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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.: 2015-4423 Revision No.: 35 Date Of Last Revision: 8/22/2026

State: North Carolina, South Carolina

Area: North Carolina Counties of Cabarrus, Gaston, Iredell, Lincoln,
Mecklenburg, Rowan and Union

South Carolina Counties of Lancaster and York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.46
01012 - Accounting Clerk II		21.84
01013 - Accounting Clerk III		24.43
01020 - Administrative Assistant		38.41
01035 - Court Reporter		30.69
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.28
01043 - Customer Service Representative III		21.63
01051 - Data Entry Operator I		18.34
01052 - Data Entry Operator II		20.01
01060 - Dispatcher, Motor Vehicle		24.29
01070 - Document Preparation Clerk		20.89
01090 - Duplicating Machine Operator		20.89
01111 - General Clerk I		17.28
01112 - General Clerk II		18.86
01113 - General Clerk III		21.16
01120 - Housing Referral Assistant		25.96
01141 - Messenger Courier		19.02
01191 - Order Clerk I		21.29
01192 - Order Clerk II		23.23
01261 - Personnel Assistant (Employment) I		19.86
01262 - Personnel Assistant (Employment) II		22.22
01263 - Personnel Assistant (Employment) III		24.77
01270 - Production Control Clerk		27.57
01290 - Rental Clerk		19.12
01300 - Scheduler, Maintenance		20.81
01311 - Secretary I		20.81
01312 - Secretary II		23.29
01313 - Secretary III		25.96
01320 - Service Order Dispatcher		21.71
01410 - Supply Technician		38.41
01420 - Survey Worker		19.79
01460 - Switchboard Operator/Receptionist		17.62
01531 - Travel Clerk I		21.64
01532 - Travel Clerk II		24.17
01533 - Travel Clerk III		26.65
01611 - Word Processor I		22.30
01612 - Word Processor II		25.03
01613 - Word Processor III		28.00
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.88
05010 - Automotive Electrician		24.57
05040 - Automotive Glass Installer		23.24
05070 - Automotive Worker		23.24
05110 - Mobile Equipment Servicer		20.70
05130 - Motor Equipment Metal Mechanic		25.80
05160 - Motor Equipment Metal Worker		23.24
05190 - Motor Vehicle Mechanic		25.80
05220 - Motor Vehicle Mechanic Helper		19.32
05250 - Motor Vehicle Upholstery Worker		22.00
05280 - Motor Vehicle Wrecker		23.24
05310 - Painter, Automotive		24.57
05340 - Radiator Repair Specialist		23.24
05370 - Tire Repairer		17.79
05400 - Transmission Repair Specialist		25.80

07000 - Food Preparation And Service Occupations	
07010 - Baker	16.84
07041 - Cook I	18.12
07042 - Cook II	20.34
07070 - Dishwasher	15.35
07130 - Food Service Worker	16.17
07210 - Meat Cutter	19.08
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.18
09040 - Furniture Handler	13.72
09080 - Furniture Refinisher	20.82
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer, Minor	18.64
09130 - Upholsterer	22.47
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.03
11060 - Elevator Operator	16.31
11090 - Gardener	23.74
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer, Grounds Maintenance	18.57
11240 - Maid or Houseman	15.50
11260 - Pruner	16.44
11270 - Tractor Operator	22.16
11330 - Trail Maintenance Worker	18.57
11360 - Window Cleaner	19.33
12000 - Health Occupations	
12010 - Ambulance Driver	21.90
12011 - Breath Alcohol Technician	28.09
12012 - Certified Occupational Therapist Assistant	36.06
12015 - Certified Physical Therapist Assistant	34.00
12020 - Dental Assistant	24.07
12025 - Dental Hygienist	47.30
12030 - EKG Technician	32.99
12035 - Electroneurodiagnostic Technologist	32.99
12040 - Emergency Medical Technician	21.90
12071 - Licensed Practical Nurse I	25.10
12072 - Licensed Practical Nurse II	28.09
12073 - Licensed Practical Nurse III	31.32
12100 - Medical Assistant	22.36
12130 - Medical Laboratory Technician	29.98
12160 - Medical Record Clerk	21.96
12190 - Medical Record Technician	24.57
12195 - Medical Transcriptionist	20.46
12210 - Nuclear Medicine Technologist	44.54
12221 - Nursing Assistant I	13.77
12222 - Nursing Assistant II	15.49
12223 - Nursing Assistant III	16.90
12224 - Nursing Assistant IV	18.96
12235 - Optical Dispenser	24.82
12236 - Optical Technician	19.67
12250 - Pharmacy Technician	22.22
12280 - Phlebotomist	21.63
12305 - Radiologic Technologist	37.30
12311 - Registered Nurse I	29.43
12312 - Registered Nurse II	36.00
12313 - Registered Nurse II, Specialist	36.00
12314 - Registered Nurse III	43.57
12315 - Registered Nurse III, Anesthetist	43.57
12316 - Registered Nurse IV	52.22
12317 - Scheduler (Drug and Alcohol Testing)	34.79
12320 - Substance Abuse Treatment Counselor	26.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.52
13012 - Exhibits Specialist II	27.89
13013 - Exhibits Specialist III	34.12
13041 - Illustrator I	22.02
13042 - Illustrator II	27.28
13043 - Illustrator III	33.36
13047 - Librarian	30.89
13050 - Library Aide/Clerk	17.60
13054 - Library Information Technology Systems Administrator	27.89
13058 - Library Technician	22.55
13061 - Media Specialist I	20.13
13062 - Media Specialist II	22.52
13063 - Media Specialist III	25.11
13071 - Photographer I	19.99
13072 - Photographer II	22.36
13073 - Photographer III	27.70
13074 - Photographer IV	33.87
13075 - Photographer V	40.98
13090 - Technical Order Library Clerk	22.09
13110 - Video Teleconference Technician	23.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.62
14042 - Computer Operator II	26.43
14043 - Computer Operator III	29.47
14044 - Computer Operator IV	32.74
14045 - Computer Operator V	36.26
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		23.62
14160 - Personal Computer Support Technician		32.74
14170 - System Support Specialist		36.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.30
15020 - Aircrew Training Devices Instructor (Rated)		45.12
15030 - Air Crew Training Devices Instructor (Pilot)		54.08
15050 - Computer Based Training Specialist / Instructor		37.30
15060 - Educational Technologist		30.74
15070 - Flight Instructor (Pilot)		54.08
15080 - Graphic Artist		28.75
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.08
15086 - Maintenance Test Pilot, Rotary Wing		54.08
15088 - Non-Maintenance Test/Co-Pilot		54.08
15090 - Technical Instructor		27.75
15095 - Technical Instructor/Course Developer		33.95
15110 - Test Proctor		22.41
15120 - Tutor		22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.90
16030 - Counter Attendant		11.90
16040 - Dry Cleaner		14.76
16070 - Finisher, Flatwork, Machine		11.90
16090 - Presser, Hand		11.90
16110 - Presser, Machine, Drycleaning		11.90
16130 - Presser, Machine, Shirts		11.90
16160 - Presser, Machine, Wearing Apparel, Laundry		11.90
16190 - Sewing Machine Operator		15.66
16220 - Tailor		16.52
16250 - Washer, Machine		12.78
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.85
19040 - Tool And Die Maker		30.02
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.20
21030 - Material Coordinator		27.57
21040 - Material Expediter		27.57
21050 - Material Handling Laborer		18.68
21071 - Order Filler		18.00
21080 - Production Line Worker (Food Processing)		21.20
21110 - Shipping Packer		21.62
21130 - Shipping/Receiving Clerk		21.62
21140 - Store Worker I		13.99
21150 - Stock Clerk		19.88
21210 - Tools And Parts Attendant		21.20
21410 - Warehouse Specialist		21.20
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.21
23019 - Aircraft Logs and Records Technician		34.96
23021 - Aircraft Mechanic I		41.13
23022 - Aircraft Mechanic II		43.21
23023 - Aircraft Mechanic III		45.38
23040 - Aircraft Mechanic Helper		31.30
23050 - Aircraft, Painter		39.97
23060 - Aircraft Servicer		34.96
23070 - Aircraft Survival Flight Equipment Technician		39.97
23080 - Aircraft Worker		37.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		41.13
23110 - Appliance Mechanic		26.51
23120 - Bicycle Repairer		21.00
23125 - Cable Splicer		39.30
23130 - Carpenter, Maintenance		24.50
23140 - Carpet Layer		24.69
23160 - Electrician, Maintenance		28.41
23181 - Electronics Technician Maintenance I		32.42
23182 - Electronics Technician Maintenance II		34.27
23183 - Electronics Technician Maintenance III		35.99
23260 - Fabric Worker		25.61
23290 - Fire Alarm System Mechanic		28.99
23310 - Fire Extinguisher Repairer		24.09
23311 - Fuel Distribution System Mechanic		31.69
23312 - Fuel Distribution System Operator		25.43
23370 - General Maintenance Worker		24.52
23380 - Ground Support Equipment Mechanic		41.13
23381 - Ground Support Equipment Servicer		34.96
23382 - Ground Support Equipment Worker		37.03
23391 - Gunsmith I		24.09
23392 - Gunsmith II		27.05
23393 - Gunsmith III		30.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.77

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.21
23430 - Heavy Equipment Mechanic	31.93
23440 - Heavy Equipment Operator	24.46
23460 - Instrument Mechanic	30.12
23465 - Laboratory/Shelter Mechanic	28.60
23470 - Laborer	18.68
23510 - Locksmith	22.47
23530 - Machinery Maintenance Mechanic	31.51
23550 - Machinist, Maintenance	28.95
23580 - Maintenance Trades Helper	20.02
23591 - Metrology Technician I	30.12
23592 - Metrology Technician II	31.62
23593 - Metrology Technician III	33.10
23640 - Millwright	31.43
23710 - Office Appliance Repairer	22.87
23760 - Painter, Maintenance	21.59
23790 - Pipefitter, Maintenance	29.63
23810 - Plumber, Maintenance	28.22
23820 - Pneudraulic Systems Mechanic	30.03
23850 - Rigger	28.25
23870 - Scale Mechanic	27.05
23890 - Sheet-Metal Worker, Maintenance	25.42
23910 - Small Engine Mechanic	23.28
23931 - Telecommunications Mechanic I	33.24
23932 - Telecommunications Mechanic II	34.91
23950 - Telephone Lineman	28.40
23960 - Welder, Combination, Maintenance	26.96
23965 - Well Driller	29.57
23970 - Woodcraft Worker	30.03
23980 - Woodworker	24.09
24000 - Personal Needs Occupations	
24550 - Case Manager	20.90
24570 - Child Care Attendant	14.61
24580 - Child Care Center Clerk	18.23
24610 - Chore Aide	16.19
24620 - Family Readiness And Support Services Coordinator	20.90
24630 - Homemaker	20.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.19
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	32.19
25190 - Ventilation Equipment Tender	23.87
25210 - Water Treatment Plant Operator	28.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	16.83
27008 - Corrections Officer	26.25
27010 - Court Security Officer	22.43
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	26.25
27070 - Firefighter	18.61
27101 - Guard I	16.83
27102 - Guard II	18.83
27131 - Police Officer I	28.22
27132 - Police Officer II	31.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.72
28042 - Carnival Equipment Repairer	20.06
28043 - Carnival Worker	13.89
28210 - Gate Attendant/Gate Tender	18.59
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.79
28510 - Recreation Aide/Health Facility Attendant	15.18
28515 - Recreation Specialist	25.76
28630 - Sports Official	16.56
28690 - Swimming Pool Operator	22.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.78
29020 - Hatch Tender	28.78
29030 - Line Handler	28.78
29041 - Stevedore I	27.25
29042 - Stevedore II	30.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 47.58
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.80
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 36.12
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	25.42
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.99
30064 - Drafter/CAD Operator IV	30.74

30081 - Engineering Technician I	18.22
30082 - Engineering Technician II	20.45
30083 - Engineering Technician III	22.87
30084 - Engineering Technician IV	28.34
30085 - Engineering Technician V	34.66
30086 - Engineering Technician VI	41.93
30090 - Environmental Technician	25.40
30095 - Evidence Control Specialist	27.76
30210 - Laboratory Technician	28.56
30221 - Latent Fingerprint Technician I	26.66
30222 - Latent Fingerprint Technician II	29.45
30240 - Mathematical Technician	30.50
30361 - Paralegal/Legal Assistant I	23.23
30362 - Paralegal/Legal Assistant II	28.78
30363 - Paralegal/Legal Assistant III	35.20
30364 - Paralegal/Legal Assistant IV	42.61
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	26.96
30462 - Technical Writer II	32.98
30463 - Technical Writer III	39.90
30491 - Unexploded Ordnance (UXO) Technician I	30.23
30492 - Unexploded Ordnance (UXO) Technician II	36.58
30493 - Unexploded Ordnance (UXO) Technician III	43.84
30494 - Unexploded (UXO) Safety Escort	30.23
30495 - Unexploded (UXO) Sweep Personnel	30.23
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.39
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 24.99
30621 - Weather Observer, Senior	(see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.58
31020 - Bus Aide	15.15
31030 - Bus Driver	21.37
31043 - Driver Courier	19.23
31260 - Parking and Lot Attendant	15.77
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	15.19
31361 - Truckdriver, Light	20.61
31362 - Truckdriver, Medium	21.91
31363 - Truckdriver, Heavy	26.98
31364 - Truckdriver, Tractor-Trailer	26.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.83
99030 - Cashier	14.24
99050 - Desk Clerk	14.92
99095 - Embalmer	30.68
99130 - Flight Follower	30.23
99251 - Laboratory Animal Caretaker I	18.16
99252 - Laboratory Animal Caretaker II	19.46
99260 - Marketing Analyst	39.87
99310 - Mortician	30.68
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	20.24
99710 - Recycling Laborer	26.86
99711 - Recycling Specialist	32.05
99730 - Refuse Collector	23.78
99810 - Sales Clerk	16.14
99820 - School Crossing Guard	17.07
99830 - Survey Party Chief	29.03
99831 - Surveying Aide	19.57
99832 - Surveying Technician	26.81
99840 - Vending Machine Attendant	18.87
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	18.87

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time 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))."