

"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.: 2015-5581 Revision No.: 16 Date Of Last Revision: 07/21/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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: Oregon

Area: Oregon Counties of Crook Jefferson Klamath Lake

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		28.34
01035 - Court Reporter		18.24
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		13.31
01052 - Data Entry Operator II		14.52
01060 - Dispatcher Motor Vehicle		18.68
01070 - Document Preparation Clerk		14.52
01090 - Duplicating Machine Operator		14.52
01111 - General Clerk I		13.81
01112 - General Clerk II		15.07
01113 - General Clerk III		16.91
01120 - Housing Referral Assistant		20.33
01141 - Messenger Courier		15.44
01191 - Order Clerk I		15.61
01192 - Order Clerk II		17.04
01261 - Personnel Assistant (Employment) I		16.80
01262 - Personnel Assistant (Employment) II		18.79
01263 - Personnel Assistant (Employment) III		20.94
01270 - Production Control Clerk		23.39
01290 - Rental Clerk		15.82
01300 - Scheduler Maintenance		16.31
01311 - Secretary I		16.31
01312 - Secretary II		18.24
01313 - Secretary III		20.33

01320 - Service Order Dispatcher	16.70
01410 - Supply Technician	28.34
01420 - Survey Worker	18.24
01460 - Switchboard Operator/Receptionist	15.91
01531 - Travel Clerk I	15.36
01532 - Travel Clerk II	16.63
01533 - Travel Clerk III	17.88
01611 - Word Processor I	14.52
01612 - Word Processor II	16.31
01613 - Word Processor III	18.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.09
05040 - Automotive Glass Installer	17.78
05070 - Automotive Worker	18.19
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.19
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	15.10
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	17.33
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.03
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.54
07130 - Food Service Worker	13.55
07210 - Meat Cutter	18.99
07260 - Waiter/Waitress	12.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.71
09040 - Furniture Handler	13.19
09080 - Furniture Refinisher	20.71
09090 - Furniture Refinisher Helper	15.74
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	20.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.57
11060 - Elevator Operator	15.45
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	13.49
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.88
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	25.28
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	34.69
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	40.43
12030 - EKG Technician	38.31
12035 - Electroneurodiagnostic Technologist	38.31
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.28

12073 - Licensed Practical Nurse III	28.18
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	28.31
12160 - Medical Record Clerk	21.28
12190 - Medical Record Technician	23.79
12195 - Medical Transcriptionist	18.50
12210 - Nuclear Medicine Technologist	55.56
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	17.96
12236 - Optical Technician	22.61
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	36.13
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.31
12313 - Registered Nurse II Specialist	29.31
12314 - Registered Nurse III	37.41
12315 - Registered Nurse III Anesthetist	37.41
12316 - Registered Nurse IV	42.51
12317 - Scheduler (Drug and Alcohol Testing)	31.32
12320 - Substance Abuse Treatment Counselor	21.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	19.29
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	16.73
13110 - Video Teleconference Technician	15.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.96
14042 - Computer Operator II	20.10
14043 - Computer Operator III	22.41
14044 - Computer Operator IV	24.89
14045 - Computer Operator V	27.58
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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	17.96
14160 - Personal Computer Support Technician	27.66
14170 - System Support Specialist	32.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.92
15020 - Aircrew Training Devices Instructor (Rated)	38.10

15030 - Air Crew Training Devices Instructor (Pilot)	45.68
15050 - Computer Based Training Specialist / Instructor	31.92
15060 - Educational Technologist	32.39
15070 - Flight Instructor (Pilot)	45.68
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.68
15086 - Maintenance Test Pilot Rotary Wing	45.68
15088 - Non-Maintenance Test/Co-Pilot	45.68
15090 - Technical Instructor	25.06
15095 - Technical Instructor/Course Developer	30.66
15110 - Test Proctor	20.23
15120 - Tutor	20.23
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.47
16030 - Counter Attendant	15.47
16040 - Dry Cleaner	17.68
16070 - Finisher Flatwork Machine	15.47
16090 - Presser Hand	15.47
16110 - Presser Machine Drycleaning	15.47
16130 - Presser Machine Shirts	15.47
16160 - Presser Machine Wearing Apparel Laundry	15.47
16190 - Sewing Machine Operator	18.42
16220 - Tailor	19.15
16250 - Washer Machine	16.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.88
19040 - Tool And Die Maker	33.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.95
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	17.95
21110 - Shipping Packer	17.67
21130 - Shipping/Receiving Clerk	17.67
21140 - Store Worker I	14.38
21150 - Stock Clerk	18.73
21210 - Tools And Parts Attendant	17.95
21410 - Warehouse Specialist	17.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.31
23019 - Aircraft Logs and Records Technician	26.27
23021 - Aircraft Mechanic I	31.64
23022 - Aircraft Mechanic II	33.31
23023 - Aircraft Mechanic III	35.09
23040 - Aircraft Mechanic Helper	22.69
23050 - Aircraft Painter	29.87
23060 - Aircraft Servicer	26.27
23070 - Aircraft Survival Flight Equipment Technician	29.87
23080 - Aircraft Worker	28.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.64
23110 - Appliance Mechanic	26.88
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	41.00
23130 - Carpenter Maintenance	23.37
23140 - Carpet Layer	25.29
23160 - Electrician Maintenance	36.34
23181 - Electronics Technician Maintenance I	32.46
23182 - Electronics Technician Maintenance II	34.51
23183 - Electronics Technician Maintenance III	36.55
23260 - Fabric Worker	23.64

23290 - Fire Alarm System Mechanic	28.48
23310 - Fire Extinguisher Repairer	22.01
23311 - Fuel Distribution System Mechanic	26.11
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	31.64
23381 - Ground Support Equipment Servicer	26.27
23382 - Ground Support Equipment Worker	28.09
23391 - Gunsmith I	22.01
23392 - Gunsmith II	25.29
23393 - Gunsmith III	28.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.53
23430 - Heavy Equipment Mechanic	26.88
23440 - Heavy Equipment Operator	26.10
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	26.88
23470 - Laborer	13.77
23510 - Locksmith	26.88
23530 - Machinery Maintenance Mechanic	25.11
23550 - Machinist Maintenance	24.82
23580 - Maintenance Trades Helper	14.12
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.99
23593 - Metrology Technician III	31.59
23640 - Millwright	28.48
23710 - Office Appliance Repairer	26.88
23760 - Painter Maintenance	22.37
23790 - Pipefitter Maintenance	36.95
23810 - Plumber Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	28.48
23850 - Rigger	28.48
23870 - Scale Mechanic	25.29
23890 - Sheet-Metal Worker Maintenance	26.93
23910 - Small Engine Mechanic	25.29
23931 - Telecommunications Mechanic I	28.48
23932 - Telecommunications Mechanic II	29.99
23950 - Telephone Lineman	26.93
23960 - Welder Combination Maintenance	21.86
23965 - Well Driller	26.93
23970 - Woodcraft Worker	28.48
23980 - Woodworker	22.01
24000 - Personal Needs Occupations	
24550 - Case Manager	18.87
24570 - Child Care Attendant	13.23
24580 - Child Care Center Clerk	16.49
24610 - Chore Aide	13.64
24620 - Family Readiness And Support Services Coordinator	18.87
24630 - Homemaker	18.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.48
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	28.48
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant Operator	24.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.96
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	28.72
27010 - Court Security Officer	28.75
27030 - Detection Dog Handler	18.76
27040 - Detention Officer	28.72

27070 - Firefighter	28.72
27101 - Guard I	15.85
27102 - Guard II	18.76
27131 - Police Officer I	26.44
27132 - Police Officer II	29.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.36
28042 - Carnival Equipment Repairer	17.64
28043 - Carnival Worker	12.55
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	14.40
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.69
28515 - Recreation Specialist	25.40
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	20.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.29
29020 - Hatch Tender	25.29
29030 - Line Handler	25.29
29041 - Stevedore I	23.64
29042 - Stevedore II	26.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	17.88
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.77
30030 - Cartographic Technician	24.77
30040 - Civil Engineering Technician	24.39
30051 - Cryogenic Technician I	27.43
30052 - Cryogenic Technician II	30.30
30061 - Drafter/CAD Operator I	17.88
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.28
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.88
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.77
30085 - Engineering Technician V	30.30
30086 - Engineering Technician VI	36.66
30090 - Environmental Technician	24.77
30095 - Evidence Control Specialist	24.77
30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	27.43
30222 - Latent Fingerprint Technician II	30.30
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	19.85
30362 - Paralegal/Legal Assistant II	24.59
30363 - Paralegal/Legal Assistant III	30.08
30364 - Paralegal/Legal Assistant IV	36.40
30375 - Petroleum Supply Specialist	30.30
30390 - Photo-Optics Technician	24.77
30395 - Radiation Control Technician	30.30
30461 - Technical Writer I	24.77
30462 - Technical Writer II	30.30
30463 - Technical Writer III	36.66
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.43

30502 - Weather Forecaster II	33.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.28
30621 - Weather Observer Senior	(see 2) 24.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.02
31030 - Bus Driver	17.73
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	15.33
31361 - Truckdriver Light	18.57
31362 - Truckdriver Medium	19.95
31363 - Truckdriver Heavy	21.15
31364 - Truckdriver Tractor-Trailer	21.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.68
99050 - Desk Clerk	13.93
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.30
99252 - Laboratory Animal Caretaker II	18.65
99260 - Marketing Analyst	28.06
99310 - Mortician	25.60
99410 - Pest Controller	23.59
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.79
99711 - Recycling Specialist	25.50
99730 - Refuse Collector	20.93
99810 - Sales Clerk	14.29
99820 - School Crossing Guard	15.63
99830 - Survey Party Chief	28.36
99831 - Surveying Aide	17.82
99832 - Surveying Technician	24.26
99840 - Vending Machine Attendant	20.38
99841 - Vending Machine Repairer	25.24
99842 - Vending Machine Repairer Helper	20.38

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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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))."