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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director — Division of Wage Determinations	Wage Determination No.: 2015-4213 Revision No.: 33 Date Of Last Revision: 5/13/2026

State: Pennsylvania

Area: Pennsylvania Counties of Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.79
01012 - Accounting Clerk II		24.45
01013 - Accounting Clerk III		27.35
01020 - Administrative Assistant		39.46
01035 - Court Reporter		31.97
01041 - Customer Service Representative I		18.64
01042 - Customer Service Representative II		20.34
01043 - Customer Service Representative III		22.82
01051 - Data Entry Operator I		19.66
01052 - Data Entry Operator II		21.45
01060 - Dispatcher, Motor Vehicle		27.26
01070 - Document Preparation Clerk		19.81
01090 - Duplicating Machine Operator		19.81
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.72
01120 - Housing Referral Assistant		27.54
01141 - Messenger Courier		20.10
01191 - Order Clerk I		19.42
01192 - Order Clerk II		21.19
01261 - Personnel Assistant (Employment) I		21.74
01262 - Personnel Assistant (Employment) II		24.32
01263 - Personnel Assistant (Employment) III		27.11
01270 - Production Control Clerk		30.66
01290 - Rental Clerk		20.00
01300 - Scheduler, Maintenance		22.09
01311 - Secretary I		22.09
01312 - Secretary II		24.72
01313 - Secretary III		27.54
01320 - Service Order Dispatcher		24.37
01410 - Supply Technician		39.46
01420 - Survey Worker		24.16
01460 - Switchboard Operator/Receptionist		19.02
01531 - Travel Clerk I		21.18
01532 - Travel Clerk II		23.49
01533 - Travel Clerk III		25.53
01611 - Word Processor I		19.67
01612 - Word Processor II		22.08
01613 - Word Processor III		24.70
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.01
05010 - Automotive Electrician		25.35
05040 - Automotive Glass Installer		24.31
05070 - Automotive Worker		24.31
05110 - Mobile Equipment Servicer		21.78
05130 - Motor Equipment Metal Mechanic		26.34
05160 - Motor Equipment Metal Worker		24.31
05190 - Motor Vehicle Mechanic		26.34
05220 - Motor Vehicle Mechanic Helper		20.50
05250 - Motor Vehicle Upholstery Worker		23.06
05280 - Motor Vehicle Wrecker		24.31
05310 - Painter, Automotive		25.35
05340 - Radiator Repair Specialist		24.31
05370 - Tire Repairer		18.73
05400 - Transmission Repair Specialist		26.34
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.00

07041 - Cook I		21.38
07042 - Cook II		23.86
07070 - Dishwasher		16.75
07130 - Food Service Worker		17.65
07210 - Meat Cutter		21.33
07260 - Waiter/Waitress		18.24
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.22
09040 - Furniture Handler		15.91
09080 - Furniture Refinisher		22.41
09090 - Furniture Refinisher Helper		18.12
09110 - Furniture Repairer, Minor		20.39
09130 - Upholsterer		22.11
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.88
11060 - Elevator Operator		18.86
11090 - Gardener		24.90
11122 - Housekeeping Aide		18.86
11150 - Janitor		18.86
11210 - Laborer, Grounds Maintenance		20.48
11240 - Maid or Houseman		19.18
11260 - Pruner		19.04
11270 - Tractor Operator		23.44
11330 - Trail Maintenance Worker		20.48
11360 - Window Cleaner		20.29
12000 - Health Occupations		
12010 - Ambulance Driver		22.39
12011 - Breath Alcohol Technician		28.59
12012 - Certified Occupational Therapist Assistant		35.79
12015 - Certified Physical Therapist Assistant		33.14
12020 - Dental Assistant		22.74
12025 - Dental Hygienist		47.61
12030 - EKG Technician		40.00
12035 - Electroneurodiagnostic Technologist		40.00
12040 - Emergency Medical Technician		22.39
12071 - Licensed Practical Nurse I		25.56
12072 - Licensed Practical Nurse II		28.59
12073 - Licensed Practical Nurse III		31.88
12100 - Medical Assistant		22.37
12130 - Medical Laboratory Technician		38.10
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		20.59
12210 - Nuclear Medicine Technologist		55.60
12221 - Nursing Assistant I		16.26
12222 - Nursing Assistant II		18.29
12223 - Nursing Assistant III		19.96
12224 - Nursing Assistant IV		22.40
12235 - Optical Dispenser		29.67
12236 - Optical Technician		21.04
12250 - Pharmacy Technician		19.98
12280 - Phlebotomist		23.30
12305 - Radiologic Technologist		42.76
12311 - Registered Nurse I		32.36
12312 - Registered Nurse II		39.59
12313 - Registered Nurse II, Specialist		39.59
12314 - Registered Nurse III		47.88
12315 - Registered Nurse III, Anesthetist		47.88
12316 - Registered Nurse IV		57.40
12317 - Scheduler (Drug and Alcohol Testing)		35.42
12320 - Substance Abuse Treatment Counselor		29.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.07
13012 - Exhibits Specialist II		33.52
13013 - Exhibits Specialist III		41.01
13041 - Illustrator I		31.19
13042 - Illustrator II		38.62
13043 - Illustrator III		47.25
13047 - Librarian		37.84
13050 - Library Aide/Clerk		17.78
13054 - Library Information Technology Systems Administrator		34.17
13058 - Library Technician		23.07
13061 - Media Specialist I		24.65
13062 - Media Specialist II		27.58
13063 - Media Specialist III		30.75
13071 - Photographer I		22.76
13072 - Photographer II		25.46
13073 - Photographer III		31.55
13074 - Photographer IV		38.59
13075 - Photographer V		46.69
13090 - Technical Order Library Clerk		22.32
13110 - Video Teleconference Technician		30.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.87
14042 - Computer Operator II		30.06
14043 - Computer Operator III		33.52
14044 - Computer Operator IV		37.24
14045 - Computer Operator V		41.24
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		26.87
14160 - Personal Computer Support Technician		37.24
14170 - System Support Specialist		41.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.02
15020 - Aircrew Training Devices Instructor (Rated)		50.83
15030 - Air Crew Training Devices Instructor (Pilot)		60.93
15050 - Computer Based Training Specialist / Instructor		42.02
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		60.93
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		60.93
15086 - Maintenance Test Pilot, Rotary Wing		60.93
15088 - Non-Maintenance Test/Co-Pilot		60.93
15090 - Technical Instructor		30.80
15095 - Technical Instructor/Course Developer		37.68
15110 - Test Proctor		24.86
15120 - Tutor		24.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.56
16030 - Counter Attendant		19.56
16040 - Dry Cleaner		22.36
16070 - Finisher, Flatwork, Machine		19.56
16090 - Presser, Hand		19.56
16110 - Presser, Machine, Drycleaning		19.56
16130 - Presser, Machine, Shirts		19.56
16160 - Presser, Machine, Wearing Apparel, Laundry		19.56
16190 - Sewing Machine Operator		23.27
16220 - Tailor		24.21
16250 - Washer, Machine		20.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.84
19040 - Tool And Die Maker		33.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.05
21030 - Material Coordinator		30.66
21040 - Material Expediter		30.66
21050 - Material Handling Laborer		18.72
21071 - Order Filler		17.74
21080 - Production Line Worker (Food Processing)		24.05
21110 - Shipping Packer		21.73
21130 - Shipping/Receiving Clerk		21.73
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		24.05
21410 - Warehouse Specialist		24.05
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		44.73
23019 - Aircraft Logs and Records Technician		37.70
23021 - Aircraft Mechanic I		43.05
23022 - Aircraft Mechanic II		44.73
23023 - Aircraft Mechanic III		46.40
23040 - Aircraft Mechanic Helper		33.51
23050 - Aircraft, Painter		41.44
23060 - Aircraft Servicer		37.70
23070 - Aircraft Survival Flight Equipment Technician		41.44
23080 - Aircraft Worker		39.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		39.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		43.05
23110 - Appliance Mechanic		27.92
23120 - Bicycle Repairer		23.36
23125 - Cable Splicer		55.07
23130 - Carpenter, Maintenance		32.62
23140 - Carpet Layer		28.96
23160 - Electrician, Maintenance		37.10
23181 - Electronics Technician Maintenance I		33.59
23182 - Electronics Technician Maintenance II		35.04
23183 - Electronics Technician Maintenance III		36.40
23260 - Fabric Worker		39.44
23290 - Fire Alarm System Mechanic		29.60
23310 - Fire Extinguisher Repairer		31.03
23311 - Fuel Distribution System Mechanic		48.19
23312 - Fuel Distribution System Operator		39.84
23370 - General Maintenance Worker		26.65
23380 - Ground Support Equipment Mechanic		43.05
23381 - Ground Support Equipment Servicer		37.70
23382 - Ground Support Equipment Worker		39.73
23391 - Gunsmith I		31.03
23392 - Gunsmith II		34.63
23393 - Gunsmith III		37.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic		35.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		36.62

23430 - Heavy Equipment Mechanic		36.87
23440 - Heavy Equipment Operator		40.89
23460 - Instrument Mechanic		30.58
23465 - Laboratory/Shelter Mechanic		36.12
23470 - Laborer		18.72
23510 - Locksmith		28.26
23530 - Machinery Maintenance Mechanic		31.74
23550 - Machinist, Maintenance		28.52
23580 - Maintenance Trades Helper		21.32
23591 - Metrology Technician I		32.42
23592 - Metrology Technician II		33.69
23593 - Metrology Technician III		34.95
23640 - Millwright		37.58
23710 - Office Appliance Repairer		29.06
23760 - Painter, Maintenance		27.66
23790 - Pipefitter, Maintenance		38.07
23810 - Plumber, Maintenance		36.64
23820 - Pneudraulic Systems Mechanic		37.53
23850 - Rigger		40.41
23870 - Scale Mechanic		34.63
23890 - Sheet-Metal Worker, Maintenance		34.57
23910 - Small Engine Mechanic		26.38
23931 - Telecommunications Mechanic I		35.34
23932 - Telecommunications Mechanic II		36.72
23950 - Telephone Lineman		49.52
23960 - Welder, Combination, Maintenance		27.65
23965 - Well Driller		37.06
23970 - Woodcraft Worker		37.53
23980 - Woodworker		31.03
24000 - Personal Needs Occupations		
24550 - Case Manager		22.52
24570 - Child Care Attendant		17.34
24580 - Child Care Center Clerk		21.63
24610 - Chore Aide		17.56
24620 - Family Readiness And Support Services Coordinator		22.52
24630 - Homemaker		22.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		46.63
25040 - Sewage Plant Operator		37.04
25070 - Stationary Engineer		46.63
25190 - Ventilation Equipment Tender		36.29
25210 - Water Treatment Plant Operator		37.04
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.40
27007 - Baggage Inspector		19.12
27008 - Corrections Officer		38.62
27010 - Court Security Officer		39.21
27030 - Detection Dog Handler		21.39
27040 - Detention Officer		38.62
27070 - Firefighter		39.80
27101 - Guard I		19.12
27102 - Guard II		21.39
27131 - Police Officer I		40.38
27132 - Police Officer II		44.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.44
28042 - Carnival Equipment Repairer		21.71
28043 - Carnival Worker		16.60
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		16.65
28350 - Park Attendant (Aide)		25.28
28510 - Recreation Aide/Health Facility Attendant		18.46
28515 - Recreation Specialist		31.33
28630 - Sports Official		20.14
28690 - Swimming Pool Operator		24.24
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		37.98
29020 - Hatch Tender		37.98
29030 - Line Handler		37.98
29041 - Stevedore I		36.03
29042 - Stevedore II		39.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		22.17
30022 - Archeological Technician II		24.79
30023 - Archeological Technician III		30.72
30030 - Cartographic Technician		30.72
30040 - Civil Engineering Technician		32.57
30051 - Cryogenic Technician I		34.02
30052 - Cryogenic Technician II		37.58
30061 - Drafter/CAD Operator I		22.17
30062 - Drafter/CAD Operator II		24.79
30063 - Drafter/CAD Operator III		27.64
30064 - Drafter/CAD Operator IV		34.02
30081 - Engineering Technician I		19.66
30082 - Engineering Technician II		22.07

30083 - Engineering Technician III		24.68
30084 - Engineering Technician IV		30.57
30085 - Engineering Technician V		37.39
30086 - Engineering Technician VI		45.24
30090 - Environmental Technician		29.67
30095 - Evidence Control Specialist		30.72
30210 - Laboratory Technician		30.04
30221 - Latent Fingerprint Technician I		34.38
30222 - Latent Fingerprint Technician II		37.97
30240 - Mathematical Technician		36.98
30361 - Paralegal/Legal Assistant I		25.38
30362 - Paralegal/Legal Assistant II		31.45
30363 - Paralegal/Legal Assistant III		38.46
30364 - Paralegal/Legal Assistant IV		46.53
30375 - Petroleum Supply Specialist		37.58
30390 - Photo-Optics Technician		30.72
30395 - Radiation Control Technician		37.58
30461 - Technical Writer I		30.57
30462 - Technical Writer II		37.39
30463 - Technical Writer III		45.24
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		34.02
30502 - Weather Forecaster II		41.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.64
30621 - Weather Observer, Senior	(see 2)	30.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		28.36
31030 - Bus Driver		34.86
31043 - Driver Courier		20.42
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		19.88
31310 - Taxi Driver		17.31
31361 - Truckdriver, Light		21.69
31362 - Truckdriver, Medium		22.97
31363 - Truckdriver, Heavy		29.91
31364 - Truckdriver, Tractor-Trailer		29.91
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		16.72
99050 - Desk Clerk		18.28
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		19.89
99252 - Laboratory Animal Caretaker II		21.13
99260 - Marketing Analyst		44.95
99310 - Mortician		36.79
99410 - Pest Controller		24.61
99510 - Photofinishing Worker		23.83
99710 - Recycling Laborer		29.12
99711 - Recycling Specialist		33.31
99730 - Refuse Collector		27.65
99810 - Sales Clerk		17.41
99820 - School Crossing Guard		19.12
99830 - Survey Party Chief		33.19
99831 - Surveying Aide		22.16
99832 - Surveying Technician		30.18
99840 - Vending Machine Attendant		24.43
99841 - Vending Machine Repairer		26.63
99842 - Vending Machine Repairer Helper		24.43

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."""