

## "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.: 2015-4187

Daniel W. Simms Division of | Revision No.: 13

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: New York

Area: New York Counties of Bronx Kings New York Queens Richmond Rockland

Westchester

OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam Rockland and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx Kings New York Queens and Richmond Counties.

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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		18.13
01012 - Accounting Clerk II		20.36
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		34.80
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		17.24
01043 - Customer Service Representative III		18.82
01051 - Data Entry Operator I		16.51
01052 - Data Entry Operator II		18.02
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.86
01090 - Duplicating Machine Operator		15.86
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		15.60
01191 - Order Clerk I		18.05
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.27
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		34.80
01420 - Survey Worker		21.64
01460 - Switchboard Operator/Receptionist		16.30

01531 - Travel Clerk I	17.56
01532 - Travel Clerk II	19.02
01533 - Travel Clerk III	20.65
01611 - Word Processor I	17.87
01612 - Word Processor II	20.07
01613 - Word Processor III	22.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.29
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.92
11060 - Elevator Operator	15.70
11090 - Gardener	19.05

11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	15.43
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	31.45
12015 - Certified Physical Therapist Assistant	29.66
12020 - Dental Assistant	19.00
12025 - Dental Hygienist	43.12
12030 - EKG Technician	33.26
12035 - Electroneurodiagnostic Technologist	33.26
12040 - Emergency Medical Technician	24.99
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	27.00
12100 - Medical Assistant	17.79
12130 - Medical Laboratory Technician	30.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	22.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	19.01
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	19.84
12305 - Radiologic Technologist	34.97
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39

12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	30.00
12320 - Substance Abuse Treatment Counselor	25.67
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	32.31
13043 - Illustrator III	39.22
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	38.49
13075 - Photographer V	46.55
13090 - Technical Order Library Clerk	19.00
13110 - Video Teleconference Technician	26.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.94
14045 - Computer Operator V	29.17
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.00
14160 - Personal Computer Support Technician	26.94
14170 - System Support Specialist	39.46

## 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	33.02
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	31.44
15095 - Technical Instructor/Course Developer	38.34
15110 - Test Proctor	25.30
15120 - Tutor	25.30

## 16000 - Laundry Dry-Cleaning Pressing And Related Occupations

16010 - Assembler	14.53
16030 - Counter Attendant	14.53
16040 - Dry Cleaner	16.61
16070 - Finisher Flatwork Machine	14.53
16090 - Presser Hand	14.53
16110 - Presser Machine Drycleaning	14.53
16130 - Presser Machine Shirts	14.53
16160 - Presser Machine Wearing Apparel Laundry	14.53
16190 - Sewing Machine Operator	17.30
16220 - Tailor	18.15
16250 - Washer Machine	15.22

## 19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	24.01
19040 - Tool And Die Maker	27.83

## 21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	17.56
21030 - Material Coordinator	25.27
21040 - Material Expediter	25.27
21050 - Material Handling Laborer	16.41
21071 - Order Filler	15.58
21080 - Production Line Worker (Food Processing)	17.56
21110 - Shipping Packer	16.43
21130 - Shipping/Receiving Clerk	16.43
21140 - Store Worker I	17.05
21150 - Stock Clerk	21.37

21210 - Tools And Parts Attendant	17.56
21410 - Warehouse Specialist	17.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.35
23019 - Aircraft Logs and Records Technician	29.79
23021 - Aircraft Mechanic I	34.02
23022 - Aircraft Mechanic II	35.35
23023 - Aircraft Mechanic III	36.67
23040 - Aircraft Mechanic Helper	26.47
23050 - Aircraft Painter	32.74
23060 - Aircraft Servicer	29.79
23070 - Aircraft Survival Flight Equipment Technician	32.74
23080 - Aircraft Worker	31.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.02
23110 - Appliance Mechanic	21.38
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	41.11
23130 - Carpenter Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.90
23181 - Electronics Technician Maintenance I	28.12
23182 - Electronics Technician Maintenance II	29.32
23183 - Electronics Technician Maintenance III	31.14
23260 - Fabric Worker	30.87
23290 - Fire Alarm System Mechanic	25.85
23310 - Fire Extinguisher Repairer	26.58
23311 - Fuel Distribution System Mechanic	39.84
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	34.02
23381 - Ground Support Equipment Servicer	29.79
23382 - Ground Support Equipment Worker	31.39
23391 - Gunsmith I	26.58
23392 - Gunsmith II	29.68
23393 - Gunsmith III	32.17
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.77
23411 - Heating Ventilation And Air Contidioning	30.93

Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic		30.12
23440 - Heavy Equipment Operator		41.98
23460 - Instrument Mechanic		31.98
23465 - Laboratory/Shelter Mechanic		30.96
23470 - Laborer		15.95
23510 - Locksmith		23.96
23530 - Machinery Maintenance Mechanic		28.35
23550 - Machinist Maintenance		23.16
23580 - Maintenance Trades Helper		16.90
23591 - Metrology Technician I		31.98
23592 - Metrology Technician II		33.34
23593 - Metrology Technician III		34.56
23640 - Millwright		37.71
23710 - Office Appliance Repairer		22.95
23760 - Painter Maintenance		25.47
23790 - Pipefitter Maintenance		33.83
23810 - Plumber Maintenance		32.93
23820 - Pneudraulic Systems Mechanic		32.17
23850 - Rigger		32.43
23870 - Scale Mechanic		29.68
23890 - Sheet-Metal Worker Maintenance		33.61
23910 - Small Engine Mechanic		22.05
23931 - Telecommunications Mechanic I		34.00
23932 - Telecommunications Mechanic II		35.42
23950 - Telephone Lineman		42.24
23960 - Welder Combination Maintenance		23.02
23965 - Well Driller		30.12
23970 - Woodcraft Worker		32.17
23980 - Woodworker		26.58
24000 - Personal Needs Occupations		
24550 - Case Manager		17.28
24570 - Child Care Attendant		13.87
24580 - Child Care Center Clerk		17.30
24610 - Chore Aide		12.67
24620 - Family Readiness And Support Services Coordinator		17.28
24630 - Homemaker		19.21
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.34
25040 - Sewage Plant Operator		32.78



25070 - Stationary Engineer	39.34
25190 - Ventilation Equipment Tender	30.60
25210 - Water Treatment Plant Operator	32.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.30
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	34.54
27010 - Court Security Officer	37.35
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	34.54
27070 - Firefighter	40.21
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	36.76
27132 - Police Officer II	40.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Worker	14.67
28210 - Gate Attendant/Gate Tender	17.91
28310 - Lifeguard	13.13
28350 - Park Attendant (Aide)	20.04
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	24.82
28630 - Sports Official	15.95
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	43.78
29020 - Hatch Tender	43.78
29030 - Line Handler	43.78
29041 - Stevedore I	38.38
29042 - Stevedore II	48.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.77
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.87
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	29.82

30051 - Cryogenic Technician I	28.67
30052 - Cryogenic Technician II	31.66
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.07
30090 - Environmental Technician	25.76
30095 - Evidence Control Specialist	25.89
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	32.41
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	31.66
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	31.66
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	28.35
30492 - Unexploded Ordnance (UXO) Technician II	34.30
30493 - Unexploded Ordnance (UXO) Technician III	41.12
30494 - Unexploded (UXO) Safety Escort	28.35
30495 - Unexploded (UXO) Sweep Personnel	28.35
30501 - Weather Forecaster I	30.20
30502 - Weather Forecaster II	36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.30
31020 - Bus Aide	23.09

31030 - Bus Driver	29.13
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	11.83
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	15.21
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.87
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.73
99030 - Cashier	11.32
99050 - Desk Clerk	16.69
99095 - Embalmer	35.95
99130 - Flight Follower	28.35
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.14
99260 - Marketing Analyst	36.06
99310 - Mortician	35.95
99410 - Pest Controller	18.80
99510 - Photofinishing Worker	17.65
99710 - Recycling Laborer	31.11
99711 - Recycling Specialist	35.60
99730 - Refuse Collector	28.89
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	29.36
99831 - Surveying Aide	19.19
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	21.73
99841 - Vending Machine Repairer	25.78
99842 - Vending Machine Repairer Helper	21.73

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 5 years 4 weeks after 10 years and 5 weeks after 20 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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))."