

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Daniel W. Simms Division of | Wage Determination No.: 2015-4871  
 Director Wage Determinations | Revision No.: 17  
 Date Of Last Revision: 10/20/2021

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](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan Counties of Alger Baraga Chippewa Delta Dickinson Gogebic  
 Houghton Iron Keweenaw Luce Mackinac Marquette Menominee Ontonagon  
 Schoolcraft

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		25.62
01035 - Court Reporter		20.59
01041 - Customer Service Representative I		12.64
01042 - Customer Service Representative II		14.10
01043 - Customer Service Representative III		15.49
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00
01060 - Dispatcher Motor Vehicle		18.17
01070 - Document Preparation Clerk		14.11
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		13.01
01112 - General Clerk II		15.60
01113 - General Clerk III		17.71
01120 - Housing Referral Assistant		19.76
01141 - Messenger Courier		11.81
01191 - Order Clerk I		16.36
01192 - Order Clerk II		17.85
01261 - Personnel Assistant (Employment) I		16.02
01262 - Personnel Assistant (Employment) II		17.92
01263 - Personnel Assistant (Employment) III		19.98
01270 - Production Control Clerk		27.33
01290 - Rental Clerk		12.55
01300 - Scheduler Maintenance		15.84
01311 - Secretary I		15.84

01312 - Secretary II	
01313 - Secretary III	17.73
01320 - Service Order Dispatcher	19.76
01410 - Supply Technician	16.24
01420 - Survey Worker	25.62
01460 - Switchboard Operator/Receptionist	20.20
01531 - Travel Clerk I	14.03
01532 - Travel Clerk II	14.48
01533 - Travel Clerk III	15.67
01611 - Word Processor I	16.97
01612 - Word Processor II	14.11
01613 - Word Processor III	15.84
05000 - Automotive Service Occupations	17.73
05005 - Automobile Body Repairer Fiberglass	
05010 - Automotive Electrician	21.44
05040 - Automotive Glass Installer	19.95
05070 - Automotive Worker	19.10
05110 - Mobile Equipment Servicer	19.10
05130 - Motor Equipment Metal Mechanic	17.25
05160 - Motor Equipment Metal Worker	20.79
05190 - Motor Vehicle Mechanic	19.10
05220 - Motor Vehicle Mechanic Helper	20.79
05250 - Motor Vehicle Upholstery Worker	16.24
05280 - Motor Vehicle Wrecker	18.18
05310 - Painter Automotive	19.10
05340 - Radiator Repair Specialist	19.95
05370 - Tire Repairer	19.10
05400 - Transmission Repair Specialist	16.31
07000 - Food Preparation And Service Occupations	20.79
07010 - Baker	
07041 - Cook I	14.10
07042 - Cook II	13.02
07070 - Dishwasher	14.57
07130 - Food Service Worker	10.77
07210 - Meat Cutter	11.67
07260 - Waiter/Waitress	16.22
09000 - Furniture Maintenance And Repair Occupations	11.26
09010 - Electrostatic Spray Painter	
09040 - Furniture Handler	26.37
09080 - Furniture Refinisher	18.83
09090 - Furniture Refinisher Helper	26.37
09110 - Furniture Repairer Minor	21.47
09130 - Upholsterer	24.04
11000 - General Services And Support Occupations	26.37
11030 - Cleaner Vehicles	
11060 - Elevator Operator	12.48
11090 - Gardener	12.39
11122 - Housekeeping Aide	14.77
11150 - Janitor	12.39
11210 - Laborer Grounds Maintenance	12.39
11240 - Maid or Houseman	12.59
11260 - Pruner	12.31
11270 - Tractor Operator	12.00
11330 - Trail Maintenance Worker	13.94
11360 - Window Cleaner	12.59
12000 - Health Occupations	13.20
12010 - Ambulance Driver	
12011 - Breath Alcohol Technician	15.47
12012 - Certified Occupational Therapist Assistant	18.49
12015 - Certified Physical Therapist Assistant	28.21
12020 - Dental Assistant	25.05
12025 - Dental Hygienist	18.21
12030 - EKG Technician	34.33
12035 - Electroneurodiagnostic Technologist	23.98
12040 - Emergency Medical Technician	23.98
	15.47



12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	15.02
12130 - Medical Laboratory Technician	23.79
12160 - Medical Record Clerk	16.97
12190 - Medical Record Technician	18.98
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	40.64
12221 - Nursing Assistant I	12.02
12222 - Nursing Assistant II	13.51
12223 - Nursing Assistant III	14.74
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	16.65
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	15.84
12305 - Radiologic Technologist	27.98
12311 - Registered Nurse I	24.55
12312 - Registered Nurse II	30.03
12313 - Registered Nurse II Specialist	30.03
12314 - Registered Nurse III	36.34
12315 - Registered Nurse III Anesthetist	36.34
12316 - Registered Nurse IV	43.55
12317 - Scheduler (Drug and Alcohol Testing)	22.91
12320 - Substance Abuse Treatment Counselor	18.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	14.34
13054 - Library Information Technology Systems Administrator	22.26
13058 - Library Technician	16.65
13061 - Media Specialist I	16.07
13062 - Media Specialist II	17.97
13063 - Media Specialist III	20.04
13071 - Photographer I	16.02
13072 - Photographer II	17.91
13073 - Photographer III	22.19
13074 - Photographer IV	27.14
13075 - Photographer V	32.84
13090 - Technical Order Library Clerk	17.23
13110 - Video Teleconference Technician	19.45
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.47
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.05
14044 - Computer Operator IV	20.05
14045 - Computer Operator V	22.21
14071 - Computer Programmer I	20.85
14072 - Computer Programmer II	25.83
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	
14160 - Personal Computer Support Technician	14.47
14170 - System Support Specialist	20.05
15000 - Instructional Occupations	25.06

15010 - Aircrew Training Devices Instructor (Non-Rated)	29.14
15020 - Aircrew Training Devices Instructor (Rated)	35.26
15030 - Air Crew Training Devices Instructor (Pilot)	42.26
15050 - Computer Based Training Specialist / Instructor	29.14
15060 - Educational Technologist	27.33
15070 - Flight Instructor (Pilot)	42.26
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.26
15086 - Maintenance Test Pilot Rotary Wing	42.26
15088 - Non-Maintenance Test/Co-Pilot	42.26
15090 - Technical Instructor	20.87
15095 - Technical Instructor/Course Developer	25.53
15110 - Test Proctor	16.85
15120 - Tutor	16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing Apparel Laundry	15.31
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.07
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.26
21030 - Material Coordinator	27.33
21040 - Material Expediter	27.33
21050 - Material Handling Laborer	12.87
21071 - Order Filler	12.79
21080 - Production Line Worker (Food Processing)	22.26
21110 - Shipping Packer	17.06
21130 - Shipping/Receiving Clerk	17.06
21140 - Store Worker I	16.26
21150 - Stock Clerk	19.66
21210 - Tools And Parts Attendant	22.26
21410 - Warehouse Specialist	22.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.23
23019 - Aircraft Logs and Records Technician	27.09
23021 - Aircraft Mechanic I	30.96
23022 - Aircraft Mechanic II	32.23
23023 - Aircraft Mechanic III	33.53
23040 - Aircraft Mechanic Helper	24.35
23050 - Aircraft Painter	29.71
23060 - Aircraft Servicer	27.09
23070 - Aircraft Survival Flight Equipment Technician	29.71
23080 - Aircraft Worker	28.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.96
23110 - Appliance Mechanic	26.30
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.60
23130 - Carpenter Maintenance	20.74
23140 - Carpet Layer	25.19
23160 - Electrician Maintenance	31.17
23181 - Electronics Technician Maintenance I	37.72
23182 - Electronics Technician Maintenance II	39.39



23183 - Electronics Technician Maintenance III	41.05
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	27.41
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	29.30
23312 - Fuel Distribution System Operator	24.45
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	30.96
23381 - Ground Support Equipment Servicer	27.09
23382 - Ground Support Equipment Worker	28.46
23391 - Gunsmith I	22.75
23392 - Gunsmith II	25.19
23393 - Gunsmith III	27.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.70
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	24.15
23460 - Instrument Mechanic	27.41
23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer	12.87
23510 - Locksmith	26.30
23530 - Machinery Maintenance Mechanic	28.47
23550 - Machinist Maintenance	19.21
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	27.41
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.68
23640 - Millwright	28.99
23710 - Office Appliance Repairer	21.44
23760 - Painter Maintenance	19.04
23790 - Pipefitter Maintenance	33.19
23810 - Plumber Maintenance	31.85
23820 - Pneudraulic Systems Mechanic	27.41
23850 - Rigger	27.41
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker Maintenance	29.30
23910 - Small Engine Mechanic	22.09
23931 - Telecommunications Mechanic I	27.12
23932 - Telecommunications Mechanic II	28.24
23950 - Telephone Lineman	25.80
23960 - Welder Combination Maintenance	19.62
23965 - Well Driller	25.92
23970 - Woodcraft Worker	27.41
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	13.86
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.08
24610 - Chore Aide	12.21
24620 - Family Readiness And Support Services Coordinator	13.86
24630 - Homemaker	14.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.87
25040 - Sewage Plant Operator	24.89
25070 - Stationary Engineer	31.87
25190 - Ventilation Equipment Tender	24.90
25210 - Water Treatment Plant Operator	24.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.69
27007 - Baggage Inspector	13.63
27008 - Corrections Officer	27.71
27010 - Court Security Officer	24.75

27030 - Detection Dog Handler	
27040 - Detention Officer	15.26
27070 - Firefighter	27.71
27101 - Guard I	20.70
27102 - Guard II	13.63
27131 - Police Officer I	15.26
27132 - Police Officer II	22.63
28000 - Recreation Occupations	25.14
28041 - Carnival Equipment Operator	
28042 - Carnival Equipment Repairer	13.72
28043 - Carnival Worker	14.57
28210 - Gate Attendant/Gate Tender	11.67
28310 - Lifeguard	17.38
28350 - Park Attendant (Aide)	16.12
28510 - Recreation Aide/Health Facility Attendant	19.44
28515 - Recreation Specialist	14.18
28630 - Sports Official	24.08
28690 - Swimming Pool Operator	15.47
29000 - Stevedoring/Longshoremen Occupational Services	17.06
29010 - Blocker And Bracer	
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	25.19
29042 - Stevedore II	23.98
30000 - Technical Occupations	26.30
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	17.58
30022 - Archeological Technician II	19.67
30023 - Archeological Technician III	24.36
30030 - Cartographic Technician	24.36
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	26.99
30052 - Cryogenic Technician II	29.81
30061 - Drafter/CAD Operator I	17.58
30062 - Drafter/CAD Operator II	19.67
30063 - Drafter/CAD Operator III	21.93
30064 - Drafter/CAD Operator IV	26.99
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	21.43
30084 - Engineering Technician IV	26.56
30085 - Engineering Technician V	32.49
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	24.36
30095 - Evidence Control Specialist	24.36
30210 - Laboratory Technician	21.93
30221 - Latent Fingerprint Technician I	26.99
30222 - Latent Fingerprint Technician II	29.81
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	19.79
30362 - Paralegal/Legal Assistant II	24.51
30363 - Paralegal/Legal Assistant III	29.99
30364 - Paralegal/Legal Assistant IV	36.27
30375 - Petroleum Supply Specialist	29.81
30390 - Photo-Optics Technician	23.50
30395 - Radiation Control Technician	29.81
30461 - Technical Writer I	24.36
30462 - Technical Writer II	29.81
30463 - Technical Writer III	36.06
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	26.99
30502 - Weather Forecaster II	32.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 21.93
30621 - Weather Observer Senior	(see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.21
31030 - Bus Driver	14.31
31043 - Driver Courier	15.20
31260 - Parking and Lot Attendant	12.57
31290 - Shuttle Bus Driver	16.14
31310 - Taxi Driver	12.55
31361 - Truckdriver Light	16.14
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	19.29
31364 - Truckdriver Tractor-Trailer	19.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.26
99050 - Desk Clerk	11.32
99095 - Embalmer	27.12
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	23.70
99310 - Mortician	27.12
99410 - Pest Controller	23.59
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.38
99711 - Recycling Specialist	21.42
99730 - Refuse Collector	17.76
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	13.02
99830 - Survey Party Chief	23.44
99831 - Surveying Aide	13.93
99832 - Surveying Technician	21.32
99840 - Vending Machine Attendant	15.02
99841 - Vending Machine Repairer	17.37
99842 - Vending Machine Repairer Helper	15.02

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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](http://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 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: 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))."