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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.: 2015-4019 Revision No.: 33 Date Of Last Revision: 5/13/2026

This wage determination is applicable to the following cities and towns in HILLSBOROUGH COUNTY, NEW HAMPSHIRE: Bedford, Goffstown, Manchester, New Boston, Weare

State: New Hampshire

Area: New Hampshire Counties of Hillsborough

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.90
01012 - Accounting Clerk II		22.34
01013 - Accounting Clerk III		24.99
01020 - Administrative Assistant		33.58
01035 - Court Reporter		24.41
01041 - Customer Service Representative I		18.35
01042 - Customer Service Representative II		20.03
01043 - Customer Service Representative III		22.47
01051 - Data Entry Operator I		17.70
01052 - Data Entry Operator II		19.32
01060 - Dispatcher, Motor Vehicle		24.40
01070 - Document Preparation Clerk		16.67
01090 - Duplicating Machine Operator		16.67
01111 - General Clerk I		19.19
01112 - General Clerk II		20.94
01113 - General Clerk III		23.50
01120 - Housing Referral Assistant		27.20
01141 - Messenger Courier		17.42
01191 - Order Clerk I		21.11
01192 - Order Clerk II		23.04
01261 - Personnel Assistant (Employment) I		20.63
01262 - Personnel Assistant (Employment) II		23.08
01263 - Personnel Assistant (Employment) III		25.74
01270 - Production Control Clerk		30.25
01290 - Rental Clerk		20.57
01300 - Scheduler, Maintenance		21.82
01311 - Secretary I		21.82
01312 - Secretary II		24.41
01313 - Secretary III		27.20
01320 - Service Order Dispatcher		21.81
01410 - Supply Technician		33.58
01420 - Survey Worker		21.96
01460 - Switchboard Operator/Receptionist		18.41
01531 - Travel Clerk I		19.44
01532 - Travel Clerk II		21.22
01533 - Travel Clerk III		23.60

01611 - Word Processor I	19.44
01612 - Word Processor II	21.82
01613 - Word Processor III	24.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.74
05010 - Automotive Electrician	27.57
05040 - Automotive Glass Installer	26.27
05070 - Automotive Worker	26.27
05110 - Mobile Equipment Servicer	23.47
05130 - Motor Equipment Metal Mechanic	28.67
05160 - Motor Equipment Metal Worker	26.27
05190 - Motor Vehicle Mechanic	28.67
05220 - Motor Vehicle Mechanic Helper	21.97
05250 - Motor Vehicle Upholstery Worker	24.87
05280 - Motor Vehicle Wrecker	26.27
05310 - Painter, Automotive	27.57
05340 - Radiator Repair Specialist	26.27
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	28.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.12
07041 - Cook I	20.77
07042 - Cook II	23.24
07070 - Dishwasher	15.60
07130 - Food Service Worker	16.40
07210 - Meat Cutter	22.31
07260 - Waiter/Waitress	14.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.94
09040 - Furniture Handler	15.96
09080 - Furniture Refinisher	22.94
09090 - Furniture Refinisher Helper	18.46
09110 - Furniture Repairer, Minor	20.83
09130 - Upholsterer	22.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.23
11060 - Elevator Operator	17.54
11090 - Gardener	25.86
11122 - Housekeeping Aide	17.54
11150 - Janitor	17.54
11210 - Laborer, Grounds Maintenance	20.92
11240 - Maid or Houseman	16.83
11260 - Pruner	19.29
11270 - Tractor Operator	24.21
11330 - Trail Maintenance Worker	20.92
11360 - Window Cleaner	19.02
12000 - Health Occupations	
12010 - Ambulance Driver	21.87
12011 - Breath Alcohol Technician	30.84
12012 - Certified Occupational Therapist Assistant	41.79
12015 - Certified Physical Therapist Assistant	33.58
12020 - Dental Assistant	27.13
12025 - Dental Hygienist	45.00
12030 - EKG Technician	41.77
12035 - Electroneurodiagnostic Technologist	41.77
12040 - Emergency Medical Technician	21.87
12071 - Licensed Practical Nurse I	27.57
12072 - Licensed Practical Nurse II	30.84
12073 - Licensed Practical Nurse III	34.37
12100 - Medical Assistant	23.31
12130 - Medical Laboratory Technician	36.84
12160 - Medical Record Clerk	21.05
12190 - Medical Record Technician	23.55
12195 - Medical Transcriptionist	27.57
12210 - Nuclear Medicine Technologist	67.77
12221 - Nursing Assistant I	15.95
12222 - Nursing Assistant II	17.94
12223 - Nursing Assistant III	19.58
12224 - Nursing Assistant IV	21.98

12235 - Optical Dispenser		25.14
12236 - Optical Technician		27.23
12250 - Pharmacy Technician		19.55
12280 - Phlebotomist		22.54
12305 - Radiologic Technologist		39.84
12311 - Registered Nurse I		28.34
12312 - Registered Nurse II		34.66
12313 - Registered Nurse II, Specialist		34.66
12314 - Registered Nurse III		41.93
12315 - Registered Nurse III, Anesthetist		41.93
12316 - Registered Nurse IV		50.27
12317 - Scheduler (Drug and Alcohol Testing)		38.20
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.32
13012 - Exhibits Specialist II		28.90
13013 - Exhibits Specialist III		35.35
13041 - Illustrator I		23.32
13042 - Illustrator II		28.90
13043 - Illustrator III		35.35
13047 - Librarian		32.00
13050 - Library Aide/Clerk		16.50
13054 - Library Information Technology Systems Administrator		28.90
13058 - Library Technician		22.32
13061 - Media Specialist I		20.85
13062 - Media Specialist II		23.32
13063 - Media Specialist III		26.01
13071 - Photographer I		20.85
13072 - Photographer II		23.32
13073 - Photographer III		28.90
13074 - Photographer IV		35.35
13075 - Photographer V		42.76
13090 - Technical Order Library Clerk		20.72
13110 - Video Teleconference Technician		26.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.43
14042 - Computer Operator II		26.20
14043 - Computer Operator III		29.23
14044 - Computer Operator IV		32.47
14045 - Computer Operator V		35.96
14071 - Computer Programmer I	(see 1)	25.99
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		23.43
14160 - Personal Computer Support Technician		32.47
14170 - System Support Specialist		35.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.20
15020 - Aircrew Training Devices Instructor (Rated)		42.59
15030 - Air Crew Training Devices Instructor (Pilot)		51.06
15050 - Computer Based Training Specialist / Instructor		35.20
15060 - Educational Technologist		33.90
15070 - Flight Instructor (Pilot)		51.06
15080 - Graphic Artist		28.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.06
15086 - Maintenance Test Pilot, Rotary Wing		51.06
15088 - Non-Maintenance Test/Co-Pilot		51.06
15090 - Technical Instructor		29.91
15095 - Technical Instructor/Course Developer		36.59
15110 - Test Proctor		24.12
15120 - Tutor		24.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	17.69
16030 - Counter Attendant	17.69
16040 - Dry Cleaner	20.20
16070 - Finisher, Flatwork, Machine	17.69
16090 - Presser, Hand	17.69
16110 - Presser, Machine, Drycleaning	17.69
16130 - Presser, Machine, Shirts	17.69
16160 - Presser, Machine, Wearing Apparel, Laundry	17.69
16190 - Sewing Machine Operator	21.05
16220 - Tailor	21.89
16250 - Washer, Machine	18.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.06
19040 - Tool And Die Maker	34.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.51
21030 - Material Coordinator	30.25
21040 - Material Expediter	30.25
21050 - Material Handling Laborer	18.88
21071 - Order Filler	17.28
21080 - Production Line Worker (Food Processing)	20.51
21110 - Shipping Packer	21.13
21130 - Shipping/Receiving Clerk	21.13
21140 - Store Worker I	17.30
21150 - Stock Clerk	21.70
21210 - Tools And Parts Attendant	20.51
21410 - Warehouse Specialist	20.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.64
23019 - Aircraft Logs and Records Technician	32.53
23021 - Aircraft Mechanic I	37.29
23022 - Aircraft Mechanic II	38.64
23023 - Aircraft Mechanic III	39.98
23040 - Aircraft Mechanic Helper	28.71
23050 - Aircraft, Painter	35.85
23060 - Aircraft Servicer	32.53
23070 - Aircraft Survival Flight Equipment Technician	35.85
23080 - Aircraft Worker	34.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.29
23110 - Appliance Mechanic	26.58
23120 - Bicycle Repairer	26.70
23125 - Cable Splicer	49.14
23130 - Carpenter, Maintenance	28.29
23140 - Carpet Layer	30.26
23160 - Electrician, Maintenance	30.27
23181 - Electronics Technician Maintenance I	30.66
23182 - Electronics Technician Maintenance II	32.16
23183 - Electronics Technician Maintenance III	33.70
23260 - Fabric Worker	28.20
23290 - Fire Alarm System Mechanic	31.38
23310 - Fire Extinguisher Repairer	26.70
23311 - Fuel Distribution System Mechanic	31.53
23312 - Fuel Distribution System Operator	25.62
23370 - General Maintenance Worker	24.92
23380 - Ground Support Equipment Mechanic	37.29
23381 - Ground Support Equipment Servicer	32.53
23382 - Ground Support Equipment Worker	34.35
23391 - Gunsmith I	26.70
23392 - Gunsmith II	29.34
23393 - Gunsmith III	31.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.30
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.40
23430 - Heavy Equipment Mechanic	30.89
23440 - Heavy Equipment Operator	28.96
23460 - Instrument Mechanic	31.71

23465 - Laboratory/Shelter Mechanic	30.49
23470 - Laborer	18.88
23510 - Locksmith	30.49
23530 - Machinery Maintenance Mechanic	29.04
23550 - Machinist, Maintenance	32.18
23580 - Maintenance Trades Helper	19.51
23591 - Metrology Technician I	31.71
23592 - Metrology Technician II	32.86
23593 - Metrology Technician III	34.00
23640 - Millwright	31.71
23710 - Office Appliance Repairer	28.93
23760 - Painter, Maintenance	23.27
23790 - Pipefitter, Maintenance	32.40
23810 - Plumber, Maintenance	31.15
23820 - Pneudraulic Systems Mechanic	31.71
23850 - Rigger	31.71
23870 - Scale Mechanic	29.34
23890 - Sheet-Metal Worker, Maintenance	28.60
23910 - Small Engine Mechanic	23.51
23931 - Telecommunications Mechanic I	39.13
23932 - Telecommunications Mechanic II	40.55
23950 - Telephone Lineman	37.68
23960 - Welder, Combination, Maintenance	31.61
23965 - Well Driller	31.71
23970 - Woodcraft Worker	31.71
23980 - Woodworker	26.70
24000 - Personal Needs Occupations	
24550 - Case Manager	20.93
24570 - Child Care Attendant	14.38
24580 - Child Care Center Clerk	17.93
24610 - Chore Aide	17.75
24620 - Family Readiness And Support Services Coordinator	20.93
24630 - Homemaker	20.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.04
25040 - Sewage Plant Operator	29.84
25070 - Stationary Engineer	31.04
25190 - Ventilation Equipment Tender	24.46
25210 - Water Treatment Plant Operator	29.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.09
27007 - Baggage Inspector	20.55
27008 - Corrections Officer	28.50
27010 - Court Security Officer	29.22
27030 - Detection Dog Handler	22.98
27040 - Detention Officer	28.50
27070 - Firefighter	29.22
27101 - Guard I	20.55
27102 - Guard II	22.98
27131 - Police Officer I	30.75
27132 - Police Officer II	34.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.65
28042 - Carnival Equipment Repairer	16.73
28043 - Carnival Worker	12.77
28210 - Gate Attendant/Gate Tender	20.95
28310 - Lifeguard	16.53
28350 - Park Attendant (Aide)	23.43
28510 - Recreation Aide/Health Facility Attendant	17.10
28515 - Recreation Specialist	29.02
28630 - Sports Official	18.66
28690 - Swimming Pool Operator	19.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.34
29020 - Hatch Tender	29.34
29030 - Line Handler	29.34
29041 - Stevedore I	28.20
29042 - Stevedore II	30.49

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 52.19
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 35.98
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 39.63
30021 - Archeological Technician I 21.37
30022 - Archeological Technician II 23.90
30023 - Archeological Technician III 29.62
30030 - Cartographic Technician 29.62
30040 - Civil Engineering Technician 27.26
30051 - Cryogenic Technician I 32.80
30052 - Cryogenic Technician II 36.23
30061 - Drafter/CAD Operator I 21.37
30062 - Drafter/CAD Operator II 23.90
30063 - Drafter/CAD Operator III 26.65
30064 - Drafter/CAD Operator IV 32.80
30081 - Engineering Technician I 20.38
30082 - Engineering Technician II 22.87
30083 - Engineering Technician III 25.58
30084 - Engineering Technician IV 31.69
30085 - Engineering Technician V 38.77
30086 - Engineering Technician VI 46.90
30090 - Environmental Technician 28.12
30095 - Evidence Control Specialist 29.62
30210 - Laboratory Technician 24.82
30221 - Latent Fingerprint Technician I 32.80
30222 - Latent Fingerprint Technician II 36.23
30240 - Mathematical Technician 29.62
30361 - Paralegal/Legal Assistant I 23.39
30362 - Paralegal/Legal Assistant II 28.97
30363 - Paralegal/Legal Assistant III 35.43
30364 - Paralegal/Legal Assistant IV 42.87
30375 - Petroleum Supply Specialist 36.23
30390 - Photo-Optics Technician 29.62
30395 - Radiation Control Technician 36.23
30461 - Technical Writer I 29.55
30462 - Technical Writer II 36.14
30463 - Technical Writer III 43.71
30491 - Unexploded Ordnance (UXO) Technician I 33.16
30492 - Unexploded Ordnance (UXO) Technician II 40.13
30493 - Unexploded Ordnance (UXO) Technician III 48.09
30494 - Unexploded (UXO) Safety Escort 33.16
30495 - Unexploded (UXO) Sweep Personnel 33.16
30501 - Weather Forecaster I 32.80
30502 - Weather Forecaster II 39.90
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 26.65
30621 - Weather Observer, Senior (see 2) 29.62

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.13
31020 - Bus Aide 17.61
31030 - Bus Driver 22.99
31043 - Driver Courier 20.38
31260 - Parking and Lot Attendant 15.41
31290 - Shuttle Bus Driver 18.18
31310 - Taxi Driver 13.09
31361 - Truckdriver, Light 21.77
31362 - Truckdriver, Medium 22.99
31363 - Truckdriver, Heavy 27.33
31364 - Truckdriver, Tractor-Trailer 27.33

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.56
99030 - Cashier 14.73
99050 - Desk Clerk 16.59
99095 - Embalmer 32.52
99130 - Flight Follower 33.16
99251 - Laboratory Animal Caretaker I 16.94
99252 - Laboratory Animal Caretaker II 18.10
99260 - Marketing Analyst 34.28

99310 - Mortician	32.52
99410 - Pest Controller	26.30
99510 - Photofinishing Worker	17.43
99710 - Recycling Laborer	20.75
99711 - Recycling Specialist	23.76
99730 - Refuse Collector	19.40
99810 - Sales Clerk	16.72
99820 - School Crossing Guard	19.49
99830 - Survey Party Chief	31.46
99831 - Surveying Aide	19.15
99832 - Surveying Technician	28.61
99840 - Vending Machine Attendant	23.31
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	23.31

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 contract from May 11, 2026, through December 31, 2026 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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, 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))."""