

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.: 2015-4123
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 NEW LONDON COUNTY:
Colchester, Lebanon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	18.26	
01012 - Accounting Clerk II	20.52	
01013 - Accounting Clerk III	22.94	
01020 - Administrative Assistant	33.10	
01035 - Court Reporter	22.64	
01041 - Customer Service Representative I	15.85	
01042 - Customer Service Representative II	17.58	
01043 - Customer Service Representative III	19.43	
01051 - Data Entry Operator I	17.17	
01052 - Data Entry Operator II	18.73	
01060 - Dispatcher, Motor Vehicle	21.44	
01070 - Document Preparation Clerk	23.64	
01090 - Duplicating Machine Operator	23.64	
01111 - General Clerk I	15.56	
01112 - General Clerk II	16.98	
01113 - General Clerk III	19.07	
01120 - Housing Referral Assistant	23.12	

01141 - Messenger Courier	15.43
01191 - Order Clerk I	19.45
01192 - Order Clerk II	21.46
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.02
01263 - Personnel Assistant (Employment) III	24.55
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	14.85
01300 - Scheduler, Maintenance	18.55
01311 - Secretary I	18.55
01312 - Secretary II	20.74
01313 - Secretary III	23.12
01320 - Service Order Dispatcher	19.16
01410 - Supply Technician	33.10
01420 - Survey Worker	20.37
01460 - Switchboard Operator/Receptionist	17.28
01531 - Travel Clerk I	18.15
01532 - Travel Clerk II	19.77
01533 - Travel Clerk III	20.85
01611 - Word Processor I	15.88
01612 - Word Processor II	17.84
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.80
05010 - Automotive Electrician	22.82
05040 - Automotive Glass Installer	21.93
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	20.27
05130 - Motor Equipment Metal Mechanic	23.65
05160 - Motor Equipment Metal Worker	21.93
05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	21.15
05280 - Motor Vehicle Wrecker	21.93
05310 - Painter, Automotive	22.82
05340 - Radiator Repair Specialist	21.93
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
07041 - Cook I	19.53
07042 - Cook II	21.13
07070 - Dishwasher	12.21
07130 - Food Service Worker	13.37
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	12.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer, Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	13.18
11060 - Elevator Operator	17.77
11090 - Gardener	19.56
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer, Grounds Maintenance	16.63
11240 - Maid or Houseman	13.33
11260 - Pruner	15.19
11270 - Tractor Operator	18.71
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational Therapist Assistant	32.48
12015 - Certified Physical Therapist Assistant	35.77
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	45.11
12030 - EKG Technician	38.49
12035 - Electroneurodiagnostic Technologist	38.49
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.10
12073 - Licensed Practical Nurse III	27.98
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	33.06
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	12.57
12222 - Nursing Assistant II	14.14
12223 - Nursing Assistant III	15.42
12224 - Nursing Assistant IV	17.31
12235 - Optical Dispenser	25.93
12236 - Optical Technician	20.52
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	18.90
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	26.74
12312 - Registered Nurse II	32.72
12313 - Registered Nurse II, Specialist	32.72
12314 - Registered Nurse III	39.59
12315 - Registered Nurse III, Anesthetist	39.59
12316 - Registered Nurse IV	47.44
12317 - Scheduler (Drug and Alcohol Testing)	31.10
12320 - Substance Abuse Treatment Counselor	24.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.46
13012 - Exhibits Specialist II	29.08
13013 - Exhibits Specialist III	35.55
13041 - Illustrator I	25.79
13042 - Illustrator II	31.95
13043 - Illustrator III	39.08

13047 - Librarian	35.38	
13050 - Library Aide/Clerk	17.32	
13054 - Library Information Technology Systems Administrator		31.95
13058 - Library Technician	26.36	
13061 - Media Specialist I	23.06	
13062 - Media Specialist II	25.79	
13063 - Media Specialist III	28.74	
13071 - Photographer I	18.17	
13072 - Photographer II	20.91	
13073 - Photographer III	25.88	
13074 - Photographer IV	31.69	
13075 - Photographer V	38.34	
13090 - Technical Order Library Clerk	21.75	
13110 - Video Teleconference Technician	26.38	
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.14	
14042 - Computer Operator II	22.54	
14043 - Computer Operator III	25.14	
14044 - Computer Operator IV	27.92	
14045 - Computer Operator V	30.92	
14071 - Computer Programmer I	(see 1)	27.32
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	20.14	
14160 - Personal Computer Support Technician	27.92	
14170 - System Support Specialist	39.33	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		45.21
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist	46.48	
15070 - Flight Instructor (Pilot)	45.21	
15080 - Graphic Artist	26.44	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.21
15086 - Maintenance Test Pilot, Rotary Wing		45.21
15088 - Non-Maintenance Test/Co-Pilot		45.21
15090 - Technical Instructor	29.21	
15095 - Technical Instructor/Course Developer		35.73
15110 - Test Proctor	23.58	
15120 - Tutor	23.58	
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)	26.88
19040 - Tool And Die Maker	30.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.16
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.49
21050 - Material Handling Laborer	14.57
21071 - Order Filler	14.46
21080 - Production Line Worker (Food Processing)	20.16
21110 - Shipping Packer	17.89
21130 - Shipping/Receiving Clerk	17.89
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.46
21210 - Tools And Parts Attendant	20.16
21410 - Warehouse Specialist	20.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.52
23019 - Aircraft Logs and Records Technician	29.83
23021 - Aircraft Mechanic I	33.37
23022 - Aircraft Mechanic II	34.52
23023 - Aircraft Mechanic III	35.76
23040 - Aircraft Mechanic Helper	27.34
23050 - Aircraft, Painter	32.18
23060 - Aircraft Servicer	29.83
23070 - Aircraft Survival Flight Equipment Technician	32.18
23080 - Aircraft Worker	30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.37
23110 - Appliance Mechanic	24.18
23120 - Bicycle Repairer	24.84
23125 - Cable Splicer	41.55
23130 - Carpenter, Maintenance	26.96
23140 - Carpet Layer	28.27
23160 - Electrician, Maintenance	29.37
23181 - Electronics Technician Maintenance I	29.69
23182 - Electronics Technician Maintenance II	30.68
23183 - Electronics Technician Maintenance III	31.55
23260 - Fabric Worker	27.26
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	26.13
23311 - Fuel Distribution System Mechanic	37.53
23312 - Fuel Distribution System Operator	33.95
23370 - General Maintenance Worker	22.18
23380 - Ground Support Equipment Mechanic	33.37
23381 - Ground Support Equipment Servicer	29.83
23382 - Ground Support Equipment Worker	30.94
23391 - Gunsmith I	26.13

23392 - Gunsmith II	28.27	
23393 - Gunsmith III	30.49	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.99
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		31.03
23430 - Heavy Equipment Mechanic		31.11
23440 - Heavy Equipment Operator		34.80
23460 - Instrument Mechanic	30.34	
23465 - Laboratory/Shelter Mechanic		29.42
23470 - Laborer	14.57	
23510 - Locksmith	28.80	
23530 - Machinery Maintenance Mechanic		32.01
23550 - Machinist, Maintenance	26.78	
23580 - Maintenance Trades Helper	19.38	
23591 - Metrology Technician I	30.34	
23592 - Metrology Technician II	31.39	
23593 - Metrology Technician III	32.51	
23640 - Millwright	30.08	
23710 - Office Appliance Repairer	23.49	
23760 - Painter, Maintenance	23.14	
23790 - Pipefitter, Maintenance	34.79	
23810 - Plumber, Maintenance	33.57	
23820 - Pneudraulic Systems Mechanic		30.49
23850 - Rigger	30.34	
23870 - Scale Mechanic	28.27	
23890 - Sheet-Metal Worker, Maintenance		31.87
23910 - Small Engine Mechanic	23.89	
23931 - Telecommunications Mechanic I	30.26	
23932 - Telecommunications Mechanic II	31.31	
23950 - Telephone Lineman	30.24	
23960 - Welder, Combination, Maintenance		25.01
23965 - Well Driller	30.49	
23970 - Woodcraft Worker	30.49	
23980 - Woodworker	26.13	
24000 - Personal Needs Occupations		
24550 - Case Manager	21.22	
24570 - Child Care Attendant	13.29	
24580 - Child Care Center Clerk	16.58	
24610 - Chore Aide	13.17	
24620 - Family Readiness And Support Services Coordinator		21.22
24630 - Homemaker	22.77	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	30.52	
25040 - Sewage Plant Operator	34.03	
25070 - Stationary Engineer	30.52	
25190 - Ventilation Equipment Tender	25.01	
25210 - Water Treatment Plant Operator	34.03	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	28.70	
27007 - Baggage Inspector	15.98	
27008 - Corrections Officer	33.61	
27010 - Court Security Officer	33.61	

27030 - Detection Dog Handler	20.07	
27040 - Detention Officer	33.61	
27070 - Firefighter	33.61	
27101 - Guard I	15.98	
27102 - Guard II	20.07	
27131 - Police Officer I	33.79	
27132 - Police Officer II	37.56	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.90	
28042 - Carnival Equipment Repairer	15.58	
28043 - Carnival Worker	12.09	
28210 - Gate Attendant/Gate Tender	16.23	
28310 - Lifeguard	12.39	
28350 - Park Attendant (Aide)	18.15	
28510 - Recreation Aide/Health Facility Attendant		13.24
28515 - Recreation Specialist	22.48	
28630 - Sports Official	14.45	
28690 - Swimming Pool Operator	16.86	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	31.93	
29020 - Hatch Tender	31.93	
29030 - Line Handler	31.93	
29041 - Stevedore I	30.79	
29042 - Stevedore II	33.23	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.88	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.25	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.32	
30021 - Archeological Technician I	22.10	
30022 - Archeological Technician II	24.73	
30023 - Archeological Technician III	30.63	
30030 - Cartographic Technician	30.63	
30040 - Civil Engineering Technician	33.15	
30051 - Cryogenic Technician I	33.93	
30052 - Cryogenic Technician II	37.47	
30061 - Drafter/CAD Operator I	22.10	
30062 - Drafter/CAD Operator II	24.73	
30063 - Drafter/CAD Operator III	27.56	
30064 - Drafter/CAD Operator IV	33.93	
30081 - Engineering Technician I	16.70	
30082 - Engineering Technician II	18.76	
30083 - Engineering Technician III	21.33	
30084 - Engineering Technician IV	26.00	
30085 - Engineering Technician V	31.78	
30086 - Engineering Technician VI	38.47	
30090 - Environmental Technician	28.88	
30095 - Evidence Control Specialist	30.63	
30210 - Laboratory Technician	25.49	
30221 - Latent Fingerprint Technician I	33.93	
30222 - Latent Fingerprint Technician II	37.47	
30240 - Mathematical Technician	33.69	
30361 - Paralegal/Legal Assistant I	20.79	
30362 - Paralegal/Legal Assistant II	27.91	
30363 - Paralegal/Legal Assistant III	34.14	

30364 - Paralegal/Legal Assistant IV	41.32	
30375 - Petroleum Supply Specialist	37.47	
30390 - Photo-Optics Technician	30.63	
30395 - Radiation Control Technician	37.47	
30461 - Technical Writer I	26.60	
30462 - Technical Writer II	32.53	
30463 - Technical Writer III	39.37	
30491 - Unexploded Ordnance (UXO) Technician I		27.89
30492 - Unexploded Ordnance (UXO) Technician II		33.74
30493 - Unexploded Ordnance (UXO) Technician III		40.44
30494 - Unexploded (UXO) Safety Escort		27.89
30495 - Unexploded (UXO) Sweep Personnel		27.89
30501 - Weather Forecaster I	33.93	
30502 - Weather Forecaster II	41.26	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	33.74	
31020 - Bus Aide	20.46	
31030 - Bus Driver	25.10	
31043 - Driver Courier	16.81	
31260 - Parking and Lot Attendant	12.83	
31290 - Shuttle Bus Driver	18.40	
31310 - Taxi Driver	17.59	
31361 - Truckdriver, Light	17.58	
31362 - Truckdriver, Medium	18.34	
31363 - Truckdriver, Heavy	24.30	
31364 - Truckdriver, Tractor-Trailer	24.30	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.45	
99030 - Cashier	12.17	
99050 - Desk Clerk	13.96	
99095 - Embalmer	28.59	
99130 - Flight Follower	27.89	
99251 - Laboratory Animal Caretaker I	14.72	
99252 - Laboratory Animal Caretaker II	15.40	
99260 - Marketing Analyst	33.74	
99310 - Mortician	28.59	
99410 - Pest Controller	23.47	
99510 - Photofinishing Worker	19.28	
99710 - Recycling Laborer	28.31	
99711 - Recycling Specialist	31.80	
99730 - Refuse Collector	25.84	
99810 - Sales Clerk	13.34	
99820 - School Crossing Guard	18.74	
99830 - Survey Party Chief	36.91	
99831 - Surveying Aide	23.16	
99832 - Surveying Technician	34.44	
99840 - Vending Machine Attendant	20.98	
99841 - Vending Machine Repairer	23.74	
99842 - Vending Machine Repairer Helper	20.98	

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)).