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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.: 2015-4263 Revision No.: 9 Date Of Revision: 04/25/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Mahoning, Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.17
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		22.18
01035 - Court Reporter		23.99
01041 - Customer Service Representative I		12.31
01042 - Customer Service Representative II		13.84
01043 - Customer Service Representative III		15.10
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.98
01060 - Dispatcher, Motor Vehicle		19.57
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		13.26
01112 - General Clerk II		14.47
01113 - General Clerk III		16.25
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		12.87
01191 - Order Clerk I		13.92
01192 - Order Clerk II		15.38
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		21.76
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.46

01320 - Service Order Dispatcher	17.42
01410 - Supply Technician	22.18
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	11.56
01531 - Travel Clerk I	13.19
01532 - Travel Clerk II	14.16
01533 - Travel Clerk III	15.18
01611 - Word Processor I	14.38
01612 - Word Processor II	16.91
01613 - Word Processor III	19.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.44
07041 - Cook I	11.57
07042 - Cook II	13.13
07070 - Dishwasher	9.16
07130 - Food Service Worker	9.54
07210 - Meat Cutter	16.82
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.07
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.06
11060 - Elevator Operator	12.44
11090 - Gardener	14.44
11122 - Housekeeping Aide	12.44
11150 - Janitor	12.44
11210 - Laborer, Grounds Maintenance	11.54
11240 - Maid or Houseman	9.53
11260 - Pruner	11.06
11270 - Tractor Operator	13.52
11330 - Trail Maintenance Worker	11.54
11360 - Window Cleaner	13.64
12000 - Health Occupations	
12010 - Ambulance Driver	13.81
12011 - Breath Alcohol Technician	17.57
12012 - Certified Occupational Therapist Assistant	27.55
12015 - Certified Physical Therapist Assistant	26.39
12020 - Dental Assistant	16.67
12025 - Dental Hygienist	28.64
12030 - EKG Technician	27.19

12035 - Electroneurodiagnostic Technologist		27.19
12040 - Emergency Medical Technician		13.81
12071 - Licensed Practical Nurse I		15.73
12072 - Licensed Practical Nurse II		17.61
12073 - Licensed Practical Nurse III		19.62
12100 - Medical Assistant		14.31
12130 - Medical Laboratory Technician		21.73
12160 - Medical Record Clerk		14.56
12190 - Medical Record Technician		16.69
12195 - Medical Transcriptionist		17.13
12210 - Nuclear Medicine Technologist		33.37
12221 - Nursing Assistant I		11.85
12222 - Nursing Assistant II		13.32
12223 - Nursing Assistant III		14.53
12224 - Nursing Assistant IV		16.32
12235 - Optical Dispenser		17.54
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		15.52
12305 - Radiologic Technologist		23.39
12311 - Registered Nurse I		22.77
12312 - Registered Nurse II		27.86
12313 - Registered Nurse II, Specialist		27.86
12314 - Registered Nurse III		33.70
12315 - Registered Nurse III, Anesthetist		33.70
12316 - Registered Nurse IV		40.39
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		20.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		13.48
13072 - Photographer II		17.03
13073 - Photographer III		19.82
13074 - Photographer IV		22.84
13075 - Photographer V		26.61
13090 - Technical Order Library Clerk		13.88
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	
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		15.96
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		24.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		31.13
15070 - Flight Instructor (Pilot)		41.83
15080 - Graphic Artist		22.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.11
15086 - Maintenance Test Pilot, Rotary Wing		39.11
15088 - Non-Maintenance Test/Co-Pilot		39.11
15090 - Technical Instructor		20.47
15095 - Technical Instructor/Course Developer		24.12
15110 - Test Proctor		17.57
15120 - Tutor		17.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.14
16030 - Counter Attendant		10.14
16040 - Dry Cleaner		12.51
16070 - Finisher, Flatwork, Machine		10.14
16090 - Presser, Hand		10.14
16110 - Presser, Machine, Drycleaning		10.14
16130 - Presser, Machine, Shirts		10.14
16160 - Presser, Machine, Wearing Apparel, Laundry		10.14
16190 - Sewing Machine Operator		13.34
16220 - Tailor		14.16
16250 - Washer, Machine		10.87
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.76
19040 - Tool And Die Maker		28.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		21.76
21040 - Material Expediter		21.76
21050 - Material Handling Laborer		13.90
21071 - Order Filler		14.51
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		15.77
21130 - Shipping/Receiving Clerk		15.77
21140 - Store Worker I		15.34
21150 - Stock Clerk		20.09
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.47
23019 - Aircraft Logs and Records Technician		26.65
23021 - Aircraft Mechanic I		31.14
23022 - Aircraft Mechanic II		32.47
23023 - Aircraft Mechanic III		33.65
23040 - Aircraft Mechanic Helper		23.45
23050 - Aircraft, Painter		29.88
23060 - Aircraft Servicer		26.65
23070 - Aircraft Survival Flight Equipment Technician		29.88
23080 - Aircraft Worker		28.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.14
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	20.48
23125 - Cable Splicer	34.96
23130 - Carpenter, Maintenance	25.08
23140 - Carpet Layer	23.24
23160 - Electrician, Maintenance	30.05
23181 - Electronics Technician Maintenance I	26.58
23182 - Electronics Technician Maintenance II	28.02
23183 - Electronics Technician Maintenance III	32.00
23260 - Fabric Worker	21.79
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	20.48
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	24.10
23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	31.14
23381 - Ground Support Equipment Servicer	26.65
23382 - Ground Support Equipment Worker	28.42
23391 - Gunsmith I	20.48
23392 - Gunsmith II	23.24
23393 - Gunsmith III	25.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.27
23430 - Heavy Equipment Mechanic	26.49
23440 - Heavy Equipment Operator	26.68
23460 - Instrument Mechanic	25.68
23465 - Laboratory/Shelter Mechanic	24.50
23470 - Laborer	13.90
23510 - Locksmith	22.59
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist, Maintenance	23.51
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	25.68
23592 - Metrology Technician II	26.78
23593 - Metrology Technician III	27.75
23640 - Millwright	33.36
23710 - Office Appliance Repairer	20.72
23760 - Painter, Maintenance	26.30
23790 - Pipefitter, Maintenance	28.01
23810 - Plumber, Maintenance	26.62
23820 - Pneudraulic Systems Mechanic	25.68
23850 - Rigger	25.68
23870 - Scale Mechanic	23.24
23890 - Sheet-Metal Worker, Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	26.77
23932 - Telecommunications Mechanic II	27.93
23950 - Telephone Lineman	25.68
23960 - Welder, Combination, Maintenance	21.30
23965 - Well Driller	25.68
23970 - Woodcraft Worker	25.68
23980 - Woodworker	20.48
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	10.95

24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	15.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.08
25040 - Sewage Plant Operator	23.94
25070 - Stationary Engineer	25.08
25190 - Ventilation Equipment Tender	18.66
25210 - Water Treatment Plant Operator	23.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	13.04
27008 - Corrections Officer	23.30
27010 - Court Security Officer	19.25
27030 - Detection Dog Handler	17.48
27040 - Detention Officer	23.30
27070 - Firefighter	17.08
27101 - Guard I	13.04
27102 - Guard II	16.95
27131 - Police Officer I	21.33
27132 - Police Officer II	23.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.29
28042 - Carnival Equipment Repairer	13.13
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	14.48
28310 - Lifeguard	10.92
28350 - Park Attendant (Aide)	16.20
28510 - Recreation Aide/Health Facility Attendant	11.82
28515 - Recreation Specialist	20.07
28630 - Sports Official	12.90
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.56
29020 - Hatch Tender	21.56
29030 - Line Handler	21.56
29041 - Stevedore I	20.22
29042 - Stevedore II	22.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	19.30
30022 - Archeological Technician II	21.59
30023 - Archeological Technician III	23.57
30030 - Cartographic Technician	26.76
30040 - Civil Engineering Technician	21.96
30051 - Cryogenic Technician I	23.67
30052 - Cryogenic Technician II	26.14
30061 - Drafter/CAD Operator I	19.30
30062 - Drafter/CAD Operator II	21.59
30063 - Drafter/CAD Operator III	24.08
30064 - Drafter/CAD Operator IV	29.62
30081 - Engineering Technician I	18.89
30082 - Engineering Technician II	21.20
30083 - Engineering Technician III	23.71
30084 - Engineering Technician IV	29.38
30085 - Engineering Technician V	35.94
30086 - Engineering Technician VI	43.48
30090 - Environmental Technician	22.66
30095 - Evidence Control Specialist	21.37

30210 - Laboratory Technician		21.62
30221 - Latent Fingerprint Technician I		23.67
30222 - Latent Fingerprint Technician II		26.14
30240 - Mathematical Technician		26.45
30361 - Paralegal/Legal Assistant I		17.18
30362 - Paralegal/Legal Assistant II		21.27
30363 - Paralegal/Legal Assistant III		26.03
30364 - Paralegal/Legal Assistant IV		31.49
30375 - Petroleum Supply Specialist		26.14
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		26.14
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.21
30463 - Technical Writer III		35.36
30491 - Unexploded Ordnance (UXO) Technician I		24.65
30492 - Unexploded Ordnance (UXO) Technician II		29.82
30493 - Unexploded Ordnance (UXO) Technician III		35.74
30494 - Unexploded (UXO) Safety Escort		24.65
30495 - Unexploded (UXO) Sweep Personnel		24.65
30501 - Weather Forecaster I		25.04
30502 - Weather Forecaster II		30.46
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.08
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.82
31020 - Bus Aide		14.16
31030 - Bus Driver		18.87
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		11.02
31290 - Shuttle Bus Driver		14.81
31310 - Taxi Driver		11.72
31361 - Truckdriver, Light		14.81
31362 - Truckdriver, Medium		17.78
31363 - Truckdriver, Heavy		21.22
31364 - Truckdriver, Tractor-Trailer		21.22
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.54
99030 - Cashier		9.64
99050 - Desk Clerk		12.25
99095 - Embalmer		32.26
99130 - Flight Follower		24.65
99251 - Laboratory Animal Caretaker I		12.82
99252 - Laboratory Animal Caretaker II		13.69
99260 - Marketing Analyst		23.66
99310 - Mortician		32.26
99410 - Pest Controller		19.13
99510 - Photofinishing Worker		14.39
99710 - Recycling Laborer		16.31
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.89
99810 - Sales Clerk		12.06
99820 - School Crossing Guard		12.27
99830 - Survey Party Chief		21.12
99831 - Surveying Aide		12.02
99832 - Surveying Technician		18.96
99840 - Vending Machine Attendant		15.65
99841 - Vending Machine Repairer		19.05
99842 - Vending Machine Repairer Helper		15.65

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 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 5 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).