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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT ADMINISTRATION By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015- 5017
Daniel W. Simms Director 12/26/2018		Division of Wage Determinations Revision No.: 11 Date Of Revision:

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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: Illinois

Area: Illinois Counties of Cook, Du Page, McHenry

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
17.25	
01012 - Accounting Clerk II	
19.37	
01013 - Accounting Clerk III	
21.66	

01020 - Administrative Assistant
28.01
01035 - Court Reporter
20.25
01041 - Customer Service Representative I
13.96
01042 - Customer Service Representative II
15.70
01043 - Customer Service Representative III
17.14
01051 - Data Entry Operator I
14.81
01052 - Data Entry Operator II
16.15
01060 - Dispatcher, Motor Vehicle
24.18
01070 - Document Preparation Clerk
18.19
01090 - Duplicating Machine Operator
18.19
01111 - General Clerk I
13.88
01112 - General Clerk II
15.15
01113 - General Clerk III
17.00
01120 - Housing Referral Assistant
22.12
01141 - Messenger Courier
15.67
01191 - Order Clerk I
16.20
01192 - Order Clerk II
17.68
01261 - Personnel Assistant (Employment) I
17.84
01262 - Personnel Assistant (Employment) II
19.95
01263 - Personnel Assistant (Employment) III
22.24
01270 - Production Control Clerk
24.27
01290 - Rental Clerk
17.41
01300 - Scheduler, Maintenance
18.36
01311 - Secretary I
18.36
01312 - Secretary II
19.84
01313 - Secretary III
22.12
01320 - Service Order Dispatcher
21.62

01410 - Supply Technician
28.01
01420 - Survey Worker
19.19
01460 - Switchboard Operator/Receptionist
14.04
01531 - Travel Clerk I
14.82
01532 - Travel Clerk II
16.03
01533 - Travel Clerk III
17.34
01611 - Word Processor I
17.51
01612 - Word Processor II
19.65
01613 - Word Processor III
21.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
25.97
05010 - Automotive Electrician
24.16
05040 - Automotive Glass Installer
23.05
05070 - Automotive Worker
23.05
05110 - Mobile Equipment Servicer
20.85
05130 - Motor Equipment Metal Mechanic
27.79
05160 - Motor Equipment Metal Worker
23.05
05190 - Motor Vehicle Mechanic
27.79
05220 - Motor Vehicle Mechanic Helper
19.73
05250 - Motor Vehicle Upholstery Worker
21.96
05280 - Motor Vehicle Wrecker
23.09
05310 - Painter, Automotive
24.16
05340 - Radiator Repair Specialist
23.05
05370 - Tire Repairer
15.92
05400 - Transmission Repair Specialist
27.79
07000 - Food Preparation And Service Occupations
07010 - Baker
13.71
07041 - Cook I
13.48

07042 - Cook II
15.19
07070 - Dishwasher
10.67
07130 - Food Service Worker
11.24
07210 - Meat Cutter
14.08
07260 - Waiter/Waitress
9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
20.06
09040 - Furniture Handler
14.52
09080 - Furniture Refinisher
20.06
09090 - Furniture Refinisher Helper
16.37
09110 - Furniture Repairer, Minor
18.23
09130 - Upholsterer
20.05
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
12.32
11060 - Elevator Operator
13.70
11090 - Gardener
17.88
11122 - Housekeeping Aide
13.70
11150 - Janitor
13.70
11210 - Laborer, Grounds Maintenance
14.23
11240 - Maid or Houseman
12.71
11260 - Pruner
13.03
11270 - Tractor Operator
16.72
11330 - Trail Maintenance Worker
14.23
11360 - Window Cleaner
14.96
12000 - Health Occupations
12010 - Ambulance Driver
19.13
12011 - Breath Alcohol Technician
23.20
12012 - Certified Occupational Therapist Assistant
31.01

12015 - Certified Physical Therapist Assistant
30.09
12020 - Dental Assistant
19.55
12025 - Dental Hygienist
37.42
12030 - EKG Technician
30.87
12035 - Electroneurodiagnostic Technologist
30.87
12040 - Emergency Medical Technician
19.13
12071 - Licensed Practical Nurse I
20.73
12072 - Licensed Practical Nurse II
23.20
12073 - Licensed Practical Nurse III
25.86
12100 - Medical Assistant
16.81
12130 - Medical Laboratory Technician
23.91
12160 - Medical Record Clerk
19.07
12190 - Medical Record Technician
21.34
12195 - Medical Transcriptionist
17.07
12210 - Nuclear Medicine Technologist
39.10
12221 - Nursing Assistant I
12.26
12222 - Nursing Assistant II
13.78
12223 - Nursing Assistant III
15.04
12224 - Nursing Assistant IV
16.89
12235 - Optical Dispenser
17.19
12236 - Optical Technician
19.62
12250 - Pharmacy Technician
15.76
12280 - Phlebotomist
17.50
12305 - Radiologic Technologist
31.95
12311 - Registered Nurse I
29.17
12312 - Registered Nurse II
32.57
12313 - Registered Nurse II, Specialist
32.57

12314 - Registered Nurse III
38.43
12315 - Registered Nurse III, Anesthetist
38.43
12316 - Registered Nurse IV
46.07
12317 - Scheduler (Drug and Alcohol Testing)
28.73
12320 - Substance Abuse Treatment Counselor
18.80
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.92
13012 - Exhibits Specialist II
27.16
13013 - Exhibits Specialist III
33.22
13041 - Illustrator I
21.63
13042 - Illustrator II
26.80
13043 - Illustrator III
32.77
13047 - Librarian
35.08
13050 - Library Aide/Clerk
14.14
13054 - Library Information Technology Systems
29.01
Administrator
13058 - Library Technician
17.38
13061 - Media Specialist I
21.16
13062 - Media Specialist II
23.66
13063 - Media Specialist III
26.39
13071 - Photographer I
18.50
13072 - Photographer II
20.70
13073 - Photographer III
25.64
13074 - Photographer IV
31.35
13075 - Photographer V
37.94
13090 - Technical Order Library Clerk
17.20
13110 - Video Teleconference Technician
18.31
14000 - Information Technology Occupations

14041 - Computer Operator I
 18.11
 14042 - Computer Operator II
 20.25
 14043 - Computer Operator III
 22.58
 14044 - Computer Operator IV
 25.09
 14045 - Computer Operator V
 27.79
 14071 - Computer Programmer I (see 1)
 25.49
 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
 18.11
 14160 - Personal Computer Support Technician
 25.09
 14170 - System Support Specialist
 33.99
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 36.22
 15020 - Aircrew Training Devices Instructor (Rated)
 41.82
 15030 - Air Crew Training Devices Instructor (Pilot)
 46.94
 15050 - Computer Based Training Specialist / Instructor
 36.22
 15060 - Educational Technologist
 30.25
 15070 - Flight Instructor (Pilot)
 46.94
 15080 - Graphic Artist
 26.93
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 43.08
 15086 - Maintenance Test Pilot, Rotary Wing
 43.08
 15088 - Non-Maintenance Test/Co-Pilot
 43.08
 15090 - Technical Instructor
 27.45
 15095 - Technical Instructor/Course Developer
 28.35
 15110 - Test Proctor
 18.71
 15120 - Tutor
 18.71
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler
12.26
16030 - Counter Attendant
12.26
16040 - Dry Cleaner
14.01
16070 - Finisher, Flatwork, Machine
12.26
16090 - Presser, Hand
12.26
16110 - Presser, Machine, Drycleaning
12.26
16130 - Presser, Machine, Shirts
12.26
16160 - Presser, Machine, Wearing Apparel, Laundry
12.26
16190 - Sewing Machine Operator
14.61
16220 - Tailor
15.48
16250 - Washer, Machine
12.84
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
23.40
19040 - Tool And Die Maker
28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
16.53
21030 - Material Coordinator
24.27
21040 - Material Expediter
24.27
21050 - Material Handling Laborer
18.12
21071 - Order Filler
13.80
21080 - Production Line Worker (Food Processing)
16.53
21110 - Shipping Packer
16.66
21130 - Shipping/Receiving Clerk
16.66
21140 - Store Worker I
14.93
21150 - Stock Clerk
19.57
21210 - Tools And Parts Attendant
16.53
21410 - Warehouse Specialist
16.53
23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder
33.30
23019 - Aircraft Logs and Records Technician
26.89
23021 - Aircraft Mechanic I
31.69
23022 - Aircraft Mechanic II
33.30
23023 - Aircraft Mechanic III
34.62
23040 - Aircraft Mechanic Helper
23.66
23050 - Aircraft, Painter
30.08
23060 - Aircraft Servicer
26.89
23070 - Aircraft Survival Flight Equipment Technician
30.08
23080 - Aircraft Worker
28.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
28.50
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
31.69
II
23110 - Appliance Mechanic
27.22
23120 - Bicycle Repairer
21.19
23125 - Cable Splicer
33.51
23130 - Carpenter, Maintenance
39.71
23140 - Carpet Layer
32.44
23160 - Electrician, Maintenance
41.77
23181 - Electronics Technician Maintenance I
26.64
23182 - Electronics Technician Maintenance II
28.12
23183 - Electronics Technician Maintenance III
29.62
23260 - Fabric Worker
23.11
23290 - Fire Alarm System Mechanic
27.57
23310 - Fire Extinguisher Repairer
25.26
23311 - Fuel Distribution System Mechanic
31.86
23312 - Fuel Distribution System Operator
25.43

23370 - General Maintenance Worker
23.74
23380 - Ground Support Equipment Mechanic
31.69
23381 - Ground Support Equipment Servicer
26.89
23382 - Ground Support Equipment Worker
28.50
23391 - Gunsmith I
25.26
23392 - Gunsmith II
28.46
23393 - Gunsmith III
31.64
23410 - Heating, Ventilation And Air-Conditioning
30.27
Mechanic
23411 - Heating, Ventilation And Air Contidioning
31.81
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
31.12
23440 - Heavy Equipment Operator
42.39
23460 - Instrument Mechanic
33.80
23465 - Laboratory/Shelter Mechanic
30.03
23470 - Laborer
13.78
23510 - Locksmith
23.87
23530 - Machinery Maintenance Mechanic
27.15
23550 - Machinist, Maintenance
27.46
23580 - Maintenance Trades Helper
16.14
23591 - Metrology Technician I
33.80
23592 - Metrology Technician II
35.52
23593 - Metrology Technician III
36.93
23640 - Millwright
31.97
23710 - Office Appliance Repairer
23.17
23760 - Painter, Maintenance
27.38
23790 - Pipefitter, Maintenance
41.92
23810 - Plumber, Maintenance
39.79

23820 - Pneudraulic Systems Mechanic
31.64
23850 - Rigger
30.19
23870 - Scale Mechanic
28.46
23890 - Sheet-Metal Worker, Maintenance
41.68
23910 - Small Engine Mechanic
22.69
23931 - Telecommunications Mechanic I
29.20
23932 - Telecommunications Mechanic II
30.69
23950 - Telephone Lineman
34.65
23960 - Welder, Combination, Maintenance
20.97
23965 - Well Driller
36.85
23970 - Woodcraft Worker
31.64
23980 - Woodworker
25.04
24000 - Personal Needs Occupations
24550 - Case Manager
15.53
24570 - Child Care Attendant
11.38
24580 - Child Care Center Clerk
14.27
24610 - Chore Aide
10.97
24620 - Family Readiness And Support Services
15.53
Coordinator
24630 - Homemaker
16.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
39.97
25040 - Sewage Plant Operator
31.86
25070 - Stationary Engineer
39.97
25190 - Ventilation Equipment Tender
29.83
25210 - Water Treatment Plant Operator
31.86
27000 - Protective Service Occupations
27004 - Alarm Monitor
26.63
27007 - Baggage Inspector
14.10

27008 - Corrections Officer
30.59
27010 - Court Security Officer
32.47
27030 - Detection Dog Handler
16.66
27040 - Detention Officer
30.59
27070 - Firefighter
34.35
27101 - Guard I
14.10
27102 - Guard II
16.66
27131 - Police Officer I
36.61
27132 - Police Officer II
40.68
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.11
28042 - Carnival Equipment Repairer
15.10
28043 - Carnival Worker
11.00
28210 - Gate Attendant/Gate Tender
16.44
28310 - Lifeguard
13.10
28350 - Park Attendant (Aide)
18.37
28510 - Recreation Aide/Health Facility Attendant
11.04
28515 - Recreation Specialist
18.74
28630 - Sports Official
14.64
28690 - Swimming Pool Operator
18.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
27.56
29020 - Hatch Tender
27.56
29030 - Line Handler
27.56
29041 - Stevedore I
26.00
29042 - Stevedore II
29.08
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
42.15

30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
29.06
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
32.00
30021 - Archeological Technician I
18.60
30022 - Archeological Technician II
20.27
30023 - Archeological Technician III
25.81
30030 - Cartographic Technician
26.98
30040 - Civil Engineering Technician
31.23
30051 - Cryogenic Technician I
28.55
30052 - Cryogenic Technician II
31.54
30061 - Drafter/CAD Operator I
18.60
30062 - Drafter/CAD Operator II
20.27
30063 - Drafter/CAD Operator III
22.59
30064 - Drafter/CAD Operator IV
28.96
30081 - Engineering Technician I
18.16
30082 - Engineering Technician II
20.39
30083 - Engineering Technician III
22.81
30084 - Engineering Technician IV
28.26
30085 - Engineering Technician V
34.56
30086 - Engineering Technician VI
45.66
30090 - Environmental Technician
22.17
30095 - Evidence Control Specialist
25.78
30210 - Laboratory Technician
22.13
30221 - Latent Fingerprint Technician I
36.47
30222 - Latent Fingerprint Technician II
40.27
30240 - Mathematical Technician
25.78
30361 - Paralegal/Legal Assistant I
21.05
30362 - Paralegal/Legal Assistant II
26.08

30363 - Paralegal/Legal Assistant III
31.89
30364 - Paralegal/Legal Assistant IV
38.59
30375 - Petroleum Supply Specialist
31.54
30390 - Photo-Optics Technician
26.33
30395 - Radiation Control Technician
31.54
30461 - Technical Writer I
26.76
30462 - Technical Writer II
32.65
30463 - Technical Writer III
39.34
30491 - Unexploded Ordnance (UXO) Technician I
26.79
30492 - Unexploded Ordnance (UXO) Technician II
32.41
30493 - Unexploded Ordnance (UXO) Technician III
38.85
30494 - Unexploded (UXO) Safety Escort
26.79
30495 - Unexploded (UXO) Sweep Personnel
26.79
30501 - Weather Forecaster I
28.55
30502 - Weather Forecaster II
34.73
30620 - Weather Observer, Combined Upper Air Or (see 2)
22.59
Surface Programs
30621 - Weather Observer, Senior (see 2)
25.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
32.41
31020 - Bus Aide
21.98
31030 - Bus Driver
29.35
31043 - Driver Courier
19.14
31260 - Parking and Lot Attendant
12.59
31290 - Shuttle Bus Driver
21.43
31310 - Taxi Driver
15.18
31361 - Truckdriver, Light
21.43
31362 - Truckdriver, Medium
22.78

31363 - Truckdriver, Heavy
24.15
31364 - Truckdriver, Tractor-Trailer
24.15
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
15.80
99030 - Cashier
10.33
99050 - Desk Clerk
11.94
99095 - Embalmer
33.06
99130 - Flight Follower
26.79
99251 - Laboratory Animal Caretaker I
14.03
99252 - Laboratory Animal Caretaker II
15.43
99260 - Marketing Analyst
28.17
99310 - Mortician
36.98
99410 - Pest Controller
19.86
99510 - Photofinishing Worker
17.31
99710 - Recycling Laborer
29.29
99711 - Recycling Specialist
34.41
99730 - Refuse Collector
26.82
99810 - Sales Clerk
13.81
99820 - School Crossing Guard
16.35
99830 - Survey Party Chief
30.76
99831 - Surveying Aide
19.29
99832 - Surveying Technician
26.44
99840 - Vending Machine Attendant
16.09
99841 - Vending Machine Repairer
19.18
99842 - Vending Machine Repairer Helper
16.09

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 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)).