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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.: 2015-4015
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Daniel W. Simms
Director

Division of
Wage Determinations

This wage determination is applicable to the following towns in YORK COUNTY, MAINE: Berwick, Lebanon, South Berwick

State: Maine

Area: Maine Counties of York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.80
01012 - Accounting Clerk II		22.22
01013 - Accounting Clerk III		24.86
01020 - Administrative Assistant		30.63
01035 - Court Reporter		23.96
01041 - Customer Service Representative I		18.12
01042 - Customer Service Representative II		19.77
01043 - Customer Service Representative III		22.19
01051 - Data Entry Operator I		18.51
01052 - Data Entry Operator II		20.20
01060 - Dispatcher, Motor Vehicle		22.86
01070 - Document Preparation Clerk		19.08
01090 - Duplicating Machine Operator		19.08
01111 - General Clerk I		17.66
01112 - General Clerk II		19.27
01113 - General Clerk III		21.63
01120 - Housing Referral Assistant		26.70
01141 - Messenger Courier		15.54
01191 - Order Clerk I		20.13
01192 - Order Clerk II		21.97
01261 - Personnel Assistant (Employment) I		21.11
01262 - Personnel Assistant (Employment) II		23.61
01263 - Personnel Assistant (Employment) III		26.31
01270 - Production Control Clerk		29.08
01290 - Rental Clerk		21.09
01300 - Scheduler, Maintenance		21.42
01311 - Secretary I		21.42
01312 - Secretary II		23.96
01313 - Secretary III		26.70
01320 - Service Order Dispatcher		20.44
01410 - Supply Technician		30.63
01420 - Survey Worker		21.92
01460 - Switchboard Operator/Receptionist		19.69
01531 - Travel Clerk I		17.92
01532 - Travel Clerk II		20.12
01533 - Travel Clerk III		22.25
01611 - Word Processor I		19.08
01612 - Word Processor II		21.42
01613 - Word Processor III		23.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.81
05010 - Automotive Electrician		24.19
05040 - Automotive Glass Installer		22.89
05070 - Automotive Worker		22.89
05110 - Mobile Equipment Servicer		20.45
05130 - Motor Equipment Metal Mechanic		25.43
05160 - Motor Equipment Metal Worker		22.89
05190 - Motor Vehicle Mechanic		25.43
05220 - Motor Vehicle Mechanic Helper		19.23
05250 - Motor Vehicle Upholstery Worker		21.67
05280 - Motor Vehicle Wrecker		22.89
05310 - Painter, Automotive		24.19
05340 - Radiator Repair Specialist		22.89
05370 - Tire Repairer		18.13
05400 - Transmission Repair Specialist		25.43
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.59
07041 - Cook I		20.86

07042 - Cook II 23.35
07070 - Dishwasher 15.43
07130 - Food Service Worker 17.78
07210 - Meat Cutter 23.61
07260 - Waiter/Waitress 16.12

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 26.38
09040 - Furniture Handler 16.07
09080 - Furniture Refinisher 23.02
09090 - Furniture Refinisher Helper 18.30
09110 - Furniture Repairer, Minor 20.62
09130 - Upholsterer 24.79

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.74
11060 - Elevator Operator 18.90
11090 - Gardener 24.94
11122 - Housekeeping Aide 19.94
11150 - Janitor 19.94
11210 - Laborer, Grounds Maintenance 20.59
11240 - Maid or Houseman 17.63
11260 - Pruner 19.21
11270 - Tractor Operator 23.44
11330 - Trail Maintenance Worker 20.59
11360 - Window Cleaner 21.38

12000 - Health Occupations
12010 - Ambulance Driver 22.10
12011 - Breath Alcohol Technician 31.45
12012 - Certified Occupational Therapist Assistant 39.23
12015 - Certified Physical Therapist Assistant 35.77
12020 - Dental Assistant 25.44
12025 - Dental Hygienist 44.34
12030 - EKG Technician 43.32
12035 - Electroneurodiagnostic Technologist 43.32
12040 - Emergency Medical Technician 22.10
12071 - Licensed Practical Nurse I 28.12
12072 - Licensed Practical Nurse II 31.45
12073 - Licensed Practical Nurse III 35.06
12100 - Medical Assistant 22.85
12130 - Medical Laboratory Technician 33.53
12160 - Medical Record Clerk 19.82
12190 - Medical Record Technician 30.47
12195 - Medical Transcriptionist 27.04
12210 - Nuclear Medicine Technologist 69.11
12221 - Nursing Assistant I 15.99
12222 - Nursing Assistant II 17.99
12223 - Nursing Assistant III 19.62
12224 - Nursing Assistant IV 22.04
12235 - Optical Dispenser 23.48
12236 - Optical Technician 28.12
12250 - Pharmacy Technician 19.79
12280 - Phlebotomist 22.29
12305 - Radiologic Technologist 37.42
12311 - Registered Nurse I 32.56
12312 - Registered Nurse II 39.82
12313 - Registered Nurse II, Specialist 39.82
12314 - Registered Nurse III 48.18
12315 - Registered Nurse III, Anesthetist 48.18
12316 - Registered Nurse IV 57.76
12317 - Scheduler (Drug and Alcohol Testing) 38.97
12320 - Substance Abuse Treatment Counselor 30.15

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.87
13012 - Exhibits Specialist II 28.34
13013 - Exhibits Specialist III 34.66
13041 - Illustrator I 22.87
13042 - Illustrator II 28.34
13043 - Illustrator III 34.66
13047 - Librarian 31.38
13050 - Library Aide/Clerk 17.70
13054 - Library Information Technology Systems Administrator 28.34
13058 - Library Technician 21.17
13061 - Media Specialist I 20.45
13062 - Media Specialist II 22.87
13063 - Media Specialist III 25.50
13071 - Photographer I 21.45
13072 - Photographer II 23.99
13073 - Photographer III 29.72
13074 - Photographer IV 36.35
13075 - Photographer V 43.98
13090 - Technical Order Library Clerk 22.72
13110 - Video Teleconference Technician 22.49

14000 - Information Technology Occupations
14041 - Computer Operator I 20.08
14042 - Computer Operator II 22.46
14043 - Computer Operator III 25.05
14044 - Computer Operator IV 27.83
14045 - Computer Operator V 30.83
14071 - Computer Programmer I (see 1) 24.77
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 20.08
14160 - Personal Computer Support Technician 28.47
14170 - System Support Specialist 31.53

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 37.83
15020 - Aircrew Training Devices Instructor (Rated) 45.95
15030 - Air Crew Training Devices Instructor (Pilot) 54.88
15050 - Computer Based Training Specialist / Instructor 37.83
15060 - Educational Technologist 34.08
15070 - Flight Instructor (Pilot) 54.88
15080 - Graphic Artist 27.56
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 54.88
15086 - Maintenance Test Pilot, Rotary Wing 54.88
15088 - Non-Maintenance Test/Co-Pilot 54.88
15090 - Technical Instructor 28.13
15095 - Technical Instructor/Course Developer 34.41
15110 - Test Proctor 22.71
15120 - Tutor 22.71

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 16.96
16030 - Counter Attendant 16.96
16040 - Dry Cleaner 19.39
16070 - Finisher, Flatwork, Machine 16.96
16090 - Presser, Hand 16.96
16110 - Presser, Machine, Drycleaning 16.96
16130 - Presser, Machine, Shirts 16.96
16160 - Presser, Machine, Wearing Apparel, Laundry 16.96
16190 - Sewing Machine Operator 20.20
16220 - Tailor 21.01
16250 - Washer, Machine 17.77

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.49
19040 - Tool And Die Maker 34.06

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.22
21030 - Material Coordinator 29.08
21040 - Material Expediter 29.08
21050 - Material Handling Laborer 19.15
21071 - Order Filler 18.41
21080 - Production Line Worker (Food Processing) 20.22
21110 - Shipping Packer 21.76
21130 - Shipping/Receiving Clerk 21.76
21140 - Store Worker I 18.46
21150 - Stock Clerk 22.48
21210 - Tools And Parts Attendant 20.22
21410 - Warehouse Specialist 20.22

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.42
23019 - Aircraft Logs and Records Technician 25.52
23021 - Aircraft Mechanic I 29.95
23022 - Aircraft Mechanic II 31.42
23023 - Aircraft Mechanic III 32.84
23040 - Aircraft Mechanic Helper 22.65
23050 - Aircraft, Painter 28.49
23060 - Aircraft Servicer 25.52
23070 - Aircraft Survival Flight Equipment Technician 28.49
23080 - Aircraft Worker 26.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.95
23110 - Appliance Mechanic 25.90
23120 - Bicycle Repairer 23.27
23125 - Cable Splicer 29.95
23130 - Carpenter, Maintenance 28.04
23140 - Carpet Layer 26.96
23160 - Electrician, Maintenance 31.31
23181 - Electronics Technician Maintenance I 27.75
23182 - Electronics Technician Maintenance II 29.33
23183 - Electronics Technician Maintenance III 30.83
23260 - Fabric Worker 25.52
23290 - Fire Alarm System Mechanic 29.95
23310 - Fire Extinguisher Repairer 24.09
23311 - Fuel Distribution System Mechanic 29.95
23312 - Fuel Distribution System Operator 24.09
23370 - General Maintenance Worker 24.87
23380 - Ground Support Equipment Mechanic 29.95
23381 - Ground Support Equipment Servicer 25.52
23382 - Ground Support Equipment Worker 26.96
23391 - Gunsmith I 24.09
23392 - Gunsmith II 26.96
23393 - Gunsmith III 29.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 31.55
23430 - Heavy Equipment Mechanic 30.34

23440 - Heavy Equipment Operator		27.50
23460 - Instrument Mechanic		27.23
23465 - Laboratory/Shelter Mechanic		28.49
23470 - Laborer		19.15
23510 - Locksmith		28.49
23530 - Machinery Maintenance Mechanic		31.60
23550 - Machinist, Maintenance		29.30
23580 - Maintenance Trades Helper		19.97
23591 - Metrology Technician I		27.23
23592 - Metrology Technician II		28.56
23593 - Metrology Technician III		29.85
23640 - Millwright		29.95
23710 - Office Appliance Repairer		27.70
23760 - Painter, Maintenance		21.10
23790 - Pipefitter, Maintenance		31.48
23810 - Plumber, Maintenance		29.94
23820 - Pneudraulic Systems Mechanic		29.95
23850 - Rigger		29.95
23870 - Scale Mechanic		26.96
23890 - Sheet-Metal Worker, Maintenance		29.95
23910 - Small Engine Mechanic		24.51
23931 - Telecommunications Mechanic I		34.31
23932 - Telecommunications Mechanic II		35.97
23950 - Telephone Lineman		30.46
23960 - Welder, Combination, Maintenance		27.02
23965 - Well Driller		29.95
23970 - Woodcraft Worker		29.95
23980 - Woodworker		24.09
24000 - Personal Needs Occupations		
24550 - Case Manager		19.80
24570 - Child Care Attendant		16.78
24580 - Child Care Center Clerk		20.90
24610 - Chore Aide		17.92
24620 - Family Readiness And Support Services Coordinator		19.80
24630 - Homemaker		19.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.98
25040 - Sewage Plant Operator		29.74
25070 - Stationary Engineer		30.98
25190 - Ventilation Equipment Tender		23.41
25210 - Water Treatment Plant Operator		29.74
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.65
27007 - Baggage Inspector		19.35
27008 - Corrections Officer		26.45
27010 - Court Security Officer		24.64
27030 - Detection Dog Handler		21.65
27040 - Detention Officer		26.45
27070 - Firefighter		24.16
27101 - Guard I		19.35
27102 - Guard II		21.65
27131 - Police Officer I		29.37
27132 - Police Officer II		32.65
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.30
28042 - Carnival Equipment Repairer		17.34
28043 - Carnival Worker		13.35
28210 - Gate Attendant/Gate Tender		19.65
28310 - Lifeguard		16.24
28350 - Park Attendant (Aide)		21.97
28510 - Recreation Aide/Health Facility Attendant		16.03
28515 - Recreation Specialist		27.23
28630 - Sports Official		17.49
28690 - Swimming Pool Operator		22.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.96
29020 - Hatch Tender		26.96
29030 - Line Handler		26.96
29041 - Stevedore I		25.52
29042 - Stevedore II		28.49
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		22.17
30022 - Archeological Technician II		24.78
30023 - Archeological Technician III		30.70
30030 - Cartographic Technician		30.70
30040 - Civil Engineering Technician		30.70
30051 - Cryogenic Technician I		34.00
30052 - Cryogenic Technician II		37.55
30061 - Drafter/CAD Operator I		22.17
30062 - Drafter/CAD Operator II		24.78
30063 - Drafter/CAD Operator III		27.62
30064 - Drafter/CAD Operator IV		34.00
30081 - Engineering Technician I		18.37
30082 - Engineering Technician II		20.62
30083 - Engineering Technician III		23.06

30084 - Engineering Technician IV		28.57
30085 - Engineering Technician V		34.94
30086 - Engineering Technician VI		42.27
30090 - Environmental Technician		27.91
30095 - Evidence Control Specialist		30.70
30210 - Laboratory Technician		27.62
30221 - Latent Fingerprint Technician I		34.00
30222 - Latent Fingerprint Technician II		37.55
30240 - Mathematical Technician		30.70
30361 - Paralegal/Legal Assistant I		24.22
30362 - Paralegal/Legal Assistant II		30.00
30363 - Paralegal/Legal Assistant III		36.69
30364 - Paralegal/Legal Assistant IV		44.39
30375 - Petroleum Supply Specialist		37.55
30390 - Photo-Optics Technician		30.70
30395 - Radiation Control Technician		37.55
30461 - Technical Writer I		28.78
30462 - Technical Writer II		35.20
30463 - Technical Writer III		42.59
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		34.00
30502 - Weather Forecaster II		41.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.62
30621 - Weather Observer, Senior	(see 2)	30.70
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.13
31020 - Bus Aide		18.08
31030 - Bus Driver		23.73
31043 - Driver Courier		20.16
31260 - Parking and Lot Attendant		15.33
31290 - Shuttle Bus Driver		19.11
31310 - Taxi Driver		15.02
31361 - Truckdriver, Light		21.45
31362 - Truckdriver, Medium		22.73
31363 - Truckdriver, Heavy		27.76
31364 - Truckdriver, Tractor-Trailer		27.76
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.56
99030 - Cashier		15.27
99050 - Desk Clerk		17.73
99095 - Embalmer		33.16
99130 - Flight Follower		33.16
99251 - Laboratory Animal Caretaker I		19.80
99252 - Laboratory Animal Caretaker II		21.07
99260 - Marketing Analyst		32.40
99310 - Mortician		33.16
99410 - Pest Controller		26.35
99510 - Photofinishing Worker		17.43
99710 - Recycling Laborer		21.79
99711 - Recycling Specialist		24.81
99730 - Refuse Collector		20.32
99810 - Sales Clerk		17.74
99820 - School Crossing Guard		20.49
99830 - Survey Party Chief		25.92
99831 - Surveying Aide		17.65
99832 - Surveying Technician		23.56
99840 - Vending Machine Attendant		23.89
99841 - Vending Machine Repairer		28.45
99842 - Vending Machine Repairer Helper		23.89

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 10 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))."""