

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.: 2015-4107
 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 only to Windham County: Canterbury Town

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		31.06
01035 - Court Reporter		20.33
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.98
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher, Motor Vehicle		19.65
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		14.94
01112 - General Clerk II		16.30
01113 - General Clerk III		18.31
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		14.44

01191 - Order Clerk I	16.93
01192 - Order Clerk II	20.24
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	30.24
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	31.06
01420 - Survey Worker	21.79
01460 - Switchboard Operator/Receptionist	16.69
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.02
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	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	22.41
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	19.00
05400 - Transmission Repair Specialist	22.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.64
07041 - Cook I	17.26
07042 - Cook II	18.63
07070 - Dishwasher	12.37
07130 - Food Service Worker	13.50
07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	12.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer, Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.04

11060 - Elevator Operator	15.02
11090 - Gardener	19.75
11122 - Housekeeping Aide	15.02
11150 - Janitor	15.02
11210 - Laborer, Grounds Maintenance	16.68
11240 - Maid or Houseman	12.84
11260 - Pruner	15.46
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.68
11360 - Window Cleaner	16.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational Therapist Assistant	33.41
12015 - Certified Physical Therapist Assistant	32.66
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	43.21
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	33.31
12160 - Medical Record Clerk	20.43
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.07
12221 - Nursing Assistant I	12.34
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.00
12235 - Optical Dispenser	29.16
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.99
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	37.28
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)	30.48
12320 - Substance Abuse Treatment Counselor	27.44
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	30.65

13050 - Library Aide/Clerk	16.30	
13054 - Library Information Technology Systems Administrator		27.68
13058 - Library Technician	18.44	
13061 - Media Specialist I	19.97	
13062 - Media Specialist II	22.35	
13063 - Media Specialist III	24.91	
13071 - Photographer I	19.05	
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		20.48
13110 - Video Teleconference Technician		22.40
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.38	
14042 - Computer Operator II	20.56	
14043 - Computer Operator III	22.94	
14044 - Computer Operator IV	26.63	
14045 - Computer Operator V	29.50	
14071 - Computer Programmer I	(see 1)	25.27
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		18.38
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		33.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.94
15020 - Aircrew Training Devices Instructor (Rated)		38.65
15030 - Air Crew Training Devices Instructor (Pilot)		46.32
15050 - Computer Based Training Specialist / Instructor		31.94
15060 - Educational Technologist	38.38	
15070 - Flight Instructor (Pilot)	46.32	
15080 - Graphic Artist	27.86	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.32
15086 - Maintenance Test Pilot, Rotary Wing		46.32
15088 - Non-Maintenance Test/Co-Pilot		46.32
15090 - Technical Instructor	34.08	
15095 - Technical Instructor/Course Developer		41.69
15110 - Test Proctor	27.51	
15120 - Tutor	27.51	
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)	31.85
19040 - Tool And Die Maker	36.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.31
21030 - Material Coordinator	30.24
21040 - Material Expediter	30.24
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	20.31
21110 - Shipping Packer	17.68
21130 - Shipping/Receiving Clerk	17.68
21140 - Store Worker I	15.32
21150 - Stock Clerk	19.14
21210 - Tools And Parts Attendant	20.31
21410 - Warehouse Specialist	20.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.58
23019 - Aircraft Logs and Records Technician	31.74
23021 - Aircraft Mechanic I	35.33
23022 - Aircraft Mechanic II	36.58
23023 - Aircraft Mechanic III	37.76
23040 - Aircraft Mechanic Helper	29.25
23050 - Aircraft, Painter	34.17
23060 - Aircraft Servicer	31.74
23070 - Aircraft Survival Flight Equipment Technician	34.17
23080 - Aircraft Worker	32.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.33
23110 - Appliance Mechanic	31.85
23120 - Bicycle Repairer	28.44
23125 - Cable Splicer	42.75
23130 - Carpenter, Maintenance	26.57
23140 - Carpet Layer	30.70
23160 - Electrician, Maintenance	28.21
23181 - Electronics Technician Maintenance I	32.03
23182 - Electronics Technician Maintenance II	33.23
23183 - Electronics Technician Maintenance III	34.36
23260 - Fabric Worker	29.57
23290 - Fire Alarm System Mechanic	32.69
23310 - Fire Extinguisher Repairer	28.44
23311 - Fuel Distribution System Mechanic	41.46
23312 - Fuel Distribution System Operator	35.81
23370 - General Maintenance Worker	24.47
23380 - Ground Support Equipment Mechanic	35.33
23381 - Ground Support Equipment Servicer	31.74
23382 - Ground Support Equipment Worker	32.93
23391 - Gunsmith I	28.44
23392 - Gunsmith II	30.70

23393 - Gunsmith III	32.93	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.35
23430 - Heavy Equipment Mechanic	27.28	
23440 - Heavy Equipment Operator	29.78	
23460 - Instrument Mechanic	32.93	
23465 - Laboratory/Shelter Mechanic	31.85	
23470 - Laborer	14.85	
23510 - Locksmith	31.85	
23530 - Machinery Maintenance Mechanic		41.35
23550 - Machinist, Maintenance	28.26	
23580 - Maintenance Trades Helper	25.80	
23591 - Metrology Technician I	32.93	
23592 - Metrology Technician II	34.10	
23593 - Metrology Technician III	35.19	
23640 - Millwright	32.93	
23710 - Office Appliance Repairer	31.85	
23760 - Painter, Maintenance	25.59	
23790 - Pipefitter, Maintenance	29.82	
23810 - Plumber, Maintenance	28.84	
23820 - Pneudraulic Systems Mechanic		32.93
23850 - Rigger	31.42	
23870 - Scale Mechanic	30.70	
23890 - Sheet-Metal Worker, Maintenance		26.97
23910 - Small Engine Mechanic	30.47	
23931 - Telecommunications Mechanic I	32.93	
23932 - Telecommunications Mechanic II	34.10	
23950 - Telephone Lineman	32.93	
23960 - Welder, Combination, Maintenance		30.39
23965 - Well Driller	32.93	
23970 - Woodcraft Worker	32.93	
23980 - Woodworker	28.44	
24000 - Personal Needs Occupations		
24550 - Case Manager	20.60	
24570 - Child Care Attendant	13.75	
24580 - Child Care Center Clerk	17.44	
24610 - Chore Aide	14.76	
24620 - Family Readiness And Support Services Coordinator		20.60
24630 - Homemaker	22.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	28.56	
25040 - Sewage Plant Operator	33.45	
25070 - Stationary Engineer	28.56	
25190 - Ventilation Equipment Tender	23.56	
25210 - Water Treatment Plant Operator	33.45	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	26.72	
27007 - Baggage Inspector	17.49	
27008 - Corrections Officer	27.19	
27010 - Court Security Officer	27.19	
27030 - Detection Dog Handler	19.88	

27040 - Detention Officer	27.19	
27070 - Firefighter	27.05	
27101 - Guard I	17.49	
27102 - Guard II	19.88	
27131 - Police Officer I	31.92	
27132 - Police Officer II	35.48	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	15.92	
28042 - Carnival Equipment Repairer	16.61	
28043 - Carnival Worker	13.00	
28210 - Gate Attendant/Gate Tender	19.10	
28310 - Lifeguard	13.72	
28350 - Park Attendant (Aide)	21.37	
28510 - Recreation Aide/Health Facility Attendant	15.59	
28515 - Recreation Specialist	26.47	
28630 - Sports Official	17.01	
28690 - Swimming Pool Operator	17.92	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	32.22	
29020 - Hatch Tender	32.22	
29030 - Line Handler	32.22	
29041 - Stevedore I	31.04	
29042 - Stevedore II	33.44	
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	18.88	
30022 - Archeological Technician II	21.95	
30023 - Archeological Technician III	26.41	
30030 - Cartographic Technician	26.66	
30040 - Civil Engineering Technician	30.90	
30051 - Cryogenic Technician I	28.98	
30052 - Cryogenic Technician II	32.01	
30061 - Drafter/CAD Operator I	18.88	
30062 - Drafter/CAD Operator II	21.95	
30063 - Drafter/CAD Operator III	23.55	
30064 - Drafter/CAD Operator IV	28.98	
30081 - Engineering Technician I	17.54	
30082 - Engineering Technician II	19.69	
30083 - Engineering Technician III	22.04	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.39	
30086 - Engineering Technician VI	40.39	
30090 - Environmental Technician	26.17	
30095 - Evidence Control Specialist	26.17	
30210 - Laboratory Technician	26.96	
30221 - Latent Fingerprint Technician I	28.98	
30222 - Latent Fingerprint Technician II	32.01	
30240 - Mathematical Technician	26.66	
30361 - Paralegal/Legal Assistant I	20.93	
30362 - Paralegal/Legal Assistant II	25.93	
30363 - Paralegal/Legal Assistant III	31.72	
30364 - Paralegal/Legal Assistant IV	38.39	

30375 - Petroleum Supply Specialist		32.01
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		32.01
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		28.98
30502 - Weather Forecaster II		35.24
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.55
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		16.46
31030 - Bus Driver		22.14
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		13.79
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		15.98
31361 - Truckdriver, Light		16.47
31362 - Truckdriver, Medium		19.84
31363 - Truckdriver, Heavy		22.97
31364 - Truckdriver, Tractor-Trailer		22.97
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		12.48
99050 - Desk Clerk		13.94
99095 - Embalmer		34.36
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		17.56
99252 - Laboratory Animal Caretaker II		18.47
99260 - Marketing Analyst		24.78
99310 - Mortician		34.36
99410 - Pest Controller		21.95
99510 - Photofinishing Worker		14.98
99710 - Recycling Laborer		20.45
99711 - Recycling Specialist		23.22
99730 - Refuse Collector		18.96
99810 - Sales Clerk		13.72
99820 - School Crossing Guard		14.56
99830 - Survey Party Chief		31.82
99831 - Surveying Aide		19.92
99832 - Surveying Technician		24.09
99840 - Vending Machine Attendant		20.13
99841 - Vending Machine Repairer		22.67
99842 - Vending Machine Repairer Helper		20.13

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)).