

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-4097
 Daniel W. Simms | Division of | Revision No.: 17
 Director | Wage Determinations | Date Of Last Revision: 07/21/2021

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: Connecticut

This wage determination applies to the following towns in Windham county:
 Brooklyn, Killingly, Plainfield, Pomfret, Putnam, Sterling, Thompson, Woodstock

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.79
01042 - Customer Service Representative II		17.24
01043 - Customer Service Representative III		19.36
01051 - Data Entry Operator I		16.34
01052 - Data Entry Operator II		17.83
01060 - Dispatcher, Motor Vehicle		22.18
01070 - Document Preparation Clerk		20.11
01090 - Duplicating Machine Operator		20.11
01111 - General Clerk I		15.18
01112 - General Clerk II		16.56
01113 - General Clerk III		18.59
01120 - Housing Referral Assistant		22.34

01141 - Messenger Courier	17.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	25.51
01290 - Rental Clerk	16.42
01300 - Scheduler, Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.87
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	28.46
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	15.68
01532 - Travel Clerk II	17.08
01533 - Travel Clerk III	18.01
01611 - Word Processor I	15.82
01612 - Word Processor II	17.77
01613 - Word Processor III	19.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.72
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.38
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	23.38
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	22.57
05340 - Radiator Repair Specialist	21.73
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	23.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.55
07041 - Cook I	17.82
07042 - Cook II	19.41
07070 - Dishwasher	13.27
07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	26.25
09090 - Furniture Refinisher Helper	21.99
09110 - Furniture Repairer, Minor	24.18
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer, Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational Therapist Assistant	32.13
12015 - Certified Physical Therapist Assistant	29.60
12020 - Dental Assistant	24.70
12025 - Dental Hygienist	46.21
12030 - EKG Technician	39.33
12035 - Electroneurodiagnostic Technologist	39.33
12040 - Emergency Medical Technician	22.03
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	20.99
12210 - Nuclear Medicine Technologist	55.27
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.73
12235 - Optical Dispenser	27.06
12236 - Optical Technician	22.49
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	20.06
12305 - Radiologic Technologist	36.98
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.15
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47

13047 - Librarian		30.08
13050 - Library Aide/Clerk		15.08
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		18.75
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		27.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.66
14043 - Computer Operator III		23.03
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	25.26
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		18.46
14160 - Personal Computer Support Technician		27.27
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.09
15020 - Aircrew Training Devices Instructor (Rated)		38.83
15030 - Air Crew Training Devices Instructor (Pilot)		46.53
15050 - Computer Based Training Specialist / Instructor		32.09
15060 - Educational Technologist		40.26
15070 - Flight Instructor (Pilot)		46.53
15080 - Graphic Artist		27.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.53
15086 - Maintenance Test Pilot, Rotary Wing		46.53
15088 - Non-Maintenance Test/Co-Pilot		46.53
15090 - Technical Instructor		25.80
15095 - Technical Instructor/Course Developer		31.56
15110 - Test Proctor		20.83
15120 - Tutor		20.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.23
16030 - Counter Attendant		13.23
16040 - Dry Cleaner		15.11
16070 - Finisher, Flatwork, Machine		13.23
16090 - Presser, Hand		13.23
16110 - Presser, Machine, Drycleaning		13.23
16130 - Presser, Machine, Shirts		13.23

16160 - Presser, Machine, Wearing Apparel, Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer, Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.72
19040 - Tool And Die Maker	29.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	25.51
21040 - Material Expediter	25.51
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.75
23019 - Aircraft Logs and Records Technician	29.67
23021 - Aircraft Mechanic I	33.55
23022 - Aircraft Mechanic II	34.75
23023 - Aircraft Mechanic III	36.16
23040 - Aircraft Mechanic Helper	26.97
23050 - Aircraft, Painter	32.22
23060 - Aircraft Servicer	29.67
23070 - Aircraft Survival Flight Equipment Technician	32.22
23080 - Aircraft Worker	30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.55
23110 - Appliance Mechanic	29.38
23120 - Bicycle Repairer	25.98
23125 - Cable Splicer	47.49
23130 - Carpenter, Maintenance	26.86
23140 - Carpet Layer	28.29
23160 - Electrician, Maintenance	35.51
23181 - Electronics Technician Maintenance I	28.11
23182 - Electronics Technician Maintenance II	29.19
23183 - Electronics Technician Maintenance III	30.24
23260 - Fabric Worker	27.29
23290 - Fire Alarm System Mechanic	33.05
23310 - Fire Extinguisher Repairer	25.98
23311 - Fuel Distribution System Mechanic	34.53
23312 - Fuel Distribution System Operator	30.77
23370 - General Maintenance Worker	21.60
23380 - Ground Support Equipment Mechanic	33.55
23381 - Ground Support Equipment Servicer	29.67
23382 - Ground Support Equipment Worker	30.76
23391 - Gunsmith I	25.98

23392 - Gunsmith II	28.29	
23393 - Gunsmith III	30.44	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.77
23430 - Heavy Equipment Mechanic	30.15	
23440 - Heavy Equipment Operator	30.30	
23460 - Instrument Mechanic	29.28	
23465 - Laboratory/Shelter Mechanic	29.38	
23470 - Laborer	14.91	
23510 - Locksmith	28.26	
23530 - Machinery Maintenance Mechanic		28.11
23550 - Machinist, Maintenance	23.21	
23580 - Maintenance Trades Helper	19.38	
23591 - Metrology Technician I	29.28	
23592 - Metrology Technician II	30.30	
23593 - Metrology Technician III	31.27	
23640 - Millwright	29.11	
23710 - Office Appliance Repairer	22.93	
23760 - Painter, Maintenance	23.20	
23790 - Pipefitter, Maintenance	30.38	
23810 - Plumber, Maintenance	29.32	
23820 - Pneudraulic Systems Mechanic		30.44
23850 - Rigger	30.44	
23870 - Scale Mechanic	28.29	
23890 - Sheet-Metal Worker, Maintenance		33.15
23910 - Small Engine Mechanic	21.86	
23931 - Telecommunications Mechanic I	29.96	
23932 - Telecommunications Mechanic II	31.01	
23950 - Telephone Lineman	36.56	
23960 - Welder, Combination, Maintenance		22.84
23965 - Well Driller	29.28	
23970 - Woodcraft Worker	30.44	
23980 - Woodworker	25.98	
24000 - Personal Needs Occupations		
24550 - Case Manager	19.38	
24570 - Child Care Attendant	14.09	
24580 - Child Care Center Clerk	17.56	
24610 - Chore Aide	15.22	
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker	22.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	30.04	
25040 - Sewage Plant Operator	29.09	
25070 - Stationary Engineer	30.04	
25190 - Ventilation Equipment Tender	24.25	
25210 - Water Treatment Plant Operator	29.09	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	22.81	
27007 - Baggage Inspector	14.97	
27008 - Corrections Officer	30.32	
27010 - Court Security Officer	29.72	

27030 - Detection Dog Handler	19.88
27040 - Detention Officer	30.32
27070 - Firefighter	29.12
27101 - Guard I	14.97
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.01
28042 - Carnival Equipment Repairer	17.99
28043 - Carnival Worker	13.84
28210 - Gate Attendant/Gate Tender	18.03
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.16
28510 - Recreation Aide/Health Facility Attendant	14.71
28515 - Recreation Specialist	24.98
28630 - Sports Official	16.05
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	27.29
29042 - Stevedore II	29.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.86
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.06
30021 - Archeological Technician I	19.95
30022 - Archeological Technician II	22.31
30023 - Archeological Technician III	27.64
30030 - Cartographic Technician	27.64
30040 - Civil Engineering Technician	28.42
30051 - Cryogenic Technician I	30.61
30052 - Cryogenic Technician II	33.81
30061 - Drafter/CAD Operator I	19.95
30062 - Drafter/CAD Operator II	22.31
30063 - Drafter/CAD Operator III	24.87
30064 - Drafter/CAD Operator IV	30.61
30081 - Engineering Technician I	18.02
30082 - Engineering Technician II	20.24
30083 - Engineering Technician III	22.64
30084 - Engineering Technician IV	28.05
30085 - Engineering Technician V	33.90
30086 - Engineering Technician VI	41.02
30090 - Environmental Technician	26.20
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	24.55
30221 - Latent Fingerprint Technician I	30.61
30222 - Latent Fingerprint Technician II	33.81
30240 - Mathematical Technician	29.33
30361 - Paralegal/Legal Assistant I	21.98
30362 - Paralegal/Legal Assistant II	27.23
30363 - Paralegal/Legal Assistant III	33.31

30364 - Paralegal/Legal Assistant IV	40.29	
30375 - Petroleum Supply Specialist	33.81	
30390 - Photo-Optics Technician	27.64	
30395 - Radiation Control Technician	33.81	
30461 - Technical Writer I	27.82	
30462 - Technical Writer II	34.03	
30463 - Technical Writer III	41.18	
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I	32.34	
30502 - Weather Forecaster II	39.33	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.87
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	34.49	
31020 - Bus Aide	19.02	
31030 - Bus Driver	24.05	
31043 - Driver Courier	17.34	
31260 - Parking and Lot Attendant	14.82	
31290 - Shuttle Bus Driver	18.62	
31310 - Taxi Driver	17.58	
31361 - Truckdriver, Light	18.33	
31362 - Truckdriver, Medium	19.84	
31363 - Truckdriver, Heavy	25.38	
31364 - Truckdriver, Tractor-Trailer	25.38	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.82	
99030 - Cashier	13.87	
99050 - Desk Clerk	14.31	
99095 - Embalmer	39.75	
99130 - Flight Follower	28.51	
99251 - Laboratory Animal Caretaker I	18.47	
99252 - Laboratory Animal Caretaker II	19.51	
99260 - Marketing Analyst	32.92	
99310 - Mortician	39.75	
99410 - Pest Controller	19.84	
99510 - Photofinishing Worker	16.02	
99710 - Recycling Laborer	24.73	
99711 - Recycling Specialist	28.18	
99730 - Refuse Collector	22.92	
99810 - Sales Clerk	14.13	
99820 - School Crossing Guard	17.17	
99830 - Survey Party Chief	37.71	
99831 - Surveying Aide	23.61	
99832 - Surveying Technician	28.55	
99840 - Vending Machine Attendant	20.49	
99841 - Vending Machine Repairer	23.60	
99842 - Vending Machine Repairer Helper	20.49	

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin

Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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)).