

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4083 Revision No.: 22 Date Of Last Revision: 12/27/2022

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:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
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:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts:

BRISTOL COUNTY: Attleboro, North Attleborough, Rehoboth, Seekonk

NORFOLK COUNTY: Plainville

WORCESTER COUNTY: Blackstone, Millville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North  
Smithfield, Pawtucket, Providence, Smithfield, Woonsocket

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.21
01012 - Accounting Clerk II		20.43
01013 - Accounting Clerk III		22.86
01020 - Administrative Assistant		34.33
01035 - Court Reporter		27.46
01041 - Customer Service Representative I	14.78***	
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		18.12
01051 - Data Entry Operator I		16.65
01052 - Data Entry Operator II		18.17
01060 - Dispatcher, Motor Vehicle		22.67
01070 - Document Preparation Clerk		19.87
01090 - Duplicating Machine Operator		19.87
01111 - General Clerk I	15.25***	
01112 - General Clerk II		16.64
01113 - General Clerk III		18.68
01120 - Housing Referral Assistant		22.58
01141 - Messenger Courier		17.60
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		18.22
01262 - Personnel Assistant (Employment) II		20.38
01263 - Personnel Assistant (Employment) III		22.72
01270 - Production Control Clerk		27.87
01290 - Rental Clerk		17.26
01300 - Scheduler, Maintenance		18.10
01311 - Secretary I		18.10
01312 - Secretary II		20.25
01313 - Secretary III		22.58
01320 - Service Order Dispatcher		20.26
01410 - Supply Technician		34.33
01420 - Survey Worker		22.58
01460 - Switchboard Operator/Receptionist		17.66
01531 - Travel Clerk I		16.66
01532 - Travel Clerk II		17.68
01533 - Travel Clerk III		18.53
01611 - Word Processor I		18.02
01612 - Word Processor II		20.22
01613 - Word Processor III		22.62

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.98
05010 - Automotive Electrician	21.93
05040 - Automotive Glass Installer	21.06
05070 - Automotive Worker	21.06
05110 - Mobile Equipment Servicer	19.31
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.06
05190 - Motor Vehicle Mechanic	22.82
05220 - Motor Vehicle Mechanic Helper	18.39
05250 - Motor Vehicle Upholstery Worker	20.14
05280 - Motor Vehicle Wrecker	21.06
05310 - Painter, Automotive	21.93
05340 - Radiator Repair Specialist	21.06
05370 - Tire Repairer	17.60
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88***
07041 - Cook I	18.37
07042 - Cook II	20.03
07070 - Dishwasher	13.88***
07130 - Food Service Worker	14.77***
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.91
09040 - Furniture Handler	13.41***
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71***
09110 - Furniture Repairer, Minor	17.21
09130 - Upholsterer	20.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.19***
11060 - Elevator Operator	14.62***
11090 - Gardener	22.45
11122 - Housekeeping Aide	14.62***
11150 - Janitor	14.62***
11210 - Laborer, Grounds Maintenance	18.24
11240 - Maid or Houseman	14.62***
11260 - Pruner	16.88
11270 - Tractor Operator	21.37
11330 - Trail Maintenance Worker	18.24
11360 - Window Cleaner	15.80***
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	25.90
12012 - Certified Occupational Therapist Assistant	29.97
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21

12025 - Dental Hygienist	39.68
12030 - EKG Technician	44.68
12035 - Electroneurodiagnostic Technologist	44.68
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	23.15
12072 - Licensed Practical Nurse II	25.90
12073 - Licensed Practical Nurse III	28.87
12100 - Medical Assistant	18.20
12130 - Medical Laboratory Technician	30.81
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	49.59
12221 - Nursing Assistant I	13.09***
12222 - Nursing Assistant II	14.71***
12223 - Nursing Assistant III	16.05***
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	24.95
12236 - Optical Technician	18.18
12250 - Pharmacy Technician	18.26
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	36.98
12311 - Registered Nurse I	29.78
12312 - Registered Nurse II	34.81
12313 - Registered Nurse II, Specialist	34.81
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02
12316 - Registered Nurse IV	47.94
12317 - Scheduler (Drug and Alcohol Testing)	32.09
12320 - Substance Abuse Treatment Counselor	25.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.84
13012 - Exhibits Specialist II	29.52
13013 - Exhibits Specialist III	36.12
13041 - Illustrator I	23.84
13042 - Illustrator II	29.52
13043 - Illustrator III	36.12
13047 - Librarian	32.71
13050 - Library Aide/Clerk	15.46***
13054 - Library Information Technology Systems Administrator	29.52
13058 - Library Technician	23.73
13061 - Media Specialist I	21.30
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.58
13071 - Photographer I	20.21
13072 - Photographer II	22.61
13073 - Photographer III	28.01
13074 - Photographer IV	34.26

13075 - Photographer V	41.44
13090 - Technical Order Library Clerk	19.42
13110 - Video Teleconference Technician	24.56
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.22
14043 - Computer Operator III	22.54
14044 - Computer Operator IV	25.05
14045 - Computer Operator V	27.74
14071 - Computer Programmer I (see 1)	22.53
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	18.08
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	27.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.49
15020 - Aircrew Training Devices Instructor (Rated)	40.50
15030 - Air Crew Training Devices Instructor (Pilot)	48.56
15050 - Computer Based Training Specialist / Instructor	33.49
15060 - Educational Technologist	29.84
15070 - Flight Instructor (Pilot)	48.56
15080 - Graphic Artist	29.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.56
15086 - Maintenance Test Pilot, Rotary Wing	48.56
15088 - Non-Maintenance Test/Co-Pilot	48.56
15090 - Technical Instructor	29.89
15095 - Technical Instructor/Course Developer	36.56
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.58***
16030 - Counter Attendant	15.58***
16040 - Dry Cleaner	17.80
16070 - Finisher, Flatwork, Machine	15.58***
16090 - Presser, Hand	15.58***
16110 - Presser, Machine, Drycleaning	15.58***
16130 - Presser, Machine, Shirts	15.58***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.58***
16190 - Sewing Machine Operator	18.54
16220 - Tailor	19.28
16250 - Washer, Machine	16.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.53

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.90
21030 - Material Coordinator	27.87
21040 - Material Expediter	27.87
21050 - Material Handling Laborer	17.04
21071 - Order Filler	14.67***
21080 - Production Line Worker (Food Processing)	19.90
21110 - Shipping Packer	18.51
21130 - Shipping/Receiving Clerk	18.51
21140 - Store Worker I	15.29***
21150 - Stock Clerk	18.84
21210 - Tools And Parts Attendant	19.90
21410 - Warehouse Specialist	19.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.65
23019 - Aircraft Logs and Records Technician	32.02
23021 - Aircraft Mechanic I	36.29
23022 - Aircraft Mechanic II	37.65
23023 - Aircraft Mechanic III	39.10
23040 - Aircraft Mechanic Helper	29.24
23050 - Aircraft, Painter	34.87
23060 - Aircraft Servicer	32.02
23070 - Aircraft Survival Flight Equipment Technician	34.87
23080 - Aircraft Worker	33.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.29
23110 - Appliance Mechanic	22.95
23120 - Bicycle Repairer	20.52
23125 - Cable Splicer	46.42
23130 - Carpenter, Maintenance	26.81
23140 - Carpet Layer	26.15
23160 - Electrician, Maintenance	29.21
23181 - Electronics Technician Maintenance I	30.12
23182 - Electronics Technician Maintenance II	31.37
23183 - Electronics Technician Maintenance III	32.67
23260 - Fabric Worker	27.39
23290 - Fire Alarm System Mechanic	23.68
23310 - Fire Extinguisher Repairer	26.26
23311 - Fuel Distribution System Mechanic	36.48
23312 - Fuel Distribution System Operator	30.87
23370 - General Maintenance Worker	22.96
23380 - Ground Support Equipment Mechanic	36.29
23381 - Ground Support Equipment Servicer	32.02
23382 - Ground Support Equipment Worker	33.47
23391 - Gunsmith I	26.26
23392 - Gunsmith II	28.63
23393 - Gunsmith III	31.04

23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.98
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.08
23430 - Heavy Equipment Mechanic	30.05
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	30.06
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	17.04
23510 - Locksmith	28.71
23530 - Machinery Maintenance Mechanic	27.16
23550 - Machinist, Maintenance	23.22
23580 - Maintenance Trades Helper	17.97
23591 - Metrology Technician I	30.06
23592 - Metrology Technician II	31.21
23593 - Metrology Technician III	32.41
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter, Maintenance	22.68
23790 - Pipefitter, Maintenance	29.91
23810 - Plumber, Maintenance	28.75
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	29.63
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker, Maintenance	29.34
23910 - Small Engine Mechanic	20.52
23931 - Telecommunications Mechanic I	34.94
23932 - Telecommunications Mechanic II	36.27
23950 - Telephone Lineman	41.77
23960 - Welder, Combination, Maintenance	26.94
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	18.03
24570 - Child Care Attendant	13.43***
24580 - Child Care Center Clerk	16.75
24610 - Chore Aide	14.61***
24620 - Family Readiness And Support Services Coordinator	18.03
24630 - Homemaker	18.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.40
25040 - Sewage Plant Operator	27.98
25070 - Stationary Engineer	29.40
25190 - Ventilation Equipment Tender	23.69
25210 - Water Treatment Plant Operator	27.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.08

27007 - Baggage Inspector	16.31
27008 - Corrections Officer	35.68
27010 - Court Security Officer	32.37
27030 - Detection Dog Handler	18.24
27040 - Detention Officer	35.68
27070 - Firefighter	30.25
27101 - Guard I	16.31
27102 - Guard II	18.24
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.39
28042 - Carnival Equipment Repairer	18.26
28043 - Carnival Worker	13.60***
28210 - Gate Attendant/Gate Tender	17.82
28310 - Lifeguard	14.29***
28350 - Park Attendant (Aide)	19.93
28510 - Recreation Aide/Health Facility Attendant	14.55***
28515 - Recreation Specialist	23.77
28630 - Sports Official	15.88***
28690 - Swimming Pool Operator	19.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	27.39
29042 - Stevedore II	29.82
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.86
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.12
30023 - Archeological Technician III	26.17
30030 - Cartographic Technician	26.17
30040 - Civil Engineering Technician	26.06
30051 - Cryogenic Technician I	28.98
30052 - Cryogenic Technician II	32.02
30061 - Drafter/CAD Operator I	18.88
30062 - Drafter/CAD Operator II	21.12
30063 - Drafter/CAD Operator III	23.55
30064 - Drafter/CAD Operator IV	28.98
30081 - Engineering Technician I	18.85
30082 - Engineering Technician II	21.15
30083 - Engineering Technician III	23.66
30084 - Engineering Technician IV	29.32
30085 - Engineering Technician V	35.87
30086 - Engineering Technician VI	43.38
30090 - Environmental Technician	30.55



30095 - Evidence Control Specialist	26.17
30210 - Laboratory Technician	23.62
30221 - Latent Fingerprint Technician I	28.98
30222 - Latent Fingerprint Technician II	32.02
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant III	34.43
30364 - Paralegal/Legal Assistant IV	41.65
30375 - Petroleum Supply Specialist	32.02
30390 - Photo-Optics Technician	26.17
30395 - Radiation Control Technician	32.02
30461 - Technical Writer I	27.40
30462 - Technical Writer II	33.52
30463 - Technical Writer III	40.56
30491 - Unexploded Ordnance (UXO) Technician I	29.36
30492 - Unexploded Ordnance (UXO) Technician II	35.52
30493 - Unexploded Ordnance (UXO) Technician III	42.57
30494 - Unexploded (UXO) Safety Escort	29.36
30495 - Unexploded (UXO) Sweep Personnel	29.36
30501 - Weather Forecaster I	28.98
30502 - Weather Forecaster II	35.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.04
30621 - Weather Observer, Senior	(see 2) 26.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.52
31020 - Bus Aide	15.57***
31030 - Bus Driver	19.94
31043 - Driver Courier	17.53
31260 - Parking and Lot Attendant	13.64***
31290 - Shuttle Bus Driver	17.73
31310 - Taxi Driver	15.90***
31361 - Truckdriver, Light	18.41
31362 - Truckdriver, Medium	19.20
31363 - Truckdriver, Heavy	23.97
31364 - Truckdriver, Tractor-Trailer	23.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.32
99030 - Cashier	13.84***
99050 - Desk Clerk	13.99***
99095 - Embalmer	37.72
99130 - Flight Follower	29.36
99251 - Laboratory Animal Caretaker I	17.07
99252 - Laboratory Animal Caretaker II	17.93
99260 - Marketing Analyst	32.51
99310 - Mortician	38.43
99410 - Pest Controller	18.39
99510 - Photofinishing Worker	15.43***

99710 - Recycling Laborer	21.34
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26***
99820 - School Crossing Guard	18.18
99830 - Survey Party Chief	30.94
99831 - Surveying Aide	22.15
99832 - Surveying Technician	29.52
99840 - Vending Machine Attendant	19.69
99841 - Vending Machine Repairer	22.55
99842 - Vending Machine Repairer Helper	19.69

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 10 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the

above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."