - Licensed Practical Nurse III	20.36
12100 - Medical Assistant	14.28
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	15.81
12190 - Medical Record Technician	17.69
12195 - Medical Transcriptionist	16.70
12210 - Nuclear Medicine Technologist	40.14
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28

12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	16.65
12236 - Optical Technician	16.33
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	15.03
12305 - Radiologic Technologist	26.32
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.34
12315 - Registered Nurse III Anesthetist	35.34
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	22.63
12320 - Substance Abuse Treatment Counselor	18.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	14.34
13054 - Library Information Technology Systems Administrator	22.26
13058 - Library Technician	16.65
13061 - Media Specialist I	16.07
13062 - Media Specialist II	17.97
13063 - Media Specialist III	20.04
13071 - Photographer I	14.63
13072 - Photographer II	16.37
13073 - Photographer III	20.27
13074 - Photographer IV	24.80
13075 - Photographer V	30.00
13090 - Technical Order Library Clerk	14.34
13110 - Video Teleconference Technician	16.07
14000 - Information Technology Occupations	

14041 - Computer Operator I	14.47
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.05
14044 - Computer Operator IV	20.05
14045 - Computer Operator V	22.21
14071 - Computer Programmer I	20.85
14072 - Computer Programmer II	25.83
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.47
14160 - Personal Computer Support Technician	20.05
14170 - System Support Specialist	25.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.00
15020 - Aircrew Training Devices Instructor (Rated)	33.87
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	28.00
15060 - Educational Technologist	27.33
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.60
15086 - Maintenance Test Pilot Rotary Wing	40.60
15088 - Non-Maintenance Test/Co-Pilot	40.60
15090 - Technical Instructor	19.11
15095 - Technical Instructor/Course Developer	23.38
15110 - Test Proctor	15.69
15120 - Tutor	15.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23

16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.97
16220 - Tailor	17.22
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.07
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.26
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	12.65
21071 - Order Filler	12.79
21080 - Production Line Worker (Food Processing)	22.26
21110 - Shipping Packer	15.30
21130 - Shipping/Receiving Clerk	15.30
21140 - Store Worker I	15.64
21150 - Stock Clerk	18.92
21210 - Tools And Parts Attendant	22.26
21410 - Warehouse Specialist	22.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.64
23019 - Aircraft Logs and Records Technician	22.39
23021 - Aircraft Mechanic I	25.59
23022 - Aircraft Mechanic II	26.64
23023 - Aircraft Mechanic III	27.71
23040 - Aircraft Mechanic Helper	20.13
23050 - Aircraft Painter	24.55
23060 - Aircraft Servicer	22.39
23070 - Aircraft Survival Flight Equipment Technician	24.55
23080 - Aircraft Worker	23.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.59
23110 - Appliance Mechanic	23.98

23120 - Bicycle Repairer	14.83
23125 - Cable Splicer	32.88
23130 - Carpenter Maintenance	20.52
23140 - Carpet Layer	22.96
23160 - Electrician Maintenance	29.50
23181 - Electronics Technician Maintenance I	32.09
23182 - Electronics Technician Maintenance II	33.53
23183 - Electronics Technician Maintenance III	34.96
23260 - Fabric Worker	21.86
23290 - Fire Alarm System Mechanic	24.99
23310 - Fire Extinguisher Repairer	20.80
23311 - Fuel Distribution System Mechanic	26.64
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	25.59
23381 - Ground Support Equipment Servicer	22.39
23382 - Ground Support Equipment Worker	23.52
23391 - Gunsmith I	20.80
23392 - Gunsmith II	22.96
23393 - Gunsmith III	24.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.12
23430 - Heavy Equipment Mechanic	23.30
23440 - Heavy Equipment Operator	23.66
23460 - Instrument Mechanic	24.99
23465 - Laboratory/Shelter Mechanic	23.98
23470 - Laborer	12.65
23510 - Locksmith	23.98
23530 - Machinery Maintenance Mechanic	25.88
23550 - Machinist Maintenance	19.21
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	24.99
23592 - Metrology Technician II	26.02
23593 - Metrology Technician III	27.06
23640 - Millwright	27.14

23710 - Office Appliance Repairer	21.44
23760 - Painter Maintenance	19.04
23790 - Pipefitter Maintenance	27.51
23810 - Plumber Maintenance	26.40
23820 - Pneudraulic Systems Mechanic	24.99
23850 - Rigger	24.99
23870 - Scale Mechanic	22.96
23890 - Sheet-Metal Worker Maintenance	24.99
23910 - Small Engine Mechanic	18.25
23931 - Telecommunications Mechanic I	24.59
23932 - Telecommunications Mechanic II	25.61
23950 - Telephone Lineman	24.99
23960 - Welder Combination Maintenance	19.62
23965 - Well Driller	25.92
23970 - Woodcraft Worker	24.99
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24550 - Case Manager	13.86
24570 - Child Care Attendant	10.70
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	11.11
24620 - Family Readiness And Support Services Coordinator	13.86
24630 - Homemaker	14.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.82
25040 - Sewage Plant Operator	23.47
25070 - Stationary Engineer	30.82
25190 - Ventilation Equipment Tender	24.17
25210 - Water Treatment Plant Operator	23.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	11.57
27008 - Corrections Officer	27.08
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	27.08

27070 - Firefighter	17.11
27101 - Guard I	11.57
27102 - Guard II	13.92
27131 - Police Officer I	22.63
27132 - Police Officer II	25.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.32
28043 - Carnival Worker	11.67
28210 - Gate Attendant/Gate Tender	15.51
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	17.35
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	21.41
28630 - Sports Official	13.81
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.38
29020 - Hatch Tender	23.38
29030 - Line Handler	23.38
29041 - Stevedore I	22.27
29042 - Stevedore II	24.42
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	16.96
30022 - Archeological Technician II	18.97
30023 - Archeological Technician III	22.72
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	24.98
30052 - Cryogenic Technician II	27.15
30061 - Drafter/CAD Operator I	16.96
30062 - Drafter/CAD Operator II	18.97
30063 - Drafter/CAD Operator III	21.16
30064 - Drafter/CAD Operator IV	26.04

30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	21.43
30084 - Engineering Technician IV	26.56
30085 - Engineering Technician V	32.49
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	24.04
30095 - Evidence Control Specialist	22.19
30210 - Laboratory Technician	21.16
30221 - Latent Fingerprint Technician I	24.98
30222 - Latent Fingerprint Technician II	27.15
30240 - Mathematical Technician	23.02
30361 - Paralegal/Legal Assistant I	17.99
30362 - Paralegal/Legal Assistant II	22.28
30363 - Paralegal/Legal Assistant III	27.26
30364 - Paralegal/Legal Assistant IV	32.97
30375 - Petroleum Supply Specialist	27.15
30390 - Photo-Optics Technician	23.50
30395 - Radiation Control Technician	27.15
30461 - Technical Writer I	23.02
30462 - Technical Writer II	27.59
30463 - Technical Writer III	34.07
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	24.98
30502 - Weather Forecaster II	29.89
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.16
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.50
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	10.38
31030 - Bus Driver	13.16
31043 - Driver Courier	13.76

31260 - Parking and Lot Attendant	10.39
31290 - Shuttle Bus Driver	14.51
31310 - Taxi Driver	10.37
31361 - Truckdriver Light	14.51
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	17.22
31364 - Truckdriver Tractor-Trailer	17.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.67
99050 - Desk Clerk	10.56
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	11.83
99252 - Laboratory Animal Caretaker II	12.56
99260 - Marketing Analyst	23.70
99310 - Mortician	24.65
99410 - Pest Controller	22.62
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	18.38
99711 - Recycling Specialist	21.42
99730 - Refuse Collector	17.76
99810 - Sales Clerk	10.98
99820 - School Crossing Guard	11.84
99830 - Survey Party Chief	20.56
99831 - Surveying Aide	12.22
99832 - Surveying Technician	18.70
99840 - Vending Machine Attendant	15.02
99841 - Vending Machine Repairer	17.37
99842 - Vending Machine Repairer Helper	15.02

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.

** 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))."

