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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

Wage Determination No.: 2015-4235
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Pennsylvania

Area: Pennsylvania Counties of Allegheny, Armstrong, Beaver, Butler, Fayette, Washington and Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.66
01012 - Accounting Clerk II		19.82
01013 - Accounting Clerk III		22.17
01020 - Administrative Assistant		32.27
01035 - Court Reporter		29.81
01041 - Customer Service Representative I		16.21
01042 - Customer Service Representative II		17.69
01043 - Customer Service Representative III		19.86
01051 - Data Entry Operator I		17.26
01052 - Data Entry Operator II		18.84
01060 - Dispatcher, Motor Vehicle		23.18
01070 - Document Preparation Clerk		18.25
01090 - Duplicating Machine Operator		18.25
01111 - General Clerk I		17.20
01112 - General Clerk II		18.77
01113 - General Clerk III		21.07
01120 - Housing Referral Assistant		24.17
01141 - Messenger Courier		18.24
01191 - Order Clerk I		19.40
01192 - Order Clerk II		21.18
01261 - Personnel Assistant (Employment) I		19.45
01262 - Personnel Assistant (Employment) II		21.76
01263 - Personnel Assistant (Employment) III		24.25
01270 - Production Control Clerk		26.80
01290 - Rental Clerk		18.53
01300 - Scheduler, Maintenance		19.38
01311 - Secretary I		19.38
01312 - Secretary II		21.68
01313 - Secretary III		24.17
01320 - Service Order Dispatcher		20.72
01410 - Supply Technician		32.27
01420 - Survey Worker		21.08
01460 - Switchboard Operator/Receptionist		16.78
01531 - Travel Clerk I		18.57
01532 - Travel Clerk II		19.94
01533 - Travel Clerk III		21.38
01611 - Word Processor I		17.11
01612 - Word Processor II		19.21
01613 - Word Processor III		21.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.61
05010 - Automotive Electrician		22.08
05040 - Automotive Glass Installer		20.87
05070 - Automotive Worker		20.87
05110 - Mobile Equipment Servicer		18.43
05130 - Motor Equipment Metal Mechanic		23.13
05160 - Motor Equipment Metal Worker		20.87
05190 - Motor Vehicle Mechanic		23.13
05220 - Motor Vehicle Mechanic Helper		17.22
05250 - Motor Vehicle Upholstery Worker		19.66
05280 - Motor Vehicle Wrecker		20.87
05310 - Painter, Automotive		22.08
05340 - Radiator Repair Specialist		20.87
05370 - Tire Repairer		18.03
05400 - Transmission Repair Specialist		23.13
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.77
07041 - Cook I		17.69
07042 - Cook II		20.04
07070 - Dishwasher		13.80
07130 - Food Service Worker		14.55
07210 - Meat Cutter		19.14
07260 - Waiter/Waitress		14.82
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.05
09040 - Furniture Handler		14.55
09080 - Furniture Refinisher		21.47
09090 - Furniture Refinisher Helper		16.75
09110 - Furniture Repairer, Minor		19.12
09130 - Upholsterer		19.95
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.97
11060 - Elevator Operator		17.07
11090 - Gardener		22.26
11122 - Housekeeping Aide		17.07
11150 - Janitor		17.07
11210 - Laborer, Grounds Maintenance		18.07
11240 - Maid or Houseman		15.08
11260 - Pruner		16.70
11270 - Tractor Operator		20.80
11330 - Trail Maintenance Worker		18.07
11360 - Window Cleaner		18.47
12000 - Health Occupations		
12010 - Ambulance Driver		18.24
12011 - Breath Alcohol Technician		26.23
12012 - Certified Occupational Therapist Assistant		28.84
12015 - Certified Physical Therapist Assistant		27.87
12020 - Dental Assistant		23.04
12025 - Dental Hygienist		36.65
12030 - EKG Technician		26.87
12035 - Electroneurodiagnostic Technologist		26.87
12040 - Emergency Medical Technician		18.24
12071 - Licensed Practical Nurse I		23.45
12072 - Licensed Practical Nurse II		26.23
12073 - Licensed Practical Nurse III		29.23
12100 - Medical Assistant		18.99
12130 - Medical Laboratory Technician		27.99
12160 - Medical Record Clerk		20.08
12190 - Medical Record Technician		22.46
12195 - Medical Transcriptionist		21.61
12210 - Nuclear Medicine Technologist		38.31
12221 - Nursing Assistant I		13.68
12222 - Nursing Assistant II		15.39
12223 - Nursing Assistant III		16.79
12224 - Nursing Assistant IV		18.85
12235 - Optical Dispenser		20.00
12236 - Optical Technician		18.23
12250 - Pharmacy Technician		18.64
12280 - Phlebotomist		20.14
12305 - Radiologic Technologist		31.13
12311 - Registered Nurse I		26.38

12312 - Registered Nurse II 32.26
12313 - Registered Nurse II, Specialist 32.26
12314 - Registered Nurse III 39.03
12315 - Registered Nurse III, Anesthetist 39.03
12316 - Registered Nurse IV 46.79
12317 - Scheduler (Drug and Alcohol Testing) 32.49
12320 - Substance Abuse Treatment Counselor 26.21

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.33
13012 - Exhibits Specialist II 27.77
13013 - Exhibits Specialist III 32.33
13041 - Illustrator I 21.33
13042 - Illustrator II 26.43
13043 - Illustrator III 32.33
13047 - Librarian 29.27
13050 - Library Aide/Clerk 13.88
13054 - Library Information Technology Systems Administrator 26.43
13058 - Library Technician 18.38
13061 - Media Specialist I 19.07
13062 - Media Specialist II 21.33
13063 - Media Specialist III 23.79
13071 - Photographer I 18.76
13072 - Photographer II 20.98
13073 - Photographer III 25.99
13074 - Photographer IV 31.79
13075 - Photographer V 38.47
13090 - Technical Order Library Clerk 17.43
13110 - Video Teleconference Technician 25.93

14000 - Information Technology Occupations
14041 - Computer Operator I 23.99
14042 - Computer Operator II 26.84
14043 - Computer Operator III 29.91
14044 - Computer Operator IV 33.24
14045 - Computer Operator V 36.82
14071 - Computer Programmer I (see 1) 22.73
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 23.99
14160 - Personal Computer Support Technician 33.24
14170 - System Support Specialist 36.82

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.25
15020 - Aircrew Training Devices Instructor (Rated) 40.23
15030 - Air Crew Training Devices Instructor (Pilot) 48.22
15050 - Computer Based Training Specialist / Instructor 33.25
15060 - Educational Technologist 31.46
15070 - Flight Instructor (Pilot) 48.22
15080 - Graphic Artist 26.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.22
15086 - Maintenance Test Pilot, Rotary Wing 48.22
15088 - Non-Maintenance Test/Co-Pilot 48.22
15090 - Technical Instructor 25.41
15095 - Technical Instructor/Course Developer 31.07
15110 - Test Proctor 20.51
15120 - Tutor 20.51

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.08
16030 - Counter Attendant 12.08
16040 - Dry Cleaner 15.14
16070 - Finisher, Flatwork, Machine 12.08
16090 - Presser, Hand 12.08
16110 - Presser, Machine, Drycleaning 12.08
16130 - Presser, Machine, Shirts 12.08
16160 - Presser, Machine, Wearing Apparel, Laundry 12.08
16190 - Sewing Machine Operator 16.19
16220 - Tailor 17.22
16250 - Washer, Machine 13.07

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.98
19040 - Tool And Die Maker 28.30

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.50
21030 - Material Coordinator 26.80
21040 - Material Expediter 26.80
21050 - Material Handling Laborer 19.16
21071 - Order Filler 16.99
21080 - Production Line Worker (Food Processing) 22.50
21110 - Shipping Packer 20.45
21130 - Shipping/Receiving Clerk 20.45
21140 - Store Worker I 17.96
21150 - Stock Clerk 22.77
21210 - Tools And Parts Attendant 22.50
21410 - Warehouse Specialist 22.50

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.80
23019 - Aircraft Logs and Records Technician 31.86
23021 - Aircraft Mechanic I 36.30
23022 - Aircraft Mechanic II 37.80
23023 - Aircraft Mechanic III 39.61
23040 - Aircraft Mechanic Helper 28.70
23050 - Aircraft, Painter 35.57
23060 - Aircraft Servicer 31.86
23070 - Aircraft Survival Flight Equipment Technician 35.57
23080 - Aircraft Worker 33.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.30
23110 - Appliance Mechanic 29.30
23120 - Bicycle Repairer 17.16
23125 - Cable Splicer 50.92
23130 - Carpenter, Maintenance 29.80
23140 - Carpet Layer 22.92
23160 - Electrician, Maintenance 32.52
23181 - Electronics Technician Maintenance I 29.91
23182 - Electronics Technician Maintenance II 31.60
23183 - Electronics Technician Maintenance III 33.11
23260 - Fabric Worker 26.19
23290 - Fire Alarm System Mechanic 27.97
23310 - Fire Extinguisher Repairer 24.54
23311 - Fuel Distribution System Mechanic 37.14
23312 - Fuel Distribution System Operator 29.59
23370 - General Maintenance Worker 23.05
23380 - Ground Support Equipment Mechanic 36.30
23381 - Ground Support Equipment Servicer 31.86
23382 - Ground Support Equipment Worker 33.67
23391 - Gunsmith I 24.54
23392 - Gunsmith II 27.80
23393 - Gunsmith III 30.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.71
23430 - Heavy Equipment Mechanic 29.73
23440 - Heavy Equipment Operator 28.92
23460 - Instrument Mechanic 31.01
23465 - Laboratory/Shelter Mechanic 29.41
23470 - Laborer 19.16
23510 - Locksmith 26.96
23530 - Machinery Maintenance Mechanic 30.35
23550 - Machinist, Maintenance 24.06
23580 - Maintenance Trades Helper 16.96
23591 - Metrology Technician I 31.01
23592 - Metrology Technician II 32.19
23593 - Metrology Technician III 33.58
23640 - Millwright 29.77
23710 - Office Appliance Repairer 22.60
23760 - Painter, Maintenance 23.78
23790 - Pipefitter, Maintenance 33.72

23810 - Plumber, Maintenance		32.18
23820 - Pneudraulic Systems Mechanic		30.81
23850 - Rigger		29.98
23870 - Scale Mechanic		27.80
23890 - Sheet-Metal Worker, Maintenance		34.47
23910 - Small Engine Mechanic		21.28
23931 - Telecommunications Mechanic I		32.11
23932 - Telecommunications Mechanic II		33.33
23950 - Telephone Lineman		44.43
23960 - Welder, Combination, Maintenance		24.56
23965 - Well Driller		28.28
23970 - Woodcraft Worker		30.81
23980 - Woodworker		24.54
24000 - Personal Needs Occupations		
24550 - Case Manager		21.00
24570 - Child Care Attendant		13.47
24580 - Child Care Center Clerk		16.79
24610 - Chore Aide		14.21
24620 - Family Readiness And Support Services Coordinator		21.00
24630 - Homemaker		21.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.17
25040 - Sewage Plant Operator		30.97
25070 - Stationary Engineer		34.17
25190 - Ventilation Equipment Tender		25.44
25210 - Water Treatment Plant Operator		30.97
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.04
27007 - Baggage Inspector		17.41
27008 - Corrections Officer		31.04
27010 - Court Security Officer		32.67
27030 - Detection Dog Handler		19.47
27040 - Detention Officer		31.04
27070 - Firefighter		35.49
27101 - Guard I		17.41
27102 - Guard II		19.47
27131 - Police Officer I		35.85
27132 - Police Officer II		39.83
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.89
28042 - Carnival Equipment Repairer		14.86
28043 - Carnival Worker		11.15
28210 - Gate Attendant/Gate Tender		18.80
28310 - Lifeguard		13.23
28350 - Park Attendant (Aide)		21.03
28510 - Recreation Aide/Health Facility Attendant		15.35
28515 - Recreation Specialist		26.05
28630 - Sports Official		16.75
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.88
29020 - Hatch Tender		28.88
29030 - Line Handler		28.88
29041 - Stevedore I		27.20
29042 - Stevedore II		30.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.64
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.17
30021 - Archeological Technician I		19.96
30022 - Archeological Technician II		22.33
30023 - Archeological Technician III		27.67
30030 - Cartographic Technician		27.67
30040 - Civil Engineering Technician		30.44
30051 - Cryogenic Technician I		30.64
30052 - Cryogenic Technician II		33.85
30061 - Drafter/CAD Operator I		19.96
30062 - Drafter/CAD Operator II		22.33
30063 - Drafter/CAD Operator III		24.90
30064 - Drafter/CAD Operator IV		30.64
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		18.52
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		31.38
30086 - Engineering Technician VI		37.97
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		27.67
30210 - Laboratory Technician		28.99
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.66
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		23.57
30362 - Paralegal/Legal Assistant II		29.19
30363 - Paralegal/Legal Assistant III		35.70
30364 - Paralegal/Legal Assistant IV		43.19
30375 - Petroleum Supply Specialist		33.85
30390 - Photo-Optics Technician		27.67
30395 - Radiation Control Technician		33.85
30461 - Technical Writer I		29.32
30462 - Technical Writer II		35.86
30463 - Technical Writer III		43.39
30491 - Unexploded Ordnance (UXO) Technician I		30.28
30492 - Unexploded Ordnance (UXO) Technician II		36.63
30493 - Unexploded Ordnance (UXO) Technician III		43.90
30494 - Unexploded (UXO) Safety Escort		30.28
30495 - Unexploded (UXO) Sweep Personnel		30.28
30501 - Weather Forecaster I		30.64
30502 - Weather Forecaster II		37.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.90
30621 - Weather Observer, Senior	(see 2)	27.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.63
31020 - Bus Aide		23.50
31030 - Bus Driver		29.63
31043 - Driver Courier		17.99
31260 - Parking and Lot Attendant		14.24
31290 - Shuttle Bus Driver		17.11
31310 - Taxi Driver		13.67
31361 - Truckdriver, Light		19.25
31362 - Truckdriver, Medium		20.54
31363 - Truckdriver, Heavy		27.42
31364 - Truckdriver, Tractor-Trailer		27.42
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.86
99030 - Cashier		13.88
99050 - Desk Clerk		14.23
99095 - Embalmer		28.03
99130 - Flight Follower		30.28
99251 - Laboratory Animal Caretaker I		17.37
99252 - Laboratory Animal Caretaker II		18.58
99260 - Marketing Analyst		31.34
99310 - Mortician		28.03
99410 - Pest Controller		21.55
99510 - Photofinishing Worker		17.55
99710 - Recycling Laborer		23.45
99711 - Recycling Specialist		27.01
99730 - Refuse Collector		21.68
99810 - Sales Clerk		14.49
99820 - School Crossing Guard		17.78
99830 - Survey Party Chief		29.00
99831 - Surveying Aide		17.28
99832 - Surveying Technician		26.36
99840 - Vending Machine Attendant		16.46
99841 - Vending Machine Repairer		19.94
99842 - Vending Machine Repairer Helper		16.46

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. The applicable Executive Order minimum wage 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 8 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. (See 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))."""
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