"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4235
Revision No.: 19
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least $15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least $11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at https://www.dol.gov/agencies/whd/government-contracts.

State: Pennsylvania

Area: Pennsylvania Counties of Allegheny Armstrong Beaver Butler Fayette Washington Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		28.43
01035 - Court Reporter		21.52
01041 - Customer Service Representative I		14.81***
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.17
01051 - Data Entry Operator I		14.82***
01052 - Data Entry Operator II		16.17
01060 - Dispatcher Motor Vehicle		21.11
01070 - Document Preparation Clerk		18.25
01090 - Duplicating Machine Operator		18.25
01111 - General Clerk I		14.84***
01112 - General Clerk II		16.20

01113 - General Clerk III	18.18
01120 - Housing Referral Assistant	22.17
01141 - Messenger Courier	13.92***
01191 - Order Clerk I	16.41
01192 - Order Clerk II	17.91
01261 - Personnel Assistant (Employment) I	16.39
01262 - Personnel Assistant (Employment) II	18.33
01263 - Personnel Assistant (Employment) III	20.43
01270 - Production Control Clerk	23.89
01290 - Rental Clerk	15.53
01300 - Scheduler Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.88
01313 - Secretary III	22.17
01320 - Service Order Dispatcher	18.88
01410 - Supply Technician	28.43
01420 - Survey Worker	17.73
01460 - Switchboard Operator/Receptionist	13.65***
01531 - Travel Clerk I	16.79
01532 - Travel Clerk II	18.02
01533 - Travel Clerk III	19.33
01611 - Word Processor I	14.59***
01612 - Word Processor II	16.39
01613 - Word Processor III	18.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.14
05010 - Automotive Electrician	19.36
05040 - Automotive Glass Installer	18.34
05070 - Automotive Worker	18.34
05110 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	20.26
05160 - Motor Equipment Metal Worker	18.34
05190 - Motor Vehicle Mechanic	20.26
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.32
05280 - Motor Vehicle Wrecker	18.34
05310 - Painter Automotive	19.36
05340 - Radiator Repair Specialist	18.34
05370 - Tire Repairer	14.74***
05400 - Transmission Repair Specialist	20.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.27***
07041 - Cook I	14.51***
07042 - Cook II	16.40
07070 - Dishwasher	11.43***
07130 - Food Service Worker	11.13***
07210 - Meat Cutter	16.89
07260 - Waiter/Waitress	11.36***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.56
09040 - Furniture Handler	12.62***
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89***
09110 - Furniture Repairer Minor	15.47
09130 - Upholsterer	19.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90***
11060 - Elevator Operator	13.78***
11090 - Gardener	17.74
11122 - Housekeeping Aide	13.78***
11150 - Janitor	13.78***
11210 - Laborer Grounds Maintenance	14.40***
11240 - Maid or Houseman	12.46***
11260 - Pruner	13.31***
11270 - Tractor Operator	16.58

11330 - Trail Maintenance Worker	14.40***
11360 - Window Cleaner	14.91***
12000 - Health Occupations	
12010 - Ambulance Driver	17.53
12011 - Breath Alcohol Technician	19.73
12012 - Certified Occupational Therapist Assistant	26.67
12015 - Certified Physical Therapist Assistant	27.30
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	31.86
12030 - EKG Technician	25.47
12035 - Electroneurodiagnostic Technologist	25.47
12040 - Emergency Medical Technician	17.53
12071 - Licensed Practical Nurse I	17.64
12072 - Licensed Practical Nurse II	19.73
12073 - Licensed Practical Nurse III	21.99
12100 - Medical Assistant	15.81
12130 - Medical Laboratory Technician	25.32
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	21.22
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	32.37
12221 - Nursing Assistant I	12.36***
12222 - Nursing Assistant II	13.89***
12223 - Nursing Assistant III	15.16
12224 - Nursing Assistant IV	17.03
12235 - Optical Dispenser	17.49
12236 - Optical Technician	16.06
12250 - Pharmacy Technician	14.37***
12280 - Phlebotomist	17.50
12305 - Radiologic Technologist	25.99
12311 - Registered Nurse I	25.80
12312 - Registered Nurse II	31.55
12313 - Registered Nurse II Specialist	31.55
12314 - Registered Nurse III	38.17
12315 - Registered Nurse III Anesthetist	38.17
12316 - Registered Nurse IV	45.75
12317 - Scheduler (Drug and Alcohol Testing)	24.42
12320 - Substance Abuse Treatment Counselor	22.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	28.24
13047 - Librarian	27.72
13050 - Library Aide/Clerk	10.34***
13054 - Library Information Technology Systems Administrator	25.03
13058 - Library Technician	16.06
13061 - Media Specialist I	18.07
13062 - Media Specialist II	20.20
13063 - Media Specialist III	22.52
13071 - Photographer I	14.91***
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.29
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	12.96***
13110 - Video Teleconference Technician	23.14
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.49
14042 - Computer Operator II	19.57
14043 - Computer Operator III	21.82
14044 - Computer Operator IV	24.26

14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	22.73
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		17.49
14160 - Personal Computer Support Technician		24.26
14170 - System Support Specialist		31.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		31.06
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		26.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.65
15086 - Maintenance Test Pilot Rotary Wing		41.65
15088 - Non-Maintenance Test/Co-Pilot		41.65
15090 - Technical Instructor		23.57
15095 - Technical Instructor/Course Developer		28.83
15110 - Test Proctor		19.02
15120 - Tutor		19.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.68***
16030 - Counter Attendant		10.68***
16040 - Dry Cleaner		13.33***
16070 - Finisher Flatwork Machine		10.68***
16090 - Presser Hand		10.68***
16110 - Presser Machine Drycleaning		10.68***
16130 - Presser Machine Shirts		10.68***
16160 - Presser Machine Wearing Apparel Laundry		10.68***
16190 - Sewing Machine Operator		14.19***
16220 - Tailor		15.07
16250 - Washer Machine		11.56***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.35
19040 - Tool And Die Maker		22.78
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.33
21030 - Material Coordinator		23.89
21040 - Material Expediter		23.89
21050 - Material Handling Laborer		18.10
21071 - Order Filler		15.28
21080 - Production Line Worker (Food Processing)		20.33
21110 - Shipping Packer		17.33
21130 - Shipping/Receiving Clerk		17.33
21140 - Store Worker I		15.62
21150 - Stock Clerk		19.81
21210 - Tools And Parts Attendant		20.33
21410 - Warehouse Specialist		20.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.80
23019 - Aircraft Logs and Records Technician		31.86
23021 - Aircraft Mechanic I		36.30
23022 - Aircraft Mechanic II		37.80
23023 - Aircraft Mechanic III		39.61
23040 - Aircraft Mechanic Helper		28.70
23050 - Aircraft Painter		35.57
23060 - Aircraft Servicer		31.86
23070 - Aircraft Survival Flight Equipment Technician		35.57
23080 - Aircraft Worker		33.67

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.30
23110 - Appliance Mechanic 27.60
23120 - Bicycle Repairer 13.96***
23125 - Cable Splicer 40.15
23130 - Carpenter Maintenance 29.80
23140 - Carpet Layer 21.70
23160 - Electrician Maintenance 32.52
23181 - Electronics Technician Maintenance I 26.94
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.76
23260 - Fabric Worker 24.96
23290 - Fire Alarm System Mechanic 25.43
23310 - Fire Extinguisher Repairer 23.38
23311 - Fuel Distribution System Mechanic 35.32
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 20.53
23380 - Ground Support Equipment Mechanic 36.30
23381 - Ground Support Equipment Servicer 31.86
23382 - Ground Support Equipment Worker 33.67
23391 - Gunsmith I 23.38
23392 - Gunsmith II 26.43
23393 - Gunsmith III 29.19
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.95
23430 - Heavy Equipment Mechanic 27.12
23440 - Heavy Equipment Operator 28.01
23460 - Instrument Mechanic 29.76
23465 - Laboratory/Shelter Mechanic 27.89
23470 - Laborer 15.28
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 26.97
23550 - Machinist Maintenance 21.41
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 29.76
23592 - Metrology Technician II 30.83
23593 - Metrology Technician III 32.18
23640 - Millwright 29.77
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 22.89
23790 - Pipefitter Maintenance 30.46
23810 - Plumber Maintenance 29.09
23820 - Pneudraulic Systems Mechanic 29.19
23850 - Rigger 28.12
23870 - Scale Mechanic 26.43
23890 - Sheet-Metal Worker Maintenance 31.34
23910 - Small Engine Mechanic 17.11
23931 - Telecommunications Mechanic I 30.07
23932 - Telecommunications Mechanic II 31.15
23950 - Telephone Lineman 37.75
23960 - Welder Combination Maintenance 23.58
23965 - Well Driller 24.51
23970 - Woodcraft Worker 29.19
23980 - Woodworker 23.38
24000 - Personal Needs Occupations
24550 - Case Manager 16.65
24570 - Child Care Attendant 11.09***
24580 - Child Care Center Clerk 13.82***
24610 - Chore Aide 12.20***
24620 - Family Readiness And Support Services Coordinator 16.65

24630 - Homemaker		16.65
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.84
25040 - Sewage Plant Operator		28.67
25070 - Stationary Engineer		27.84
25190 - Ventilation Equipment Tender		20.84
25210 - Water Treatment Plant Operator		28.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.73
27007 - Baggage Inspector		13.60***
27008 - Corrections Officer		29.32
27010 - Court Security Officer		29.11
27030 - Detection Dog Handler		15.21
27040 - Detention Officer		29.32
27070 - Firefighter		28.89
27101 - Guard I		13.60***
27102 - Guard II		15.21
27131 - Police Officer I		28.79
27132 - Police Officer II		32.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.56***
28042 - Carnival Equipment Repairer		12.36***
28043 - Carnival Worker		9.28***
28210 - Gate Attendant/Gate Tender		13.83***
28310 - Lifeguard		10.94***
28350 - Park Attendant (Aide)		15.47
28510 - Recreation Aide/Health Facility Attendant		11.29***
28515 - Recreation Specialist		18.74
28630 - Sports Official		12.32***
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.40
29020 - Hatch Tender		23.40
29030 - Line Handler		23.40
29041 - Stevedore I		22.11
29042 - Stevedore II		24.66
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.49
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.60
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.50
30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		28.94
30051 - Cryogenic Technician I		26.59
30052 - Cryogenic Technician II		28.76
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		23.52
30095 - Evidence Control Specialist		23.52
30210 - Laboratory Technician		21.77
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.66
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70

30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		35.70
30375 - Petroleum Supply Specialist		28.76
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		28.66
30461 - Technical Writer I		23.84
30462 - Technical Writer II		29.16
30463 - Technical Writer III		35.28
30491 - Unexploded Ordnance (UXO) Technician I		26.36
30492 - Unexploded Ordnance (UXO) Technician II		31.90
30493 - Unexploded Ordnance (UXO) Technician III		38.23
30494 - Unexploded (UXO) Safety Escort		26.36
30495 - Unexploded (UXO) Sweep Personnel		26.36
30501 - Weather Forecaster I		26.60
30502 - Weather Forecaster II		31.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.90
31020 - Bus Aide		19.42
31030 - Bus Driver		24.49
31043 - Driver Courier		15.09
31260 - Parking and Lot Attendant		12.28***
31290 - Shuttle Bus Driver		16.53
31310 - Taxi Driver		13.66***
31361 - Truckdriver Light		16.15
31362 - Truckdriver Medium		17.23
31363 - Truckdriver Heavy		24.01
31364 - Truckdriver Tractor-Trailer		24.01
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.55
99030 - Cashier		10.69***
99050 - Desk Clerk		12.20***
99095 - Embalmer		27.76
99130 - Flight Follower		26.36
99251 - Laboratory Animal Caretaker I		14.83***
99252 - Laboratory Animal Caretaker II		15.87
99260 - Marketing Analyst		31.34
99310 - Mortician		27.76
99410 - Pest Controller		19.63
99510 - Photofinishing Worker		15.95
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.55
99730 - Refuse Collector		19.71
99810 - Sales Clerk		12.44***
99820 - School Crossing Guard		13.46***
99830 - Survey Party Chief		25.49
99831 - Surveying Aide		15.19
99832 - Surveying Technician		23.17
99840 - Vending Machine Attendant		14.01***
99841 - Vending Machine Repairer		16.78
99842 - Vending Machine Repairer Helper		14.01***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($15.00 per hour) or 13658 ($11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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 8 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. (See 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 Memorial Day Juneteenth National Independence 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))."