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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.: 2015-5897
Revision No.: 4
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State: North Carolina

Area: North Carolina Counties of Stanly

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.69
01012 - Accounting Clerk II		18.75
01013 - Accounting Clerk III		20.97
01020 - Administrative Assistant		29.35
01035 - Court Reporter		21.03
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		16.73
01043 - Customer Service Representative III		18.78
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.49
01060 - Dispatcher, Motor Vehicle		21.45
01070 - Document Preparation Clerk		16.75

01090 - Duplicating Machine Operator	16.75
01111 - General Clerk I	15.05
01112 - General Clerk II	16.43
01113 - General Clerk III	18.44
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	13.86
01191 - Order Clerk I	17.79
01192 - Order Clerk II	19.40
01261 - Personnel Assistant (Employment) I	19.18
01262 - Personnel Assistant (Employment) II	21.45
01263 - Personnel Assistant (Employment) III	23.91
01270 - Production Control Clerk	23.16
01290 - Rental Clerk	17.75
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.18
01410 - Supply Technician	29.35
01420 - Survey Worker	18.35
01460 - Switchboard Operator/Receptionist	15.26
01531 - Travel Clerk I	15.74
01532 - Travel Clerk II	16.83
01533 - Travel Clerk III	17.82
01611 - Word Processor I	16.75
01612 - Word Processor II	18.80
01613 - Word Processor III	21.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.91
05010 - Automotive Electrician	20.99
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	16.29
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.99
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	15.48
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.53
07041 - Cook I	14.59
07042 - Cook II	16.59
07070 - Dishwasher	13.64

07130 - Food Service Worker	12.68
07210 - Meat Cutter	17.20
07260 - Waiter/Waitress	10.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.95
09040 - Furniture Handler	12.52
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.76
11060 - Elevator Operator	14.86
11090 - Gardener	20.72
11122 - Housekeeping Aide	14.86
11150 - Janitor	14.86
11210 - Laborer, Grounds Maintenance	16.21
11240 - Maid or Houseman	13.54
11260 - Pruner	14.66
11270 - Tractor Operator	19.32
11330 - Trail Maintenance Worker	16.21
11360 - Window Cleaner	16.48
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	25.46
12012 - Certified Occupational Therapist Assistant	34.21
12015 - Certified Physical Therapist Assistant	31.11
12020 - Dental Assistant	22.63
12025 - Dental Hygienist	40.32
12030 - EKG Technician	32.54
12035 - Electroneurodiagnostic Technologist	32.54
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	22.77
12072 - Licensed Practical Nurse II	25.46
12073 - Licensed Practical Nurse III	28.38
12100 - Medical Assistant	18.53
12130 - Medical Laboratory Technician	25.65
12160 - Medical Record Clerk	18.78
12190 - Medical Record Technician	21.00
12195 - Medical Transcriptionist	18.93
12210 - Nuclear Medicine Technologist	42.81
12221 - Nursing Assistant I	13.93
12222 - Nursing Assistant II	15.67
12223 - Nursing Assistant III	17.10
12224 - Nursing Assistant IV	19.19
12235 - Optical Dispenser	20.31
12236 - Optical Technician	22.77

12250 - Pharmacy Technician		17.88
12280 - Phlebotomist		17.62
12305 - Radiologic Technologist		30.10
12311 - Registered Nurse I		27.75
12312 - Registered Nurse II		33.95
12313 - Registered Nurse II, Specialist		33.95
12314 - Registered Nurse III		41.09
12315 - Registered Nurse III, Anesthetist		41.09
12316 - Registered Nurse IV		49.23
12317 - Scheduler (Drug and Alcohol Testing)		31.54
12320 - Substance Abuse Treatment Counselor		24.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.57
13012 - Exhibits Specialist II		23.00
13013 - Exhibits Specialist III		28.12
13041 - Illustrator I		18.57
13042 - Illustrator II		23.00
13043 - Illustrator III		28.12
13047 - Librarian		25.47
13050 - Library Aide/Clerk		13.38
13054 - Library Information Technology Systems Administrator		23.00
13058 - Library Technician		18.65
13061 - Media Specialist I		16.60
13062 - Media Specialist II		18.57
13063 - Media Specialist III		20.69
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.00
13074 - Photographer IV		28.12
13075 - Photographer V		34.03
13090 - Technical Order Library Clerk		16.80
13110 - Video Teleconference Technician		18.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.99
14042 - Computer Operator II		21.24
14043 - Computer Operator III		23.67
14044 - Computer Operator IV		26.32
14045 - Computer Operator V		29.14
14071 - Computer Programmer I	(see 1)	23.94
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		18.99
14160 - Personal Computer Support Technician		26.32

14170 - System Support Specialist	29.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.81
15020 - Aircrew Training Devices Instructor (Rated)	38.49
15030 - Air Crew Training Devices Instructor (Pilot)	46.13
15050 - Computer Based Training Specialist / Instructor	31.81
15060 - Educational Technologist	29.62
15070 - Flight Instructor (Pilot)	46.13
15080 - Graphic Artist	24.05
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.13
15086 - Maintenance Test Pilot, Rotary Wing	46.13
15088 - Non-Maintenance Test/Co-Pilot	46.13
15090 - Technical Instructor	24.46
15095 - Technical Instructor/Course Developer	29.92
15110 - Test Proctor	19.74
15120 - Tutor	19.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.81
16030 - Counter Attendant	11.81
16040 - Dry Cleaner	14.51
16070 - Finisher, Flatwork, Machine	11.81
16090 - Presser, Hand	11.81
16110 - Presser, Machine, Drycleaning	11.81
16130 - Presser, Machine, Shirts	11.81
16160 - Presser, Machine, Wearing Apparel, Laundry	11.81
16190 - Sewing Machine Operator	15.38
16220 - Tailor	16.25
16250 - Washer, Machine	12.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.02
19040 - Tool And Die Maker	26.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.17
21030 - Material Coordinator	23.16
21040 - Material Expediter	23.16
21050 - Material Handling Laborer	16.92
21071 - Order Filler	15.97
21080 - Production Line Worker (Food Processing)	19.17
21110 - Shipping Packer	19.60
21130 - Shipping/Receiving Clerk	19.60
21140 - Store Worker I	14.39
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	19.17

21410 - Warehouse Specialist	19.17

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.58
23019 - Aircraft Logs and Records Technician	26.21
23021 - Aircraft Mechanic I	30.99
23022 - Aircraft Mechanic II	32.58
23023 - Aircraft Mechanic III	34.14
23040 - Aircraft Mechanic Helper	22.95
23050 - Aircraft, Painter	29.38
23060 - Aircraft Servicer	26.21
23070 - Aircraft Survival Flight Equipment Technician	29.38
23080 - Aircraft Worker	27.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.99
23110 - Appliance Mechanic	23.40
23120 - Bicycle Repairer	20.78
23125 - Cable Splicer	35.76
23130 - Carpenter, Maintenance	20.14
23140 - Carpet Layer	23.64
23160 - Electrician, Maintenance	24.21
23181 - Electronics Technician Maintenance I	27.21
23182 - Electronics Technician Maintenance II	28.78
23183 - Electronics Technician Maintenance III	30.36
23260 - Fabric Worker	22.23
23290 - Fire Alarm System Mechanic	24.11
23310 - Fire Extinguisher Repairer	20.78
23311 - Fuel Distribution System Mechanic	28.06
23312 - Fuel Distribution System Operator	22.32
23370 - General Maintenance Worker	22.11
23380 - Ground Support Equipment Mechanic	30.99
23381 - Ground Support Equipment Servicer	26.21
23382 - Ground Support Equipment Worker	27.76
23391 - Gunsmith I	20.78
23392 - Gunsmith II	23.64
23393 - Gunsmith III	26.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.43
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	26.45
23440 - Heavy Equipment Operator	22.47
23460 - Instrument Mechanic	27.79
23465 - Laboratory/Shelter Mechanic	25.09
23470 - Laborer	16.92
23510 - Locksmith	25.09
23530 - Machinery Maintenance Mechanic	27.92

23550 - Machinist, Maintenance	23.82
23580 - Maintenance Trades Helper	16.78
23591 - Metrology Technician I	27.79
23592 - Metrology Technician II	29.22
23593 - Metrology Technician III	30.61
23640 - Millwright	26.49
23710 - Office Appliance Repairer	22.29
23760 - Painter, Maintenance	19.68
23790 - Pipefitter, Maintenance	23.86
23810 - Plumber, Maintenance	22.60
23820 - Pneudraulic Systems Mechanic	26.49
23850 - Rigger	26.49
23870 - Scale Mechanic	23.64
23890 - Sheet-Metal Worker, Maintenance	22.41
23910 - Small Engine Mechanic	20.13
23931 - Telecommunications Mechanic I	29.73
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	26.12
23960 - Welder, Combination, Maintenance	24.17
23965 - Well Driller	26.49
23970 - Woodcraft Worker	26.49
23980 - Woodworker	20.78
24000 - Personal Needs Occupations	
24550 - Case Manager	19.59
24570 - Child Care Attendant	13.35
24580 - Child Care Center Clerk	16.64
24610 - Chore Aide	13.28
24620 - Family Readiness And Support Services Coordinator	19.59
24630 - Homemaker	19.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.04
25040 - Sewage Plant Operator	20.89
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	18.55
25210 - Water Treatment Plant Operator	20.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.93
27008 - Corrections Officer	22.85
27010 - Court Security Officer	21.28
27030 - Detection Dog Handler	18.94
27040 - Detention Officer	22.85
27070 - Firefighter	18.54
27101 - Guard I	16.93
27102 - Guard II	18.94
27131 - Police Officer I	23.68

27132	- Police Officer II		26.32
28000	- Recreation Occupations		
28041	- Carnival Equipment Operator		14.15
28042	- Carnival Equipment Repairer		15.18
28043	- Carnival Worker		10.74
28210	- Gate Attendant/Gate Tender		17.15
28310	- Lifeguard		13.72
28350	- Park Attendant (Aide)		19.18
28510	- Recreation Aide/Health Facility Attendant		14.00
28515	- Recreation Specialist		23.76
28630	- Sports Official		15.28
28690	- Swimming Pool Operator		17.14
29000	- Stevedoring/Longshoremen Occupational Services		
29010	- Blocker And Bracer		28.01
29020	- Hatch Tender		28.01
29030	- Line Handler		28.01
29041	- Stevedore I		26.35
29042	- Stevedore II		29.73
30000	- Technical Occupations		
30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	48.11
30011	- Air Traffic Control Specialist, Station (HFO)	(see 2)	33.18
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.53
30021	- Archeological Technician I		19.19
30022	- Archeological Technician II		21.47
30023	- Archeological Technician III		26.59
30030	- Cartographic Technician		26.59
30040	- Civil Engineering Technician		29.12
30051	- Cryogenic Technician I		29.45
30052	- Cryogenic Technician II		32.52
30061	- Drafter/CAD Operator I		19.19
30062	- Drafter/CAD Operator II		21.47
30063	- Drafter/CAD Operator III		23.92
30064	- Drafter/CAD Operator IV		29.45
30081	- Engineering Technician I		19.33
30082	- Engineering Technician II		21.69
30083	- Engineering Technician III		24.27
30084	- Engineering Technician IV		30.06
30085	- Engineering Technician V		36.76
30086	- Engineering Technician VI		44.48
30090	- Environmental Technician		24.79
30095	- Evidence Control Specialist		26.59
30210	- Laboratory Technician		24.48
30221	- Latent Fingerprint Technician I		29.45
30222	- Latent Fingerprint Technician II		32.52

30240 - Mathematical Technician			26.59
30361 - Paralegal/Legal Assistant I			22.95
30362 - Paralegal/Legal Assistant II			28.44
30363 - Paralegal/Legal Assistant III			34.78
30364 - Paralegal/Legal Assistant IV			42.08
30375 - Petroleum Supply Specialist			32.52
30390 - Photo-Optics Technician			26.59
30395 - Radiation Control Technician			32.52
30461 - Technical Writer I			26.59
30462 - Technical Writer II			32.52
30463 - Technical Writer III			39.34
30491 - Unexploded Ordnance (UXO) Technician I			30.58
30492 - Unexploded Ordnance (UXO) Technician II			37.00
30493 - Unexploded Ordnance (UXO) Technician III			44.34
30494 - Unexploded (UXO) Safety Escort			30.58
30495 - Unexploded (UXO) Sweep Personnel			30.58
30501 - Weather Forecaster I			29.45
30502 - Weather Forecaster II			35.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs		(see 2)	23.92
30621 - Weather Observer, Senior		(see 2)	26.59
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot			37.00
31020 - Bus Aide			14.27
31030 - Bus Driver			19.38
31043 - Driver Courier			15.70
31260 - Parking and Lot Attendant			13.66
31290 - Shuttle Bus Driver			16.78
31310 - Taxi Driver			14.17
31361 - Truckdriver, Light			16.78
31362 - Truckdriver, Medium			18.59
31363 - Truckdriver, Heavy			23.00
31364 - Truckdriver, Tractor-Trailer			23.00
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			18.04
99030 - Cashier			12.57
99050 - Desk Clerk			13.32
99095 - Embalmer			31.43
99130 - Flight Follower			30.58
99251 - Laboratory Animal Caretaker I			16.96
99252 - Laboratory Animal Caretaker II			18.19
99260 - Marketing Analyst			28.84
99310 - Mortician			31.43
99410 - Pest Controller			18.05
99510 - Photofinishing Worker			16.07
99710 - Recycling Laborer			16.02
99711 - Recycling Specialist			19.03
99730 - Refuse Collector			14.51

99810 - Sales Clerk	13.95
99820 - School Crossing Guard	15.29
99830 - Survey Party Chief	24.26
99831 - Surveying Aide	16.37
99832 - Surveying Technician	22.41
99840 - Vending Machine Attendant	19.20
99841 - Vending Machine Repairer	22.81
99842 - Vending Machine Repairer Helper	19.20

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 rate will be adjusted annually.
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))."""
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