

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.: 2015-5389
Revision No.: 11
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carbon, Golden Valley, Yellowstone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.44

01012 - Accounting Clerk II

16.21

01013 - Accounting Clerk III

18.14

01020 - Administrative Assistant

26.80

01035 - Court Reporter

17.84

01041 - Customer Service Representative I

13.83
01042 - Customer Service Representative II
15.55
01043 - Customer Service Representative III
16.96
01051 - Data Entry Operator I
13.11
01052 - Data Entry Operator II
14.31
01060 - Dispatcher, Motor Vehicle
21.27
01070 - Document Preparation Clerk
14.20
01090 - Duplicating Machine Operator
14.20
01111 - General Clerk I
13.15
01112 - General Clerk II
14.35
01113 - General Clerk III
16.11
01120 - Housing Referral Assistant
19.89
01141 - Messenger Courier
11.65
01191 - Order Clerk I
13.10
01192 - Order Clerk II
14.30
01261 - Personnel Assistant (Employment) I
16.61
01262 - Personnel Assistant (Employment) II
18.59
01263 - Personnel Assistant (Employment) III
20.72
01270 - Production Control Clerk
26.42
01290 - Rental Clerk
16.40
01300 - Scheduler, Maintenance
15.94
01311 - Secretary I
15.94
01312 - Secretary II
17.84
01313 - Secretary III
19.89
01320 - Service Order Dispatcher
19.01
01410 - Supply Technician

26.80
01420 - Survey Worker
16.52
01460 - Switchboard Operator/Receptionist
13.99
01531 - Travel Clerk I
13.09
01532 - Travel Clerk II
14.04
01533 - Travel Clerk III
14.95
01611 - Word Processor I
14.20
01612 - Word Processor II
15.94
01613 - Word Processor III
17.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
19.55
05010 - Automotive Electrician
18.77
05040 - Automotive Glass Installer
17.48
05070 - Automotive Worker
17.48
05110 - Mobile Equipment Servicer
15.13
05130 - Motor Equipment Metal Mechanic
20.04
05160 - Motor Equipment Metal Worker
17.48
05190 - Motor Vehicle Mechanic
20.04
05220 - Motor Vehicle Mechanic Helper
13.92
05250 - Motor Vehicle Upholstery Worker
16.31
05280 - Motor Vehicle Wrecker
17.48
05310 - Painter, Automotive
18.77
05340 - Radiator Repair Specialist
17.48
05370 - Tire Repairer
13.77
05400 - Transmission Repair Specialist
20.04
07000 - Food Preparation And Service Occupations
07010 - Baker

13.87
07041 - Cook I
13.19
07042 - Cook II
15.24
07070 - Dishwasher
10.27
07130 - Food Service Worker
10.98
07210 - Meat Cutter
14.43
07260 - Waiter/Waitress
9.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
20.20
09040 - Furniture Handler
13.59
09080 - Furniture Refinisher
20.20
09090 - Furniture Refinisher Helper
15.37
09110 - Furniture Repairer, Minor
17.55
09130 - Upholsterer
20.20
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
13.06
11060 - Elevator Operator
15.13
11090 - Gardener
19.65
11122 - Housekeeping Aide
15.13
11150 - Janitor
15.13
11210 - Laborer, Grounds Maintenance
15.31
11240 - Maid or Houseman
11.64
11260 - Pruner
13.70
11270 - Tractor Operator
18.15
11330 - Trail Maintenance Worker
15.31
11360 - Window Cleaner
17.12
12000 - Health Occupations

12010 - Ambulance Driver
19.83
12011 - Breath Alcohol Technician
19.83
12012 - Certified Occupational Therapist Assistant
27.21
12015 - Certified Physical Therapist Assistant
27.21
12020 - Dental Assistant
19.67
12025 - Dental Hygienist
37.08
12030 - EKG Technician
26.94
12035 - Electroneurodiagnostic Technologist
26.94
12040 - Emergency Medical Technician
19.83
12071 - Licensed Practical Nurse I
17.72
12072 - Licensed Practical Nurse II
19.83
12073 - Licensed Practical Nurse III
22.11
12100 - Medical Assistant
16.91
12130 - Medical Laboratory Technician
24.23
12160 - Medical Record Clerk
17.07
12190 - Medical Record Technician
19.83
12195 - Medical Transcriptionist
17.07
12210 - Nuclear Medicine Technologist
43.58
12221 - Nursing Assistant I
11.47
12222 - Nursing Assistant II
12.90
12223 - Nursing Assistant III
14.07
12224 - Nursing Assistant IV
15.79
12235 - Optical Dispenser
18.32
12236 - Optical Technician
17.72
12250 - Pharmacy Technician
18.14

12280 - Phlebotomist
16.04
12305 - Radiologic Technologist
26.41
12311 - Registered Nurse I
22.66
12312 - Registered Nurse II
27.73
12313 - Registered Nurse II, Specialist
27.73
12314 - Registered Nurse III
33.54
12315 - Registered Nurse III, Anesthetist
33.54
12316 - Registered Nurse IV
40.20
12317 - Scheduler (Drug and Alcohol Testing)
24.56
12320 - Substance Abuse Treatment Counselor
22.07
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
20.26
13012 - Exhibits Specialist II
25.09
13013 - Exhibits Specialist III
30.70
13041 - Illustrator I
20.26
13042 - Illustrator II
25.09
13043 - Illustrator III
30.70
13047 - Librarian
27.79
13050 - Library Aide/Clerk
16.13
13054 - Library Information Technology Systems
25.09
Administrator
13058 - Library Technician
19.86
13061 - Media Specialist I
18.10
13062 - Media Specialist II
20.26
13063 - Media Specialist III
22.58
13071 - Photographer I
18.10

13072 - Photographer II
 20.26
 13073 - Photographer III
 25.09
 13074 - Photographer IV
 30.70
 13075 - Photographer V
 37.14
 13090 - Technical Order Library Clerk
 20.26
 13110 - Video Teleconference Technician
 16.47
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 15.57
 14042 - Computer Operator II
 17.41
 14043 - Computer Operator III
 19.40
 14044 - Computer Operator IV
 21.56
 14045 - Computer Operator V
 23.88
 14071 - Computer Programmer I (see 1)
 21.01
 14072 - Computer Programmer II (see 1)
 26.04
 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
 15.57
 14160 - Personal Computer Support Technician
 21.56
 14170 - System Support Specialist
 32.29
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 29.19
 15020 - Aircrew Training Devices Instructor (Rated)
 35.31
 15030 - Air Crew Training Devices Instructor (Pilot)
 42.15

15050 - Computer Based Training Specialist / Instructor
29.19
15060 - Educational Technologist
29.07
15070 - Flight Instructor (Pilot)
42.15
15080 - Graphic Artist
19.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
42.15
15086 - Maintenance Test Pilot, Rotary Wing
42.15
15088 - Non-Maintenance Test/Co-Pilot
42.15
15090 - Technical Instructor
23.43
15095 - Technical Instructor/Course Developer
28.66
15110 - Test Proctor
18.91
15120 - Tutor
18.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.61
16030 - Counter Attendant
9.61
16040 - Dry Cleaner
11.40
16070 - Finisher, Flatwork, Machine
9.61
16090 - Presser, Hand
9.61
16110 - Presser, Machine, Drycleaning
9.61
16130 - Presser, Machine, Shirts
9.61
16160 - Presser, Machine, Wearing Apparel, Laundry
9.61
16190 - Sewing Machine Operator
12.16
16220 - Tailor
12.94
16250 - Washer, Machine
10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
26.30
19040 - Tool And Die Maker
32.58

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
19.08
21030 - Material Coordinator
26.42
21040 - Material Expediter
26.42
21050 - Material Handling Laborer
14.52
21071 - Order Filler
13.39
21080 - Production Line Worker (Food Processing)
19.08
21110 - Shipping Packer
17.25
21130 - Shipping/Receiving Clerk
17.25
21140 - Store Worker I
12.53
21150 - Stock Clerk
17.82
21210 - Tools And Parts Attendant
19.08
21410 - Warehouse Specialist
19.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
26.62
23019 - Aircraft Logs and Records Technician
20.46
23021 - Aircraft Mechanic I
25.14
23022 - Aircraft Mechanic II
26.62
23023 - Aircraft Mechanic III
28.16
23040 - Aircraft Mechanic Helper
17.57
23050 - Aircraft, Painter
23.55
23060 - Aircraft Servicer
20.46
23070 - Aircraft Survival Flight Equipment Technician
23.55
23080 - Aircraft Worker
21.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
21.93
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

25.14
II
23110 - Appliance Mechanic
25.72
23120 - Bicycle Repairer
20.28
23125 - Cable Splicer
44.23
23130 - Carpenter, Maintenance
21.79
23140 - Carpet Layer
24.49
23160 - Electrician, Maintenance
32.55
23181 - Electronics Technician Maintenance I
24.49
23182 - Electronics Technician Maintenance II
26.30
23183 - Electronics Technician Maintenance III
28.08
23260 - Fabric Worker
22.85
23290 - Fire Alarm System Mechanic
25.93
23310 - Fire Extinguisher Repairer
21.21
23311 - Fuel Distribution System Mechanic
31.25
23312 - Fuel Distribution System Operator
23.60
23370 - General Maintenance Worker
18.09
23380 - Ground Support Equipment Mechanic
25.14
23381 - Ground Support Equipment Servicer
20.46
23382 - Ground Support Equipment Worker
21.93
23391 - Gunsmith I
21.21
23392 - Gunsmith II
24.49
23393 - Gunsmith III
28.08
23410 - Heating, Ventilation And Air-Conditioning
26.46
Mechanic
23411 - Heating, Ventilation And Air Contidioning
27.92
Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic
27.66
23440 - Heavy Equipment Operator
25.76
23460 - Instrument Mechanic
28.08
23465 - Laboratory/Shelter Mechanic
26.30
23470 - Laborer
14.52
23510 - Locksmith
25.06
23530 - Machinery Maintenance Mechanic
28.09
23550 - Machinist, Maintenance
22.16
23580 - Maintenance Trades Helper
16.70
23591 - Metrology Technician I
28.08
23592 - Metrology Technician II
29.72
23593 - Metrology Technician III
31.45
23640 - Millwright
28.08
23710 - Office Appliance Repairer
20.51
23760 - Painter, Maintenance
19.96
23790 - Pipefitter, Maintenance
33.35
23810 - Plumber, Maintenance
29.59
23820 - Pneudraulic Systems Mechanic
28.08
23850 - Rigger
28.08
23870 - Scale Mechanic
24.49
23890 - Sheet-Metal Worker, Maintenance
27.13
23910 - Small Engine Mechanic
23.42
23931 - Telecommunications Mechanic I
26.62
23932 - Telecommunications Mechanic II
28.18
23950 - Telephone Lineman
24.65

23960 - Welder, Combination, Maintenance
20.41
23965 - Well Driller
28.46
23970 - Woodcraft Worker
28.08
23980 - Woodworker
21.21
24000 - Personal Needs Occupations
24550 - Case Manager
15.18
24570 - Child Care Attendant
10.96
24580 - Child Care Center Clerk
13.67
24610 - Chore Aide
11.98
24620 - Family Readiness And Support Services
15.18
Coordinator
24630 - Homemaker
15.18
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
28.08
25040 - Sewage Plant Operator
23.78
25070 - Stationary Engineer
28.08
25190 - Ventilation Equipment Tender
19.50
25210 - Water Treatment Plant Operator
23.78
27000 - Protective Service Occupations
27004 - Alarm Monitor
18.22
27007 - Baggage Inspector
13.49
27008 - Corrections Officer
23.96
27010 - Court Security Officer
25.48
27030 - Detection Dog Handler
15.10
27040 - Detention Officer
23.96
27070 - Firefighter
26.35
27101 - Guard I
13.49

27102 - Guard II
15.10
27131 - Police Officer I
27.01
27132 - Police Officer II
30.01
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.00
28042 - Carnival Equipment Repairer
15.22
28043 - Carnival Worker
10.22
28210 - Gate Attendant/Gate Tender
14.59
28310 - Lifeguard
12.99
28350 - Park Attendant (Aide)
16.32
28510 - Recreation Aide/Health Facility Attendant
11.91
28515 - Recreation Specialist
19.50
28630 - Sports Official
12.99
28690 - Swimming Pool Operator
17.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
28.27
29020 - Hatch Tender
28.27
29030 - Line Handler
28.27
29041 - Stevedore I
26.93
29042 - Stevedore II
31.00
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
39.89
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
27.50
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
30.29
30021 - Archeological Technician I
16.40
30022 - Archeological Technician II
18.62
30023 - Archeological Technician III

22.72
30030 - Cartographic Technician
22.86
30040 - Civil Engineering Technician
21.24
30051 - Cryogenic Technician I
25.17
30052 - Cryogenic Technician II
27.80
30061 - Drafter/CAD Operator I
16.40
30062 - Drafter/CAD Operator II
18.44
30063 - Drafter/CAD Operator III
20.47
30064 - Drafter/CAD Operator IV
25.17
30081 - Engineering Technician I
14.72
30082 - Engineering Technician II
16.52
30083 - Engineering Technician III
18.49
30084 - Engineering Technician IV
22.90
30085 - Engineering Technician V
28.02
30086 - Engineering Technician VI
33.90
30090 - Environmental Technician
26.38
30095 - Evidence Control Specialist
22.72
30210 - Laboratory Technician
20.45
30221 - Latent Fingerprint Technician I
25.17
30222 - Latent Fingerprint Technician II
27.80
30240 - Mathematical Technician
22.72
30361 - Paralegal/Legal Assistant I
20.04
30362 - Paralegal/Legal Assistant II
24.82
30363 - Paralegal/Legal Assistant III
30.37
30364 - Paralegal/Legal Assistant IV
36.74
30375 - Petroleum Supply Specialist

27.80
30390 - Photo-Optics Technician
22.72
30395 - Radiation Control Technician
27.80
30461 - Technical Writer I
22.72
30462 - Technical Writer II
27.80
30463 - Technical Writer III
33.64
30491 - Unexploded Ordnance (UXO) Technician I
25.35
30492 - Unexploded Ordnance (UXO) Technician II
30.67
30493 - Unexploded Ordnance (UXO) Technician III
36.76
30494 - Unexploded (UXO) Safety Escort
25.35
30495 - Unexploded (UXO) Sweep Personnel
25.35
30501 - Weather Forecaster I
25.17
30502 - Weather Forecaster II
30.62
30620 - Weather Observer, Combined Upper Air Or (see 2)
20.47
Surface Programs
30621 - Weather Observer, Senior (see 2)
22.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
30.67
31020 - Bus Aide
13.16
31030 - Bus Driver
20.17
31043 - Driver Courier
14.54
31260 - Parking and Lot Attendant
13.28
31290 - Shuttle Bus Driver
15.81
31310 - Taxi Driver
11.80
31361 - Truckdriver, Light
15.81
31362 - Truckdriver, Medium
18.56
31363 - Truckdriver, Heavy

23.15
31364 - Truckdriver, Tractor-Trailer
23.15
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
14.95
99030 - Cashier
11.06
99050 - Desk Clerk
10.41
99095 - Embalmer
25.35
99130 - Flight Follower
25.35
99251 - Laboratory Animal Caretaker I
14.11
99252 - Laboratory Animal Caretaker II
15.35
99260 - Marketing Analyst
28.97
99310 - Mortician
25.35
99410 - Pest Controller
22.39
99510 - Photofinishing Worker
13.32
99710 - Recycling Laborer
21.00
99711 - Recycling Specialist
25.43
99730 - Refuse Collector
18.56
99810 - Sales Clerk
13.96
99820 - School Crossing Guard
15.40
99830 - Survey Party Chief
29.85
99831 - Surveying Aide
18.54
99832 - Surveying Technician
25.20
99840 - Vending Machine Attendant
19.51
99841 - Vending Machine Repairer
23.16
99842 - Vending Machine Repairer Helper
19.51

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

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as

screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).