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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.: 2015-4211 Revision No.: 35 Date Of Last Revision: 8/12/2026

State: New Jersey

Area: New Jersey Counties of Essex, Morris, Sussex and Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		23.22
01012 - Accounting Clerk II		26.05
01013 - Accounting Clerk III		29.15
01020 - Administrative Assistant		40.31
01035 - Court Reporter		42.17
01041 - Customer Service Representative I		19.47
01042 - Customer Service Representative II		21.25
01043 - Customer Service Representative III		23.84
01051 - Data Entry Operator I		19.99
01052 - Data Entry Operator II		21.81
01060 - Dispatcher, Motor Vehicle		28.37
01070 - Document Preparation Clerk		21.79
01090 - Duplicating Machine Operator		21.79
01111 - General Clerk I		18.72
01112 - General Clerk II		20.43
01113 - General Clerk III		22.92
01120 - Housing Referral Assistant		28.42
01141 - Messenger Courier		20.30
01191 - Order Clerk I		21.07
01192 - Order Clerk II		22.99
01261 - Personnel Assistant (Employment) I		21.91
01262 - Personnel Assistant (Employment) II		24.51
01263 - Personnel Assistant (Employment) III		27.33
01270 - Production Control Clerk		30.35
01290 - Rental Clerk		23.10
01300 - Scheduler, Maintenance		22.79
01311 - Secretary I		22.79
01312 - Secretary II		25.50
01313 - Secretary III		28.42
01320 - Service Order Dispatcher		25.00
01410 - Supply Technician		40.31
01420 - Survey Worker		27.56
01460 - Switchboard Operator/Receptionist		21.48
01531 - Travel Clerk I		22.38
01532 - Travel Clerk II		25.11
01533 - Travel Clerk III		28.09
01611 - Word Processor I		20.03
01612 - Word Processor II		22.47
01613 - Word Processor III		25.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.43
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68
05160 - Motor Equipment Metal Worker		27.31
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		23.15
05250 - Motor Vehicle Upholstery Worker		26.12
05280 - Motor Vehicle Wrecker		27.31
05310 - Painter, Automotive		28.50
05340 - Radiator Repair Specialist		27.31
05370 - Tire Repairer		21.38
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.85

07041 - Cook I	22.54
07042 - Cook II	25.15
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	22.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.09
09040 - Furniture Handler	16.99
09080 - Furniture Refinisher	24.05
09090 - Furniture Refinisher Helper	19.45
09110 - Furniture Repairer, Minor	21.89
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.97
11060 - Elevator Operator	20.60
11090 - Gardener	26.62
11122 - Housekeeping Aide	20.60
11150 - Janitor	20.60
11210 - Laborer, Grounds Maintenance	21.89
11240 - Maid or Houseman	21.16
11260 - Pruner	20.35
11270 - Tractor Operator	25.05
11330 - Trail Maintenance Worker	21.89
11360 - Window Cleaner	22.16
12000 - Health Occupations	
12010 - Ambulance Driver	25.88
12011 - Breath Alcohol Technician	32.73
12012 - Certified Occupational Therapist Assistant	36.04
12015 - Certified Physical Therapist Assistant	36.36
12020 - Dental Assistant	23.29
12025 - Dental Hygienist	52.75
12030 - EKG Technician	41.93
12035 - Electroneurodiagnostic Technologist	41.93
12040 - Emergency Medical Technician	25.88
12071 - Licensed Practical Nurse I	29.25
12072 - Licensed Practical Nurse II	32.73
12073 - Licensed Practical Nurse III	36.50
12100 - Medical Assistant	23.26
12130 - Medical Laboratory Technician	42.61
12160 - Medical Record Clerk	26.36
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	60.26
12221 - Nursing Assistant I	17.20
12222 - Nursing Assistant II	19.35
12223 - Nursing Assistant III	21.11
12224 - Nursing Assistant IV	23.69
12235 - Optical Dispenser	33.20
12236 - Optical Technician	19.13
12250 - Pharmacy Technician	21.46
12280 - Phlebotomist	24.03
12305 - Radiologic Technologist	49.39
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	39.68
12313 - Registered Nurse II, Specialist	39.68
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	40.54
12320 - Substance Abuse Treatment Counselor	31.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	30.00
13012 - Exhibits Specialist II	37.16
13013 - Exhibits Specialist III	45.45
13041 - Illustrator I	32.08
13042 - Illustrator II	40.20
13043 - Illustrator III	49.13
13047 - Librarian	39.26
13050 - Library Aide/Clerk	18.20
13054 - Library Information Technology Systems Administrator	35.45
13058 - Library Technician	25.62
13061 - Media Specialist I	25.58
13062 - Media Specialist II	28.62
13063 - Media Specialist III	31.91
13071 - Photographer I	22.76
13072 - Photographer II	25.46
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	22.85
13110 - Video Teleconference Technician	34.76
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.88
14042 - Computer Operator II	31.18
14043 - Computer Operator III	34.75
14044 - Computer Operator IV	38.62
14045 - Computer Operator V	42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.54
15020 - Aircrew Training Devices Instructor (Rated)		51.48
15030 - Air Crew Training Devices Instructor (Pilot)		61.70
15050 - Computer Based Training Specialist / Instructor		42.54
15060 - Educational Technologist		41.21
15070 - Flight Instructor (Pilot)		61.70
15080 - Graphic Artist		38.12
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.70
15086 - Maintenance Test Pilot, Rotary Wing		61.70
15088 - Non-Maintenance Test/Co-Pilot		61.70
15090 - Technical Instructor		31.38
15095 - Technical Instructor/Course Developer		38.39
15110 - Test Proctor		25.33
15120 - Tutor		25.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.20
16030 - Counter Attendant		20.20
16040 - Dry Cleaner		23.09
16070 - Finisher, Flatwork, Machine		20.20
16090 - Presser, Hand		20.20
16110 - Presser, Machine, Drycleaning		20.20
16130 - Presser, Machine, Shirts		20.20
16160 - Presser, Machine, Wearing Apparel, Laundry		20.20
16190 - Sewing Machine Operator		24.03
16220 - Tailor		25.00
16250 - Washer, Machine		21.16
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.69
19040 - Tool And Die Maker		36.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		30.35
21040 - Material Expediter		30.35
21050 - Material Handling Laborer		20.81
21071 - Order Filler		18.56
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.38
21130 - Shipping/Receiving Clerk		22.38
21140 - Store Worker I		20.99
21150 - Stock Clerk		26.31
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		54.12
23019 - Aircraft Logs and Records Technician		45.62
23021 - Aircraft Mechanic I		52.10
23022 - Aircraft Mechanic II		54.12
23023 - Aircraft Mechanic III		56.14
23040 - Aircraft Mechanic Helper		40.55
23050 - Aircraft, Painter		50.14
23060 - Aircraft Servicer		45.62
23070 - Aircraft Survival Flight Equipment Technician		50.14
23080 - Aircraft Worker		48.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		48.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		52.10
23110 - Appliance Mechanic		31.34
23120 - Bicycle Repairer		25.07
23125 - Cable Splicer		58.89
23130 - Carpenter, Maintenance		35.72
23140 - Carpet Layer		31.05
23160 - Electrician, Maintenance		37.99
23181 - Electronics Technician Maintenance I		37.19
23182 - Electronics Technician Maintenance II		38.79
23183 - Electronics Technician Maintenance III		40.30
23260 - Fabric Worker		48.68
23290 - Fire Alarm System Mechanic		32.56
23310 - Fire Extinguisher Repairer		34.03
23311 - Fuel Distribution System Mechanic		50.25
23312 - Fuel Distribution System Operator		41.55
23370 - General Maintenance Worker		28.63
23380 - Ground Support Equipment Mechanic		52.10
23381 - Ground Support Equipment Servicer		45.62
23382 - Ground Support Equipment Worker		48.07
23391 - Gunsmith I		34.03
23392 - Gunsmith II		37.97
23393 - Gunsmith III		41.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic		37.50
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		38.96

23430 - Heavy Equipment Mechanic	37.53
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	37.41
23465 - Laboratory/Shelter Mechanic	39.60
23470 - Laborer	20.81
23510 - Locksmith	29.73
23530 - Machinery Maintenance Mechanic	36.18
23550 - Machinist, Maintenance	30.17
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	37.41
23592 - Metrology Technician II	38.86
23593 - Metrology Technician III	40.32
23640 - Millwright	44.75
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	29.53
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pseudraulic Systems Mechanic	41.15
23850 - Rigger	49.54
23870 - Scale Mechanic	37.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	27.46
23931 - Telecommunications Mechanic I	36.49
23932 - Telecommunications Mechanic II	37.91
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.66
23965 - Well Driller	37.66
23970 - Woodcraft Worker	41.15
23980 - Woodworker	34.03
24000 - Personal Needs Occupations	
24550 - Case Manager	23.01
24570 - Child Care Attendant	18.21
24580 - Child Care Center Clerk	22.72
24610 - Chore Aide	19.08
24620 - Family Readiness And Support Services Coordinator	23.01
24630 - Homemaker	23.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	50.39
25040 - Sewage Plant Operator	40.06
25070 - Stationary Engineer	50.39
25190 - Ventilation Equipment Tender	39.22
25210 - Water Treatment Plant Operator	40.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.54
27007 - Baggage Inspector	21.15
27008 - Corrections Officer	44.82
27010 - Court Security Officer	47.99
27030 - Detection Dog Handler	23.66
27040 - Detention Officer	44.82
27070 - Firefighter	51.16
27101 - Guard I	21.15
27102 - Guard II	23.66
27131 - Police Officer I	45.76
27132 - Police Officer II	50.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.25
28042 - Carnival Equipment Repairer	22.57
28043 - Carnival Worker	17.26
28210 - Gate Attendant/Gate Tender	22.63
28310 - Lifeguard	17.61
28350 - Park Attendant (Aide)	25.31
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	31.36
28630 - Sports Official	20.17
28690 - Swimming Pool Operator	25.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	46.38
29020 - Hatch Tender	46.38
29030 - Line Handler	46.38
29041 - Stevedore I	44.02
29042 - Stevedore II	48.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 54.84
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 37.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 41.64
30021 - Archeological Technician I	24.17
30022 - Archeological Technician II	27.04
30023 - Archeological Technician III	33.50
30030 - Cartographic Technician	33.50
30040 - Civil Engineering Technician	35.48
30051 - Cryogenic Technician I	37.10
30052 - Cryogenic Technician II	40.98
30061 - Drafter/CAD Operator I	24.17
30062 - Drafter/CAD Operator II	27.04
30063 - Drafter/CAD Operator III	30.16
30064 - Drafter/CAD Operator IV	37.10
30081 - Engineering Technician I	21.37
30082 - Engineering Technician II	23.98

30083 - Engineering Technician III	26.83
30084 - Engineering Technician IV	33.23
30085 - Engineering Technician V	40.64
30086 - Engineering Technician VI	49.17
30090 - Environmental Technician	30.12
30095 - Evidence Control Specialist	33.50
30210 - Laboratory Technician	29.00
30221 - Latent Fingerprint Technician I	35.55
30222 - Latent Fingerprint Technician II	39.27
30240 - Mathematical Technician	39.86
30361 - Paralegal/Legal Assistant I	25.38
30362 - Paralegal/Legal Assistant II	31.45
30363 - Paralegal/Legal Assistant III	38.46
30364 - Paralegal/Legal Assistant IV	46.53
30375 - Petroleum Supply Specialist	40.98
30390 - Photo-Optics Technician	33.50
30395 - Radiation Control Technician	40.98
30461 - Technical Writer I	36.06
30462 - Technical Writer II	44.12
30463 - Technical Writer III	53.39
30491 - Unexploded Ordnance (UXO) Technician I	34.85
30492 - Unexploded Ordnance (UXO) Technician II	42.17
30493 - Unexploded Ordnance (UXO) Technician III	50.54
30494 - Unexploded (UXO) Safety Escort	34.85
30495 - Unexploded (UXO) Sweep Personnel	34.85
30501 - Weather Forecaster I	37.10
30502 - Weather Forecaster II	45.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 30.16
30621 - Weather Observer, Senior	(see 2) 33.50
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	42.17
31020 - Bus Aide	29.16
31030 - Bus Driver	37.56
31043 - Driver Courier	21.47
31260 - Parking and Lot Attendant	17.27
31290 - Shuttle Bus Driver	21.83
31310 - Taxi Driver	17.57
31361 - Truckdriver, Light	22.81
31362 - Truckdriver, Medium	24.16
31363 - Truckdriver, Heavy	31.36
31364 - Truckdriver, Tractor-Trailer	31.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.56
99030 - Cashier	17.28
99050 - Desk Clerk	20.91
99095 - Embalmer	39.23
99130 - Flight Follower	34.85
99251 - Laboratory Animal Caretaker I	22.19
99252 - Laboratory Animal Caretaker II	23.58
99260 - Marketing Analyst	48.33
99310 - Mortician	36.79
99410 - Pest Controller	24.01
99510 - Photofinishing Worker	27.57
99710 - Recycling Laborer	33.77
99711 - Recycling Specialist	38.65
99730 - Refuse Collector	31.40
99810 - Sales Clerk	18.40
99820 - School Crossing Guard	21.03
99830 - Survey Party Chief	33.29
99831 - Surveying Aide	24.15
99832 - Surveying Technician	30.18
99840 - Vending Machine Attendant	28.92
99841 - Vending Machine Repairer	34.29
99842 - Vending Machine Repairer Helper	28.92

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 employee (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)).""