

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4873
Revision No.: 33
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State: Michigan

Area: Michigan Counties of Alcona, Alpena, Cheboygan, Crawford,
Iosco, Montmorency, Ogemaw, Oscoda,
Otsego, Presque Isle and Roscommon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.33
01012 - Accounting Clerk II		19.44
01013 - Accounting Clerk III		21.75
01020 - Administrative Assistant		28.50
01035 - Court Reporter		21.34
01041 - Customer Service Representative I		15.73
01042 - Customer Service Representative II		17.17
01043 - Customer Service Representative III		19.26
01051 - Data Entry Operator I		17.06
01052 - Data Entry Operator II		18.62
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		17.00
01090 - Duplicating Machine Operator		17.00
01111 - General Clerk I		16.62
01112 - General Clerk II		18.14
01113 - General Clerk III		20.35
01120 - Housing Referral Assistant		23.79
01141 - Messenger Courier		13.85
01191 - Order Clerk I		20.35
01192 - Order Clerk II		22.21
01261 - Personnel Assistant (Employment) I		19.22
01262 - Personnel Assistant (Employment) II		21.50
01263 - Personnel Assistant (Employment) III		23.96
01270 - Production Control Clerk		30.01
01290 - Rental Clerk		17.59
01300 - Scheduler, Maintenance		19.07
01311 - Secretary I		19.07
01312 - Secretary II		21.34
01313 - Secretary III		23.79
01320 - Service Order Dispatcher		20.03
01410 - Supply Technician		28.50
01420 - Survey Worker		19.23
01460 - Switchboard Operator/Receptionist		18.00
01531 - Travel Clerk I		17.00

01532 - Travel Clerk II	19.07
01533 - Travel Clerk III	21.34
01611 - Word Processor I	17.00
01612 - Word Processor II	19.07
01613 - Word Processor III	21.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.16
05010 - Automotive Electrician	23.00
05040 - Automotive Glass Installer	22.02
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	19.75
05130 - Motor Equipment Metal Mechanic	23.97
05160 - Motor Equipment Metal Worker	22.02
05190 - Motor Vehicle Mechanic	23.97
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.91
05280 - Motor Vehicle Wrecker	22.02
05310 - Painter, Automotive	23.00
05340 - Radiator Repair Specialist	22.02
05370 - Tire Repairer	17.38
05400 - Transmission Repair Specialist	23.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.61
07041 - Cook I	16.88
07042 - Cook II	18.82
07070 - Dishwasher	13.28
07130 - Food Service Worker	14.04
07210 - Meat Cutter	18.80
07260 - Waiter/Waitress	17.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.37
09040 - Furniture Handler	15.98
09080 - Furniture Refinisher	22.37
09090 - Furniture Refinisher Helper	18.24
09110 - Furniture Repairer, Minor	20.34
09130 - Upholsterer	22.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.57
11060 - Elevator Operator	17.21
11090 - Gardener	21.47
11122 - Housekeeping Aide	17.21
11150 - Janitor	17.21
11210 - Laborer, Grounds Maintenance	17.66
11240 - Maid or Houseman	16.10
11260 - Pruner	16.57
11270 - Tractor Operator	20.18
11330 - Trail Maintenance Worker	17.66
11360 - Window Cleaner	18.34
12000 - Health Occupations	
12010 - Ambulance Driver	19.40
12011 - Breath Alcohol Technician	27.31
12012 - Certified Occupational Therapist Assistant	37.46
12015 - Certified Physical Therapist Assistant	28.32
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	37.02
12030 - EKG Technician	39.33
12035 - Electroneurodiagnostic Technologist	39.33
12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	24.41
12072 - Licensed Practical Nurse II	27.31
12073 - Licensed Practical Nurse III	30.45
12100 - Medical Assistant	18.93
12130 - Medical Laboratory Technician	31.98
12160 - Medical Record Clerk	18.79
12190 - Medical Record Technician	21.02
12195 - Medical Transcriptionist	24.41
12210 - Nuclear Medicine Technologist	60.02
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69

12223 - Nursing Assistant III	17.12
12224 - Nursing Assistant IV	19.21
12235 - Optical Dispenser	18.38
12236 - Optical Technician	24.41
12250 - Pharmacy Technician	19.33
12280 - Phlebotomist	19.02
12305 - Radiologic Technologist	31.58
12311 - Registered Nurse I	26.94
12312 - Registered Nurse II	32.95
12313 - Registered Nurse II, Specialist	32.95
12314 - Registered Nurse III	39.88
12315 - Registered Nurse III, Anesthetist	39.88
12316 - Registered Nurse IV	47.80
12317 - Scheduler (Drug and Alcohol Testing)	33.82
12320 - Substance Abuse Treatment Counselor	30.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	14.52
13054 - Library Information Technology Systems Administrator	22.62
13058 - Library Technician	17.07
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36
13071 - Photographer I	16.92
13072 - Photographer II	18.93
13073 - Photographer III	23.45
13074 - Photographer IV	28.69
13075 - Photographer V	32.49
13090 - Technical Order Library Clerk	18.23
13110 - Video Teleconference Technician	16.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.18
14042 - Computer Operator II	19.23
14043 - Computer Operator III	21.44
14044 - Computer Operator IV	23.83
14045 - Computer Operator V	26.38
14071 - Computer Programmer I	(see 1) 20.41
14072 - Computer Programmer II	(see 1) 25.30
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.18
14160 - Personal Computer Support Technician	23.83
14170 - System Support Specialist	26.38
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.65
15020 - Aircrew Training Devices Instructor (Rated)	35.89
15030 - Air Crew Training Devices Instructor (Pilot)	42.99
15050 - Computer Based Training Specialist / Instructor	29.65
15060 - Educational Technologist	35.52
15070 - Flight Instructor (Pilot)	42.99
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.99
15086 - Maintenance Test Pilot, Rotary Wing	42.99
15088 - Non-Maintenance Test/Co-Pilot	42.99
15090 - Technical Instructor	22.49
15095 - Technical Instructor/Course Developer	27.51
15110 - Test Proctor	18.15
15120 - Tutor	18.15

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.98
16030 - Counter Attendant	14.98
16040 - Dry Cleaner	17.45
16070 - Finisher, Flatwork, Machine	14.98
16090 - Presser, Hand	14.98
16110 - Presser, Machine, Drycleaning	14.98
16130 - Presser, Machine, Shirts	14.98
16160 - Presser, Machine, Wearing Apparel, Laundry	14.98
16190 - Sewing Machine Operator	18.93
16220 - Tailor	20.36
16250 - Washer, Machine	15.74
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.03
19040 - Tool And Die Maker	29.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.63
21030 - Material Coordinator	30.01
21040 - Material Expediter	30.01
21050 - Material Handling Laborer	18.30
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	21.63
21110 - Shipping Packer	20.67
21130 - Shipping/Receiving Clerk	20.67
21140 - Store Worker I	19.76
21150 - Stock Clerk	24.56
21210 - Tools And Parts Attendant	21.63
21410 - Warehouse Specialist	21.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.75
23019 - Aircraft Logs and Records Technician	24.92
23021 - Aircraft Mechanic I	28.57
23022 - Aircraft Mechanic II	29.75
23023 - Aircraft Mechanic III	30.93
23040 - Aircraft Mechanic Helper	22.13
23050 - Aircraft, Painter	27.41
23060 - Aircraft Servicer	24.92
23070 - Aircraft Survival Flight Equipment Technician	27.41
23080 - Aircraft Worker	26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.57
23110 - Appliance Mechanic	30.51
23120 - Bicycle Repairer	26.20
23125 - Cable Splicer	54.89
23130 - Carpenter, Maintenance	25.47
23140 - Carpet Layer	29.22
23160 - Electrician, Maintenance	30.44
23181 - Electronics Technician Maintenance I	29.22
23182 - Electronics Technician Maintenance II	30.51
23183 - Electronics Technician Maintenance III	31.80
23260 - Fabric Worker	27.73
23290 - Fire Alarm System Mechanic	31.80
23310 - Fire Extinguisher Repairer	26.20
23311 - Fuel Distribution System Mechanic	44.97
23312 - Fuel Distribution System Operator	37.39
23370 - General Maintenance Worker	21.52
23380 - Ground Support Equipment Mechanic	28.57
23381 - Ground Support Equipment Servicer	24.92
23382 - Ground Support Equipment Worker	26.25
23391 - Gunsmith I	26.20
23392 - Gunsmith II	29.22
23393 - Gunsmith III	31.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.19
23430 - Heavy Equipment Mechanic	29.05

23440 - Heavy Equipment Operator	27.96
23460 - Instrument Mechanic	31.80
23465 - Laboratory/Shelter Mechanic	30.51
23470 - Laborer	18.30
23510 - Locksmith	30.51
23530 - Machinery Maintenance Mechanic	27.58
23550 - Machinist, Maintenance	25.50
23580 - Maintenance Trades Helper	19.01
23591 - Metrology Technician I	31.80
23592 - Metrology Technician II	33.11
23593 - Metrology Technician III	34.42
23640 - Millwright	33.76
23710 - Office Appliance Repairer	30.51
23760 - Painter, Maintenance	22.72
23790 - Pipefitter, Maintenance	28.91
23810 - Plumber, Maintenance	27.15
23820 - Pseudraulic Systems Mechanic	31.80
23850 - Rigger	31.80
23870 - Scale Mechanic	29.22
23890 - Sheet-Metal Worker, Maintenance	28.79
23910 - Small Engine Mechanic	21.72
23931 - Telecommunications Mechanic I	29.20
23932 - Telecommunications Mechanic II	30.40
23950 - Telephone Lineman	34.07
23960 - Welder, Combination, Maintenance	23.35
23965 - Well Driller	30.97
23970 - Woodcraft Worker	31.80
23980 - Woodworker	26.20
24000 - Personal Needs Occupations	
24550 - Case Manager	18.87
24570 - Child Care Attendant	14.45
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	16.86
24620 - Family Readiness And Support Services Coordinator	18.87
24630 - Homemaker	18.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.24
25040 - Sewage Plant Operator	26.31
25070 - Stationary Engineer	27.24
25190 - Ventilation Equipment Tender	21.20
25210 - Water Treatment Plant Operator	26.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	17.52
27008 - Corrections Officer	26.37
27010 - Court Security Officer	25.05
27030 - Detection Dog Handler	20.17
27040 - Detention Officer	26.37
27070 - Firefighter	24.28
27101 - Guard I	17.52
27102 - Guard II	20.17
27131 - Police Officer I	27.15
27132 - Police Officer II	30.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.25
28042 - Carnival Equipment Repairer	17.29
28043 - Carnival Worker	13.34
28210 - Gate Attendant/Gate Tender	21.07
28310 - Lifeguard	20.48
28350 - Park Attendant (Aide)	23.57
28510 - Recreation Aide/Health Facility Attendant	17.21
28515 - Recreation Specialist	29.20
28630 - Sports Official	18.78
28690 - Swimming Pool Operator	19.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.22
29020 - Hatch Tender	29.22
29030 - Line Handler	29.22

29041 - Stevedore I		27.73
29042 - Stevedore II		30.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		19.17
30022 - Archeological Technician II		21.44
30023 - Archeological Technician III		26.56
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		36.53
30051 - Cryogenic Technician I		29.42
30052 - Cryogenic Technician II		32.49
30061 - Drafter/CAD Operator I		19.17
30062 - Drafter/CAD Operator II		21.44
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		17.79
30082 - Engineering Technician II		19.94
30083 - Engineering Technician III		22.31
30084 - Engineering Technician IV		27.65
30085 - Engineering Technician V		33.79
30086 - Engineering Technician VI		39.46
30090 - Environmental Technician		26.56
30095 - Evidence Control Specialist		26.56
30210 - Laboratory Technician		23.91
30221 - Latent Fingerprint Technician I		29.42
30222 - Latent Fingerprint Technician II		32.49
30240 - Mathematical Technician		26.56
30361 - Paralegal/Legal Assistant I		21.46
30362 - Paralegal/Legal Assistant II		26.58
30363 - Paralegal/Legal Assistant III		32.51
30364 - Paralegal/Legal Assistant IV		39.33
30375 - Petroleum Supply Specialist		32.49
30390 - Photo-Optics Technician		26.56
30395 - Radiation Control Technician		32.49
30461 - Technical Writer I		26.56
30462 - Technical Writer II		32.49
30463 - Technical Writer III		39.33
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		29.42
30502 - Weather Forecaster II		35.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer, Senior	(see 2)	26.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		16.68
31030 - Bus Driver		21.47
31043 - Driver Courier		18.85
31260 - Parking and Lot Attendant		13.51
31290 - Shuttle Bus Driver		16.50
31310 - Taxi Driver		14.91
31361 - Truckdriver, Light		20.05
31362 - Truckdriver, Medium		21.22
31363 - Truckdriver, Heavy		24.25
31364 - Truckdriver, Tractor-Trailer		24.25
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		13.89
99050 - Desk Clerk		15.97
99095 - Embalmer		28.73
99130 - Flight Follower		29.57
99251 - Laboratory Animal Caretaker I		17.24

99252 - Laboratory Animal Caretaker II	18.34
99260 - Marketing Analyst	26.13
99310 - Mortician	28.73
99410 - Pest Controller	29.56
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	24.92
99711 - Recycling Specialist	28.48
99730 - Refuse Collector	23.38
99810 - Sales Clerk	16.68
99820 - School Crossing Guard	20.30
99830 - Survey Party Chief	25.13
99831 - Surveying Aide	14.94
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	26.33
99841 - Vending Machine Repairer	30.96
99842 - Vending Machine Repairer Helper	26.33

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 from May 11, 2026, through December 31, 2026. 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: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 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 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)).""