

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.: 2015-4143 Revision No.: 36 Date Of Last Revision: 8/12/2026

State: New York

Area: New York Counties of Albany, Rensselaer, Saratoga,
Schenectady and Schoharie

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.51
01012 - Accounting Clerk II		23.01
01013 - Accounting Clerk III		25.74
01020 - Administrative Assistant		35.93
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		17.93
01042 - Customer Service Representative II		19.56
01043 - Customer Service Representative III		21.96
01051 - Data Entry Operator I		17.55
01052 - Data Entry Operator II		19.15
01060 - Dispatcher, Motor Vehicle		23.88
01070 - Document Preparation Clerk		19.50
01090 - Duplicating Machine Operator		19.50
01111 - General Clerk I		18.07
01112 - General Clerk II		19.72
01113 - General Clerk III		22.12
01120 - Housing Referral Assistant		23.71
01141 - Messenger Courier		18.12
01191 - Order Clerk I		21.00
01192 - Order Clerk II		22.91
01261 - Personnel Assistant (Employment) I		20.44
01262 - Personnel Assistant (Employment) II		22.86
01263 - Personnel Assistant (Employment) III		25.48
01270 - Production Control Clerk		27.56
01290 - Rental Clerk		21.46
01300 - Scheduler, Maintenance		19.00
01311 - Secretary I		19.00
01312 - Secretary II		21.26
01313 - Secretary III		23.71
01320 - Service Order Dispatcher		21.34
01410 - Supply Technician		35.93
01420 - Survey Worker		21.03
01460 - Switchboard Operator/Receptionist		19.13
01531 - Travel Clerk I		18.42
01532 - Travel Clerk II		20.67
01533 - Travel Clerk III		23.12
01611 - Word Processor I		17.83
01612 - Word Processor II		20.00
01613 - Word Processor III		22.38
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.94
05010 - Automotive Electrician		25.32
05040 - Automotive Glass Installer		23.77
05070 - Automotive Worker		23.77
05110 - Mobile Equipment Servicer		20.79
05130 - Motor Equipment Metal Mechanic		26.68
05160 - Motor Equipment Metal Worker		23.77
05190 - Motor Vehicle Mechanic		26.68
05220 - Motor Vehicle Mechanic Helper		19.17
05250 - Motor Vehicle Upholstery Worker		22.42
05280 - Motor Vehicle Wrecker		23.77
05310 - Painter, Automotive		25.32
05340 - Radiator Repair Specialist		23.77
05370 - Tire Repairer		19.16
05400 - Transmission Repair Specialist		26.68
07000 - Food Preparation And Service Occupations		

07010 - Baker	18.28
07041 - Cook I	20.94
07042 - Cook II	23.95
07070 - Dishwasher	16.63
07130 - Food Service Worker	17.43
07210 - Meat Cutter	22.17
07260 - Waiter/Waitress	21.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	13.97
09080 - Furniture Refinisher	22.33
09090 - Furniture Refinisher Helper	16.91
09110 - Furniture Repairer, Minor	19.77
09130 - Upholsterer	22.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.74
11060 - Elevator Operator	18.18
11090 - Gardener	26.04
11122 - Housekeeping Aide	18.18
11150 - Janitor	18.18
11210 - Laborer, Grounds Maintenance	19.85
11240 - Maid or Houseman	17.18
11260 - Pruner	17.78
11270 - Tractor Operator	24.01
11330 - Trail Maintenance Worker	19.85
11360 - Window Cleaner	20.29
12000 - Health Occupations	
12010 - Ambulance Driver	21.79
12011 - Breath Alcohol Technician	26.79
12012 - Certified Occupational Therapist Assistant	29.90
12015 - Certified Physical Therapist Assistant	30.79
12020 - Dental Assistant	23.45
12025 - Dental Hygienist	45.95
12030 - EKG Technician	32.20
12035 - Electroneurodiagnostic Technologist	32.20
12040 - Emergency Medical Technician	21.79
12071 - Licensed Practical Nurse I	23.95
12072 - Licensed Practical Nurse II	26.79
12073 - Licensed Practical Nurse III	29.88
12100 - Medical Assistant	21.57
12130 - Medical Laboratory Technician	38.46
12160 - Medical Record Clerk	24.01
12190 - Medical Record Technician	26.86
12195 - Medical Transcriptionist	21.69
12210 - Nuclear Medicine Technologist	55.44
12221 - Nursing Assistant I	14.02
12222 - Nursing Assistant II	15.77
12223 - Nursing Assistant III	17.21
12224 - Nursing Assistant IV	19.31
12235 - Optical Dispenser	30.63
12236 - Optical Technician	23.95
12250 - Pharmacy Technician	19.40
12280 - Phlebotomist	22.14
12305 - Radiologic Technologist	41.15
12311 - Registered Nurse I	27.66
12312 - Registered Nurse II	33.83
12313 - Registered Nurse II, Specialist	33.83
12314 - Registered Nurse III	40.93
12315 - Registered Nurse III, Anesthetist	40.93
12316 - Registered Nurse IV	49.06
12317 - Scheduler (Drug and Alcohol Testing)	33.19
12320 - Substance Abuse Treatment Counselor	27.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.48
13012 - Exhibits Specialist II	30.33
13013 - Exhibits Specialist III	37.10
13041 - Illustrator I	25.40
13042 - Illustrator II	31.47
13043 - Illustrator III	38.49
13047 - Librarian	33.59
13050 - Library Aide/Clerk	18.66
13054 - Library Information Technology Systems Administrator	30.33
13058 - Library Technician	21.27
13061 - Media Specialist I	21.88
13062 - Media Specialist II	24.48
13063 - Media Specialist III	27.30
13071 - Photographer I	21.73
13072 - Photographer II	24.30
13073 - Photographer III	30.10
13074 - Photographer IV	36.82
13075 - Photographer V	44.54
13090 - Technical Order Library Clerk	23.42
13110 - Video Teleconference Technician	27.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.92
14042 - Computer Operator II	25.64
14043 - Computer Operator III	28.60
14044 - Computer Operator IV	31.77
14045 - Computer Operator V	35.18
14071 - Computer Programmer I	(see 1) 22.83
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		22.92
14160 - Personal Computer Support Technician		31.77
14170 - System Support Specialist		35.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.78
15020 - Aircrew Training Devices Instructor (Rated)		42.07
15030 - Air Crew Training Devices Instructor (Pilot)		50.42
15050 - Computer Based Training Specialist / Instructor		34.78
15060 - Educational Technologist		38.42
15070 - Flight Instructor (Pilot)		50.42
15080 - Graphic Artist		31.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.42
15086 - Maintenance Test Pilot, Rotary Wing		50.42
15088 - Non-Maintenance Test/Co-Pilot		50.42
15090 - Technical Instructor		30.08
15095 - Technical Instructor/Course Developer		36.80
15110 - Test Proctor		24.29
15120 - Tutor		24.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.56
16030 - Counter Attendant		17.56
16040 - Dry Cleaner		20.07
16070 - Finisher, Flatwork, Machine		17.56
16090 - Presser, Hand		17.56
16110 - Presser, Machine, Drycleaning		17.56
16130 - Presser, Machine, Shirts		17.56
16160 - Presser, Machine, Wearing Apparel, Laundry		17.56
16190 - Sewing Machine Operator		20.91
16220 - Tailor		21.74
16250 - Washer, Machine		18.40
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.87
19040 - Tool And Die Maker		41.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.47
21030 - Material Coordinator		27.56
21040 - Material Expediter		27.56
21050 - Material Handling Laborer		21.40
21071 - Order Filler		18.43
21080 - Production Line Worker (Food Processing)		24.47
21110 - Shipping Packer		21.74
21130 - Shipping/Receiving Clerk		21.74
21140 - Store Worker I		17.01
21150 - Stock Clerk		22.30
21210 - Tools And Parts Attendant		24.47
21410 - Warehouse Specialist		24.47
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.63
23019 - Aircraft Logs and Records Technician		31.37
23021 - Aircraft Mechanic I		37.34
23022 - Aircraft Mechanic II		38.63
23023 - Aircraft Mechanic III		40.10
23040 - Aircraft Mechanic Helper		26.82
23050 - Aircraft, Painter		35.45
23060 - Aircraft Servicer		31.37
23070 - Aircraft Survival Flight Equipment Technician		35.45
23080 - Aircraft Worker		33.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.34
23110 - Appliance Mechanic		31.81
23120 - Bicycle Repairer		28.54
23125 - Cable Splicer		60.04
23130 - Carpenter, Maintenance		29.66
23140 - Carpet Layer		29.57
23160 - Electrician, Maintenance		36.01
23181 - Electronics Technician Maintenance I		34.14
23182 - Electronics Technician Maintenance II		36.37
23183 - Electronics Technician Maintenance III		38.32
23260 - Fabric Worker		30.78
23290 - Fire Alarm System Mechanic		30.01
23310 - Fire Extinguisher Repairer		28.54
23311 - Fuel Distribution System Mechanic		49.36
23312 - Fuel Distribution System Operator		38.46
23370 - General Maintenance Worker		23.79
23380 - Ground Support Equipment Mechanic		37.34
23381 - Ground Support Equipment Servicer		31.37
23382 - Ground Support Equipment Worker		33.28
23391 - Gunsmith I		28.54
23392 - Gunsmith II		32.64
23393 - Gunsmith III		36.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic		31.75
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)	32.84
23430 - Heavy Equipment Mechanic	32.36
23440 - Heavy Equipment Operator	37.79
23460 - Instrument Mechanic	36.63
23465 - Laboratory/Shelter Mechanic	34.76
23470 - Laborer	21.40
23510 - Locksmith	26.48
23530 - Machinery Maintenance Mechanic	36.65
23550 - Machinist, Maintenance	30.93
23580 - Maintenance Trades Helper	21.09
23591 - Metrology Technician I	36.63
23592 - Metrology Technician II	37.89
23593 - Metrology Technician III	39.34
23640 - Millwright	38.87
23710 - Office Appliance Repairer	27.47
23760 - Painter, Maintenance	24.83
23790 - Pipefitter, Maintenance	39.44
23810 - Plumber, Maintenance	37.44
23820 - Pneudraulic Systems Mechanic	36.63
23850 - Rigger	36.63
23870 - Scale Mechanic	32.64
23890 - Sheet-Metal Worker, Maintenance	32.30
23910 - Small Engine Mechanic	23.75
23931 - Telecommunications Mechanic I	37.05
23932 - Telecommunications Mechanic II	38.33
23950 - Telephone Lineman	42.07
23960 - Welder, Combination, Maintenance	28.55
23965 - Well Driller	36.63
23970 - Woodcraft Worker	36.63
23980 - Woodworker	28.54
24000 - Personal Needs Occupations	
24550 - Case Manager	21.87
24570 - Child Care Attendant	17.39
24580 - Child Care Center Clerk	21.70
24610 - Chore Aide	18.07
24620 - Family Readiness And Support Services Coordinator	21.87
24630 - Homemaker	21.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.03
25040 - Sewage Plant Operator	30.35
25070 - Stationary Engineer	32.03
25190 - Ventilation Equipment Tender	23.01
25210 - Water Treatment Plant Operator	30.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.65
27007 - Baggage Inspector	18.73
27008 - Corrections Officer	30.56
27010 - Court Security Officer	32.96
27030 - Detection Dog Handler	20.94
27040 - Detention Officer	30.56
27070 - Firefighter	35.16
27101 - Guard I	18.73
27102 - Guard II	20.94
27131 - Police Officer I	33.86
27132 - Police Officer II	37.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.82
28042 - Carnival Equipment Repairer	23.66
28043 - Carnival Worker	16.16
28210 - Gate Attendant/Gate Tender	20.84
28310 - Lifeguard	15.61
28350 - Park Attendant (Aide)	23.31
28510 - Recreation Aide/Health Facility Attendant	17.02
28515 - Recreation Specialist	28.88
28630 - Sports Official	18.57
28690 - Swimming Pool Operator	27.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.00
29020 - Hatch Tender	33.00
29030 - Line Handler	33.00
29041 - Stevedore I	31.10
29042 - Stevedore II	35.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 48.01
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 33.11
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 36.46
30021 - Archeological Technician I	20.02
30022 - Archeological Technician II	22.39
30023 - Archeological Technician III	27.74
30030 - Cartographic Technician	27.74
30040 - Civil Engineering Technician	35.98
30051 - Cryogenic Technician I	30.72
30052 - Cryogenic Technician II	33.92
30061 - Drafter/CAD Operator I	20.02
30062 - Drafter/CAD Operator II	22.39
30063 - Drafter/CAD Operator III	24.96
30064 - Drafter/CAD Operator IV	30.72
30081 - Engineering Technician I	19.42

30082 - Engineering Technician II	21.78
30083 - Engineering Technician III	24.37
30084 - Engineering Technician IV	30.19
30085 - Engineering Technician V	36.93
30086 - Engineering Technician VI	44.69
30090 - Environmental Technician	31.25
30095 - Evidence Control Specialist	27.74
30210 - Laboratory Technician	30.80
30221 - Latent Fingerprint Technician I	37.88
30222 - Latent Fingerprint Technician II	41.84
30240 - Mathematical Technician	28.89
30361 - Paralegal/Legal Assistant I	23.55
30362 - Paralegal/Legal Assistant II	29.17
30363 - Paralegal/Legal Assistant III	35.68
30364 - Paralegal/Legal Assistant IV	43.18
30375 - Petroleum Supply Specialist	33.92
30390 - Photo-Optics Technician	27.74
30395 - Radiation Control Technician	33.92
30461 - Technical Writer I	29.57
30462 - Technical Writer II	36.17
30463 - Technical Writer III	43.76
30491 - Unexploded Ordnance (UXO) Technician I	30.51
30492 - Unexploded Ordnance (UXO) Technician II	36.92
30493 - Unexploded Ordnance (UXO) Technician III	44.25
30494 - Unexploded (UXO) Safety Escort	30.51
30495 - Unexploded (UXO) Sweep Personnel	30.51
30501 - Weather Forecaster I	30.72
30502 - Weather Forecaster II	37.37
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 24.96
30621 - Weather Observer, Senior	(see 2) 27.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.92
31020 - Bus Aide	17.67
31030 - Bus Driver	25.00
31043 - Driver Courier	18.88
31260 - Parking and Lot Attendant	15.95
31290 - Shuttle Bus Driver	18.24
31310 - Taxi Driver	15.37
31361 - Truckdriver, Light	20.48
31362 - Truckdriver, Medium	22.09
31363 - Truckdriver, Heavy	29.19
31364 - Truckdriver, Tractor-Trailer	29.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.00
99030 - Cashier	16.49
99050 - Desk Clerk	17.62
99095 - Embalmer	36.35
99130 - Flight Follower	30.51
99251 - Laboratory Animal Caretaker I	19.00
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	36.61
99310 - Mortician	36.35
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	16.03
99710 - Recycling Laborer	26.51
99711 - Recycling Specialist	32.07
99730 - Refuse Collector	23.75
99810 - Sales Clerk	17.03
99820 - School Crossing Guard	19.26
99830 - Survey Party Chief	34.15
99831 - Surveying Aide	20.36
99832 - Surveying Technician	31.06
99840 - Vending Machine Attendant	21.06
99841 - Vending Machine Repairer	26.12
99842 - Vending Machine Repairer Helper	21.06

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 8 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 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 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, drying, 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))."