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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.: 2015-4497
Revision No.: 32
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State: Georgia

Area: Georgia Counties of Banks, Chattooga, Fannin, Franklin,
Gilmer, Gordon, Greene, Habersham,
Jackson, Polk, Rabun, Stephens, Towns,
Union and White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.74
01012 - Accounting Clerk II		19.91
01013 - Accounting Clerk III		22.27
01020 - Administrative Assistant		29.51
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		16.04
01042 - Customer Service Representative II		17.50
01043 - Customer Service Representative III		19.64
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.64
01060 - Dispatcher, Motor Vehicle		23.96
01070 - Document Preparation Clerk		16.24
01090 - Duplicating Machine Operator		16.24
01111 - General Clerk I		16.49
01112 - General Clerk II		17.99
01113 - General Clerk III		20.19
01120 - Housing Referral Assistant		22.00
01141 - Messenger Courier		14.95
01191 - Order Clerk I		16.96
01192 - Order Clerk II		18.51
01261 - Personnel Assistant (Employment) I		18.87
01262 - Personnel Assistant (Employment) II		21.10
01263 - Personnel Assistant (Employment) III		23.52
01270 - Production Control Clerk		23.23
01290 - Rental Clerk		16.68
01300 - Scheduler, Maintenance		17.65
01311 - Secretary I		17.65
01312 - Secretary II		19.74
01313 - Secretary III		22.00
01320 - Service Order Dispatcher		21.42
01410 - Supply Technician		29.51
01420 - Survey Worker		19.74
01460 - Switchboard Operator/Receptionist		16.14
01531 - Travel Clerk I		15.72
01532 - Travel Clerk II		17.65
01533 - Travel Clerk III		19.74
01611 - Word Processor I		15.72
01612 - Word Processor II		17.65
01613 - Word Processor III		19.74
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36
05010 - Automotive Electrician		21.55
05040 - Automotive Glass Installer		20.18
05070 - Automotive Worker		20.18
05110 - Mobile Equipment Servicer		17.47
05130 - Motor Equipment Metal Mechanic		23.36
05160 - Motor Equipment Metal Worker		20.18
05190 - Motor Vehicle Mechanic		23.36
05220 - Motor Vehicle Mechanic Helper		17.56
05250 - Motor Vehicle Upholstery Worker		19.05
05280 - Motor Vehicle Wrecker		20.18
05310 - Painter, Automotive		21.55
05340 - Radiator Repair Specialist		20.18
05370 - Tire Repairer		15.50
05400 - Transmission Repair Specialist		23.36
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.54
07041 - Cook I		14.75
07042 - Cook II		17.37
07070 - Dishwasher		12.23
07130 - Food Service Worker		14.17
07210 - Meat Cutter		15.82
07260 - Waiter/Waitress		10.67

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.79
09040 - Furniture Handler 12.05
09080 - Furniture Refinisher 18.66
09090 - Furniture Refinisher Helper 13.51
09110 - Furniture Repairer, Minor 16.18
09130 - Upholsterer 18.80

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.74
11060 - Elevator Operator 14.90
11090 - Gardener 22.45
11122 - Housekeeping Aide 14.90
11150 - Janitor 14.90
11210 - Laborer, Grounds Maintenance 16.28
11240 - Maid or Houseman 12.97
11260 - Pruner 14.19
11270 - Tractor Operator 20.42
11330 - Trail Maintenance Worker 16.28
11360 - Window Cleaner 17.09

12000 - Health Occupations
12010 - Ambulance Driver 18.43
12011 - Breath Alcohol Technician 24.57
12012 - Certified Occupational Therapist Assistant 33.86
12015 - Certified Physical Therapist Assistant 36.98
12020 - Dental Assistant 22.27
12025 - Dental Hygienist 40.68
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 18.43
12071 - Licensed Practical Nurse I 21.97
12072 - Licensed Practical Nurse II 24.57
12073 - Licensed Practical Nurse III 27.40
12100 - Medical Assistant 18.02
12130 - Medical Laboratory Technician 29.32
12160 - Medical Record Clerk 18.32
12190 - Medical Record Technician 20.49
12195 - Medical Transcriptionist 21.97
12210 - Nuclear Medicine Technologist 54.00
12221 - Nursing Assistant I 14.06
12222 - Nursing Assistant II 15.82
12223 - Nursing Assistant III 17.26
12224 - Nursing Assistant IV 19.37
12235 - Optical Dispenser 22.28
12236 - Optical Technician 21.97
12250 - Pharmacy Technician 17.54
12280 - Phlebotomist 18.20
12305 - Radiologic Technologist 30.79
12311 - Registered Nurse I 25.79
12312 - Registered Nurse II 31.54
12313 - Registered Nurse II, Specialist 31.54
12314 - Registered Nurse III 38.16
12315 - Registered Nurse III, Anesthetist 38.16
12316 - Registered Nurse IV 45.75
12317 - Scheduler (Drug and Alcohol Testing) 30.45
12320 - Substance Abuse Treatment Counselor 23.55

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 26.26
13012 - Exhibits Specialist II 32.54
13013 - Exhibits Specialist III 39.80
13041 - Illustrator I 26.26
13042 - Illustrator II 32.54
13043 - Illustrator III 39.80
13047 - Librarian 36.03
13050 - Library Aide/Clerk 19.05
13054 - Library Information Technology Systems
Administrator 32.54
13058 - Library Technician 15.42
13061 - Media Specialist I 23.48
13062 - Media Specialist II 26.26
13063 - Media Specialist III 29.28
13071 - Photographer I 20.53
13072 - Photographer II 22.96
13073 - Photographer III 28.44
13074 - Photographer IV 34.79
13075 - Photographer V 41.07
13090 - Technical Order Library Clerk 23.93
13110 - Video Teleconference Technician 22.58

14000 - Information Technology Occupations
14041 - Computer Operator I 21.15
14042 - Computer Operator II 23.66
14043 - Computer Operator III 26.39
14044 - Computer Operator IV 29.33
14045 - Computer Operator V 32.47
14071 - Computer Programmer I (see 1) 25.09
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 21.15
14160 - Personal Computer Support Technician 29.33
14170 - System Support Specialist 33.08

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 35.49
15020 - Aircrew Training Devices Instructor (Rated) 42.93
15030 - Air Crew Training Devices Instructor
(Pilot) 51.46

15050 - Computer Based Training Specialist / Instructor	35.49
15060 - Educational Technologist	41.03
15070 - Flight Instructor (Pilot)	51.46
15080 - Graphic Artist	26.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.46
15086 - Maintenance Test Pilot, Rotary Wing	51.46
15088 - Non-Maintenance Test/Co-Pilot	51.46
15090 - Technical Instructor	23.83
15095 - Technical Instructor/Course Developer	29.15
15110 - Test Proctor	19.24
15120 - Tutor	19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.34
16030 - Counter Attendant	11.34
16040 - Dry Cleaner	13.62
16070 - Finisher, Flatwork, Machine	11.34
16090 - Presser, Hand	11.34
16110 - Presser, Machine, Drycleaning	11.34
16130 - Presser, Machine, Shirts	11.34
16160 - Presser, Machine, Wearing Apparel, Laundry	11.34
16190 - Sewing Machine Operator	14.38
16220 - Tailor	15.19
16250 - Washer, Machine	12.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.00
19040 - Tool And Die Maker	28.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.89
21030 - Material Coordinator	23.23
21040 - Material Expediter	23.23
21050 - Material Handling Laborer	16.89
21071 - Order Filler	17.45
21080 - Production Line Worker (Food Processing)	21.89
21110 - Shipping Packer	20.03
21130 - Shipping/Receiving Clerk	20.03
21140 - Store Worker I	13.84
21150 - Stock Clerk	20.91
21210 - Tools And Parts Attendant	21.89
21410 - Warehouse Specialist	21.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.26
23019 - Aircraft Logs and Records Technician	22.52
23021 - Aircraft Mechanic I	27.61
23022 - Aircraft Mechanic II	29.26
23023 - Aircraft Mechanic III	30.86
23040 - Aircraft Mechanic Helper	18.82
23050 - Aircraft, Painter	24.29
23060 - Aircraft Servicer	22.52
23070 - Aircraft Survival Flight Equipment Technician	24.29
23080 - Aircraft Worker	24.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.61
23110 - Appliance Mechanic	23.88
23120 - Bicycle Repairer	18.99
23125 - Cable Splicer	35.17
23130 - Carpenter, Maintenance	22.98
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	26.72
23181 - Electronics Technician Maintenance I	31.83
23182 - Electronics Technician Maintenance II	33.99
23183 - Electronics Technician Maintenance III	36.13
23260 - Fabric Worker	20.68
23290 - Fire Alarm System Mechanic	22.63
23310 - Fire Extinguisher Repairer	18.99
23311 - Fuel Distribution System Mechanic	23.65
23312 - Fuel Distribution System Operator	17.70
23370 - General Maintenance Worker	22.53
23380 - Ground Support Equipment Mechanic	27.61
23381 - Ground Support Equipment Servicer	22.52
23382 - Ground Support Equipment Worker	24.14
23391 - Gunsmith I	18.99
23392 - Gunsmith II	22.36
23393 - Gunsmith III	25.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.82
23430 - Heavy Equipment Mechanic	27.93
23440 - Heavy Equipment Operator	20.26
23460 - Instrument Mechanic	25.38
23465 - Laboratory/Shelter Mechanic	23.88
23470 - Laborer	16.89
23510 - Locksmith	23.88
23530 - Machinery Maintenance Mechanic	27.55
23550 - Machinist, Maintenance	22.97
23580 - Maintenance Trades Helper	16.68
23591 - Metrology Technician I	25.38
23592 - Metrology Technician II	26.89
23593 - Metrology Technician III	28.37
23640 - Millwright	24.44
23710 - Office Appliance Repairer	23.88
23760 - Painter, Maintenance	19.59
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.49
23820 - Pneudraulic Systems Mechanic	25.38
23850 - Rigger	25.38
23870 - Scale Mechanic	22.36

23890 - Sheet-Metal Worker, Maintenance 21.55
23910 - Small Engine Mechanic 19.57
23931 - Telecommunications Mechanic I 29.63
23932 - Telecommunications Mechanic II 31.40
23950 - Telephone Lineman 24.09
23960 - Welder, Combination, Maintenance 22.45
23965 - Well Driller 25.38
23970 - Woodcraft Worker 25.38
23980 - Woodworker 18.99

24000 - Personal Needs Occupations
24550 - Case Manager 16.75
24570 - Child Care Attendant 12.75
24580 - Child Care Center Clerk 15.89
24610 - Chore Aide 12.71
24620 - Family Readiness And Support Services Coordinator 16.75
24630 - Homemaker 16.76

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.39
25040 - Sewage Plant Operator 20.37
25070 - Stationary Engineer 22.39
25190 - Ventilation Equipment Tender 15.02
25210 - Water Treatment Plant Operator 20.37

27000 - Protective Service Occupations
27004 - Alarm Monitor 18.19
27007 - Baggage Inspector 16.73
27008 - Corrections Officer 20.59
27010 - Court Security Officer 20.31
27030 - Detection Dog Handler 19.03
27040 - Detention Officer 20.59
27070 - Firefighter 17.97
27101 - Guard I 16.73
27102 - Guard II 19.03
27131 - Police Officer I 22.85
27132 - Police Officer II 25.40

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.64
28042 - Carnival Equipment Repairer 18.29
28043 - Carnival Worker 11.56
28210 - Gate Attendant/Gate Tender 15.26
28310 - Lifeguard 14.07
28350 - Park Attendant (Aide) 17.08
28510 - Recreation Aide/Health Facility Attendant 12.08
28515 - Recreation Specialist 20.50
28630 - Sports Official 13.18
28690 - Swimming Pool Operator 21.54

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.60
29020 - Hatch Tender 21.60
29030 - Line Handler 21.60
29041 - Stevedore I 19.99
29042 - Stevedore II 23.08

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 48.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 37.00
30021 - Archeological Technician I 20.00
30022 - Archeological Technician II 22.06
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 27.33
30040 - Civil Engineering Technician 27.33
30051 - Cryogenic Technician I 30.27
30052 - Cryogenic Technician II 33.43
30061 - Drafter/CAD Operator I 20.00
30062 - Drafter/CAD Operator II 22.06
30063 - Drafter/CAD Operator III 24.60
30064 - Drafter/CAD Operator IV 30.27
30081 - Engineering Technician I 17.83
30082 - Engineering Technician II 20.02
30083 - Engineering Technician III 22.39
30084 - Engineering Technician IV 27.74
30085 - Engineering Technician V 33.92
30086 - Engineering Technician VI 41.04
30090 - Environmental Technician 27.33
30095 - Evidence Control Specialist 27.33
30210 - Laboratory Technician 24.60
30221 - Latent Fingerprint Technician I 30.27
30222 - Latent Fingerprint Technician II 33.43
30240 - Mathematical Technician 27.33
30361 - Paralegal/Legal Assistant I 21.35
30362 - Paralegal/Legal Assistant II 26.46
30363 - Paralegal/Legal Assistant III 32.35
30364 - Paralegal/Legal Assistant IV 39.12
30375 - Petroleum Supply Specialist 33.43
30390 - Photo-Optics Technician 27.33
30395 - Radiation Control Technician 33.43
30461 - Technical Writer I 27.33
30462 - Technical Writer II 33.43
30463 - Technical Writer III 40.45
30491 - Unexploded Ordnance (UXO) Technician I 30.97
30492 - Unexploded Ordnance (UXO) Technician II 37.46
30493 - Unexploded Ordnance (UXO) Technician III 44.90
30494 - Unexploded (UXO) Safety Escort 30.97
30495 - Unexploded (UXO) Sweep Personnel 30.97
30501 - Weather Forecaster I 30.27
30502 - Weather Forecaster II 36.82

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.60
30621 - Weather Observer, Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.46
31020 - Bus Aide		13.26
31030 - Bus Driver		20.17
31043 - Driver Courier		18.01
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		16.12
31310 - Taxi Driver		14.87
31361 - Truckdriver, Light		19.80
31362 - Truckdriver, Medium		21.57
31363 - Truckdriver, Heavy		25.95
31364 - Truckdriver, Tractor-Trailer		25.95
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.27
99030 - Cashier		13.05
99050 - Desk Clerk		13.31
99095 - Embalmer		30.00
99130 - Flight Follower		30.97
99251 - Laboratory Animal Caretaker I		16.59
99252 - Laboratory Animal Caretaker II		18.24
99260 - Marketing Analyst		30.13
99310 - Mortician		30.00
99410 - Pest Controller		18.75
99510 - Photofinishing Worker		16.45
99710 - Recycling Laborer		19.67
99711 - Recycling Specialist		24.68
99730 - Refuse Collector		17.15
99810 - Sales Clerk		13.50
99820 - School Crossing Guard		15.37
99830 - Survey Party Chief		21.34
99831 - Surveying Aide		12.52
99832 - Surveying Technician		17.63
99840 - Vending Machine Attendant		23.25
99841 - Vending Machine Repairer		30.10
99842 - Vending Machine Repairer Helper		23.25

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 1
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; and 3 weeks after 8 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))."""
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