

"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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4227 Revision No.: 30 Date Of Last Revision: 12/03/2025
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State: Pennsylvania

Area: Pennsylvania County of Cambria

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.27
01012 - Accounting Clerk II		18.26
01013 - Accounting Clerk III		20.43
01020 - Administrative Assistant		26.13
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		16.51
01043 - Customer Service Representative III		18.53
01051 - Data Entry Operator I		16.40
01052 - Data Entry Operator II		18.38
01060 - Dispatcher, Motor Vehicle		21.87
01070 - Document Preparation Clerk		15.77
01090 - Duplicating Machine Operator		15.77
01111 - General Clerk I		14.89
01112 - General Clerk II		16.25
01113 - General Clerk III		18.24
01120 - Housing Referral Assistant		22.07
01141 - Messenger Courier		14.49
01191 - Order Clerk I		14.45
01192 - Order Clerk II		15.77
01261 - Personnel Assistant (Employment) I		17.70
01262 - Personnel Assistant (Employment) II		19.80
01263 - Personnel Assistant (Employment) III		22.07
01270 - Production Control Clerk		26.10
01290 - Rental Clerk		17.02
01300 - Scheduler, Maintenance		17.70
01311 - Secretary I		17.70
01312 - Secretary II		19.80
01313 - Secretary III		22.07
01320 - Service Order Dispatcher		19.55
01410 - Supply Technician		26.13
01420 - Survey Worker		18.46
01460 - Switchboard Operator/Receptionist		14.77
01531 - Travel Clerk I		15.77
01532 - Travel Clerk II		17.70
01533 - Travel Clerk III		19.76
01611 - Word Processor I		16.03
01612 - Word Processor II		18.00
01613 - Word Processor III		20.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.18
05010 - Automotive Electrician		20.11

05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	17.12
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	15.89
05250 - Motor Vehicle Upholstery Worker	18.12
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter, Automotive	20.61
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	16.72
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.21
07041 - Cook I	14.79
07042 - Cook II	16.87
07070 - Dishwasher	11.27
07130 - Food Service Worker	13.07
07210 - Meat Cutter	15.87
07260 - Waiter/Waitress	12.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.45
09040 - Furniture Handler	15.00
09080 - Furniture Refinisher	22.45
09090 - Furniture Refinisher Helper	17.31
09110 - Furniture Repairer, Minor	19.98
09130 - Upholsterer	22.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.56
11060 - Elevator Operator	14.27
11090 - Gardener	19.22
11122 - Housekeeping Aide	14.27
11150 - Janitor	14.27
11210 - Laborer, Grounds Maintenance	15.46
11240 - Maid or Houseman	12.99
11260 - Pruner	14.28
11270 - Tractor Operator	17.83
11330 - Trail Maintenance Worker	15.46
11360 - Window Cleaner	15.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	23.05
12012 - Certified Occupational Therapist Assistant	28.68
12015 - Certified Physical Therapist Assistant	26.03
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	34.50
12030 - EKG Technician	34.92
12035 - Electroneurodiagnostic Technologist	34.92
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	20.61
12072 - Licensed Practical Nurse II	23.05
12073 - Licensed Practical Nurse III	25.69
12100 - Medical Assistant	17.64
12130 - Medical Laboratory Technician	26.13
12160 - Medical Record Clerk	21.15
12190 - Medical Record Technician	23.65
12195 - Medical Transcriptionist	18.38
12210 - Nuclear Medicine Technologist	50.65
12221 - Nursing Assistant I	13.09
12222 - Nursing Assistant II	14.73
12223 - Nursing Assistant III	16.07
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	18.11
12236 - Optical Technician	20.61

12250 - Pharmacy Technician	16.29
12280 - Phlebotomist	16.49
12305 - Radiologic Technologist	33.47
12311 - Registered Nurse I	26.38
12312 - Registered Nurse II	32.26
12313 - Registered Nurse II, Specialist	32.26
12314 - Registered Nurse III	39.03
12315 - Registered Nurse III, Anesthetist	39.03
12316 - Registered Nurse IV	46.79
12317 - Scheduler (Drug and Alcohol Testing)	28.55
12320 - Substance Abuse Treatment Counselor	23.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	12.22
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	16.06
13061 - Media Specialist I	16.02
13062 - Media Specialist II	17.92
13063 - Media Specialist III	19.99
13071 - Photographer I	14.95
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	15.31
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.24
14042 - Computer Operator II	21.53
14043 - Computer Operator III	24.00
14044 - Computer Operator IV	26.69
14045 - Computer Operator V	29.54
14071 - Computer Programmer I	(see 1) 22.35
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	19.24
14160 - Personal Computer Support Technician	26.69
14170 - System Support Specialist	31.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.46
15020 - Aircrew Training Devices Instructor (Rated)	40.48
15030 - Air Crew Training Devices Instructor (Pilot)	48.52
15050 - Computer Based Training Specialist / Instructor	33.46
15060 - Educational Technologist	32.05
15070 - Flight Instructor (Pilot)	48.52
15080 - Graphic Artist	29.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.52
15086 - Maintenance Test Pilot, Rotary Wing	48.52
15088 - Non-Maintenance Test/Co-Pilot	48.52
15090 - Technical Instructor	24.12
15095 - Technical Instructor/Course Developer	29.50
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	12.05
16030 - Counter Attendant	12.05
16040 - Dry Cleaner	15.11
16070 - Finisher, Flatwork, Machine	12.05
16090 - Presser, Hand	12.05
16110 - Presser, Machine, Drycleaning	12.05
16130 - Presser, Machine, Shirts	12.05
16160 - Presser, Machine, Wearing Apparel, Laundry	12.05
16190 - Sewing Machine Operator	16.16
16220 - Tailor	17.16
16250 - Washer, Machine	13.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.08
19040 - Tool And Die Maker	31.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.77
21030 - Material Coordinator	26.10
21040 - Material Expediter	26.10
21050 - Material Handling Laborer	18.10
21071 - Order Filler	15.28
21080 - Production Line Worker (Food Processing)	20.77
21110 - Shipping Packer	18.41
21130 - Shipping/Receiving Clerk	18.41
21140 - Store Worker I	17.52
21150 - Stock Clerk	22.19
21210 - Tools And Parts Attendant	20.77
21410 - Warehouse Specialist	20.77
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.59
23019 - Aircraft Logs and Records Technician	23.30
23021 - Aircraft Mechanic I	27.46
23022 - Aircraft Mechanic II	28.59
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	20.19
23050 - Aircraft, Painter	26.16
23060 - Aircraft Servicer	23.30
23070 - Aircraft Survival Flight Equipment Technician	26.16
23080 - Aircraft Worker	24.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.46
23110 - Appliance Mechanic	26.08
23120 - Bicycle Repairer	21.67
23125 - Cable Splicer	27.38
23130 - Carpenter, Maintenance	23.15
23140 - Carpet Layer	24.73
23160 - Electrician, Maintenance	33.59
23181 - Electronics Technician Maintenance I	24.79
23182 - Electronics Technician Maintenance II	26.16
23183 - Electronics Technician Maintenance III	27.46
23260 - Fabric Worker	23.21
23290 - Fire Alarm System Mechanic	27.38
23310 - Fire Extinguisher Repairer	21.67
23311 - Fuel Distribution System Mechanic	27.38
23312 - Fuel Distribution System Operator	21.67
23370 - General Maintenance Worker	21.35
23380 - Ground Support Equipment Mechanic	27.46
23381 - Ground Support Equipment Servicer	23.30
23382 - Ground Support Equipment Worker	24.79
23391 - Gunsmith I	21.67
23392 - Gunsmith II	24.73
23393 - Gunsmith III	27.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.64

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.64
23430 - Heavy Equipment Mechanic	28.19
23440 - Heavy Equipment Operator	22.82
23460 - Instrument Mechanic	27.38
23465 - Laboratory/Shelter Mechanic	26.08
23470 - Laborer	17.70
23510 - Locksmith	26.08
23530 - Machinery Maintenance Mechanic	29.03
23550 - Machinist, Maintenance	23.97
23580 - Maintenance Trades Helper	20.10
23591 - Metrology Technician I	27.38
23592 - Metrology Technician II	28.50
23593 - Metrology Technician III	29.87
23640 - Millwright	27.38
23710 - Office Appliance Repairer	26.08
23760 - Painter, Maintenance	22.32
23790 - Pipefitter, Maintenance	27.98
23810 - Plumber, Maintenance	26.11
23820 - Pneudraulic Systems Mechanic	27.38
23850 - Rigger	27.38
23870 - Scale Mechanic	24.73
23890 - Sheet-Metal Worker, Maintenance	27.38
23910 - Small Engine Mechanic	24.73
23931 - Telecommunications Mechanic I	29.38
23932 - Telecommunications Mechanic II	30.58
23950 - Telephone Lineman	27.38
23960 - Welder, Combination, Maintenance	22.23
23965 - Well Driller	27.38
23970 - Woodcraft Worker	27.38
23980 - Woodworker	21.67
24000 - Personal Needs Occupations	
24550 - Case Manager	19.10
24570 - Child Care Attendant	10.89
24580 - Child Care Center Clerk	13.58
24610 - Chore Aide	13.86
24620 - Family Readiness And Support Services Coordinator	19.10
24630 - Homemaker	19.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.71
25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	25.71
25190 - Ventilation Equipment Tender	18.88
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.98
27008 - Corrections Officer	27.04
27010 - Court Security Officer	27.04
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	27.04
27070 - Firefighter	27.04
27101 - Guard I	14.98
27102 - Guard II	16.92
27131 - Police Officer I	25.20
27132 - Police Officer II	28.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.67
28042 - Carnival Equipment Repairer	15.26
28043 - Carnival Worker	11.89
28210 - Gate Attendant/Gate Tender	18.16
28310 - Lifeguard	16.18
28350 - Park Attendant (Aide)	20.31
28510 - Recreation Aide/Health Facility Attendant	14.83

28515 - Recreation Specialist	25.17
28630 - Sports Official	16.18
28690 - Swimming Pool Operator	20.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.21
29042 - Stevedore II	26.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.64
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.17
30021 - Archeological Technician I	19.80
30022 - Archeological Technician II	22.14
30023 - Archeological Technician III	27.43
30030 - Cartographic Technician	27.43
30040 - Civil Engineering Technician	27.43
30051 - Cryogenic Technician I	30.38
30052 - Cryogenic Technician II	33.55
30061 - Drafter/CAD Operator I	19.80
30062 - Drafter/CAD Operator II	22.14
30063 - Drafter/CAD Operator III	24.68
30064 - Drafter/CAD Operator IV	30.38
30081 - Engineering Technician I	16.54
30082 - Engineering Technician II	18.56
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.72
30085 - Engineering Technician V	31.46
30086 - Engineering Technician VI	38.06
30090 - Environmental Technician	27.43
30095 - Evidence Control Specialist	27.43
30210 - Laboratory Technician	24.68
30221 - Latent Fingerprint Technician I	30.38
30222 - Latent Fingerprint Technician II	33.55
30240 - Mathematical Technician	27.43
30361 - Paralegal/Legal Assistant I	22.23
30362 - Paralegal/Legal Assistant II	27.17
30363 - Paralegal/Legal Assistant III	33.23
30364 - Paralegal/Legal Assistant IV	39.81
30375 - Petroleum Supply Specialist	33.55
30390 - Photo-Optics Technician	27.43
30395 - Radiation Control Technician	33.55
30461 - Technical Writer I	27.43
30462 - Technical Writer II	33.55
30463 - Technical Writer III	40.59
30491 - Unexploded Ordnance (UXO) Technician I	30.28
30492 - Unexploded Ordnance (UXO) Technician II	36.63
30493 - Unexploded Ordnance (UXO) Technician III	43.90
30494 - Unexploded (UXO) Safety Escort	30.28
30495 - Unexploded (UXO) Sweep Personnel	30.28
30501 - Weather Forecaster I	30.38
30502 - Weather Forecaster II	36.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.68
30621 - Weather Observer, Senior	(see 2) 27.43
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.63
31020 - Bus Aide	16.84
31030 - Bus Driver	22.33
31043 - Driver Courier	17.00
31260 - Parking and Lot Attendant	13.85
31290 - Shuttle Bus Driver	14.96
31310 - Taxi Driver	13.67
31361 - Truckdriver, Light	18.32

31362 - Truckdriver, Medium	19.62
31363 - Truckdriver, Heavy	23.60
31364 - Truckdriver, Tractor-Trailer	23.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.86
99030 - Cashier	12.32
99050 - Desk Clerk	13.39
99095 - Embalmer	30.28
99130 - Flight Follower	30.28
99251 - Laboratory Animal Caretaker I	23.42
99252 - Laboratory Animal Caretaker II	25.23
99260 - Marketing Analyst	26.46
99310 - Mortician	30.28
99410 - Pest Controller	27.46
99510 - Photofinishing Worker	15.91
99710 - Recycling Laborer	20.62
99711 - Recycling Specialist	23.79
99730 - Refuse Collector	19.05
99810 - Sales Clerk	13.64
99820 - School Crossing Guard	19.05
99830 - Survey Party Chief	22.00
99831 - Surveying Aide	13.10
99832 - Surveying Technician	19.98
99840 - Vending Machine Attendant	23.79
99841 - Vending Machine Repairer	29.26
99842 - Vending Machine Repairer Helper	23.79

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 \$13.30 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 2025. 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."