"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.: 2015-5183
Revision No.: 30
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State: Louisiana

Area: Louisiana Parish of Lafayette

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.05
01012 - Accounting Clerk II		18.01
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		25.91
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		15.56
01042 - Customer Service Representative II		16.98
01043 - Customer Service Representative III		19.06
01051 - Data Entry Operator I		17.35
01052 - Data Entry Operator II		18.93
01060 - Dispatcher, Motor Vehicle		23.71
01070 - Document Preparation Clerk		16.66
01090 - Duplicating Machine Operator		16.66
01111 - General Clerk I		15.25
01112 - General Clerk II		16.64
01113 - General Clerk III		18.68
01120 - Housing Referral Assistant		23.31
01141 - Messenger Courier		14.23
01191 - Order Clerk I		14.22
01192 - Order Clerk II		15.52
01261 - Personnel Assistant (Employment) I		18.76
01262 - Personnel Assistant (Employment) II		20.98
01263 - Personnel Assistant (Employment) III		23.40
01270 - Production Control Clerk		23.27
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		18.70
01311 - Secretary I		18.70
01312 - Secretary II		20.92
01313 - Secretary III		23.31
01320 - Service Order Dispatcher		21.20
01410 - Supply Technician		25.91
01420 - Survey Worker		17.12
01460 - Switchboard Operator/Receptionist		13.37
01531 - Travel Clerk I		15.53
01532 - Travel Clerk II		16.65
01533 - Travel Clerk III		18.90
01611 - Word Processor I		16.66
01612 - Word Processor II		18.70
01613 - Word Processor III		20.92

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.55
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.38
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.96
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.47
07041 - Cook I	13.42
07042 - Cook II	16.13
07070 - Dishwasher	10.75
07130 - Food Service Worker	10.75
07210 - Meat Cutter	15.00
07260 - Waiter/Waitress	10.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.65
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	22.65
09090 - Furniture Refinisher Helper	16.00
09110 - Furniture Repairer, Minor	19.24
09130 - Upholsterer	22.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	12.70
11090 - Gardener	22.25
11122 - Housekeeping Aide	12.70
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	15.09
11240 - Maid or Houseman	11.74
11260 - Pruner	12.62
11270 - Tractor Operator	19.88
11330 - Trail Maintenance Worker	15.09
11360 - Window Cleaner	15.19
12000 - Health Occupations	
12010 - Ambulance Driver	21.57
12011 - Breath Alcohol Technician	21.10
12012 - Certified Occupational Therapist Assistant	35.11
12015 - Certified Physical Therapist Assistant	25.36
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.56
12030 - EKG Technician	28.42
12035 - Electroneurodiagnostic Technologist	28.42
12040 - Emergency Medical Technician	21.57
12071 - Licensed Practical Nurse I	18.86
12072 - Licensed Practical Nurse II	21.10
12073 - Licensed Practical Nurse III	23.51
12100 - Medical Assistant	15.56
12130 - Medical Laboratory Technician	22.75
12160 - Medical Record Clerk	19.09
12190 - Medical Record Technician	21.34
12195 - Medical Transcriptionist	17.90
12210 - Nuclear Medicine Technologist	46.36

12221 - Nursing Assistant I		12.91
12222 - Nursing Assistant II		14.52
12223 - Nursing Assistant III		15.84
12224 - Nursing Assistant IV		17.80
12235 - Optical Dispenser		15.74
12236 - Optical Technician		18.86
12250 - Pharmacy Technician		18.08
12280 - Phlebotomist		16.57
12305 - Radiologic Technologist		28.68
12311 - Registered Nurse I		26.68
12312 - Registered Nurse II		32.64
12313 - Registered Nurse II, Specialist		32.64
12314 - Registered Nurse III		39.48
12315 - Registered Nurse III, Anesthetist		39.48
12316 - Registered Nurse IV		47.32
12317 - Scheduler (Drug and Alcohol Testing)		26.13
12320 - Substance Abuse Treatment Counselor		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		25.22
13013 - Exhibits Specialist III		30.84
13041 - Illustrator I		20.41
13042 - Illustrator II		25.22
13043 - Illustrator III		30.84
13047 - Librarian		27.93
13050 - Library Aide/Clerk		15.86
13054 - Library Information Technology Systems Administrator		25.22
13058 - Library Technician		14.81
13061 - Media Specialist I		18.20
13062 - Media Specialist II		20.36
13063 - Media Specialist III		22.69
13071 - Photographer I		19.37
13072 - Photographer II		22.34
13073 - Photographer III		27.18
13074 - Photographer IV		32.82
13075 - Photographer V		39.72
13090 - Technical Order Library Clerk		19.91
13110 - Video Teleconference Technician		21.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.99
14042 - Computer Operator II		21.24
14043 - Computer Operator III		23.68
14044 - Computer Operator IV		26.33
14045 - Computer Operator V		29.15
14071 - Computer Programmer I	(see 1)	22.16
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		18.99
14160 - Personal Computer Support Technician		26.33
14170 - System Support Specialist		29.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.30
15020 - Aircrew Training Devices Instructor (Rated)		37.87
15030 - Air Crew Training Devices Instructor (Pilot)		45.40
15050 - Computer Based Training Specialist / Instructor		31.30
15060 - Educational Technologist		31.25
15070 - Flight Instructor (Pilot)		45.40

15080 - Graphic Artist	21.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.40
15086 - Maintenance Test Pilot, Rotary Wing	45.40
15088 - Non-Maintenance Test/Co-Pilot	45.40
15090 - Technical Instructor	22.42
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.10
15120 - Tutor	18.10
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.52
16030 - Counter Attendant	10.52
16040 - Dry Cleaner	12.48
16070 - Finisher, Flatwork, Machine	10.52
16090 - Presser, Hand	10.52
16110 - Presser, Machine, Drycleaning	10.52
16130 - Presser, Machine, Shirts	10.52
16160 - Presser, Machine, Wearing Apparel, Laundry	10.52
16190 - Sewing Machine Operator	13.21
16220 - Tailor	13.93
16250 - Washer, Machine	11.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.14
19040 - Tool And Die Maker	31.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	14.71
21071 - Order Filler	15.10
21080 - Production Line Worker (Food Processing)	19.14
21110 - Shipping Packer	18.26
21130 - Shipping/Receiving Clerk	18.26
21140 - Store Worker I	13.30
21150 - Stock Clerk	20.69
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.34
23019 - Aircraft Logs and Records Technician	32.42
23021 - Aircraft Mechanic I	40.76
23022 - Aircraft Mechanic II	43.34
23023 - Aircraft Mechanic III	45.88
23040 - Aircraft Mechanic Helper	26.21
23050 - Aircraft, Painter	38.18
23060 - Aircraft Servicer	32.42
23070 - Aircraft Survival Flight Equipment Technician	38.18
23080 - Aircraft Worker	35.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.76
23110 - Appliance Mechanic	25.14
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	31.01
23130 - Carpenter, Maintenance	22.66
23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	27.15
23181 - Electronics Technician Maintenance I	30.38
23182 - Electronics Technician Maintenance II	32.89
23183 - Electronics Technician Maintenance III	35.11
23260 - Fabric Worker	21.36
23290 - Fire Alarm System Mechanic	22.43

23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System Mechanic	26.84
23312 - Fuel Distribution System Operator	19.32
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	40.76
23381 - Ground Support Equipment Servicer	32.42
23382 - Ground Support Equipment Worker	35.26
23391 - Gunsmith I	19.32
23392 - Gunsmith II	23.22
23393 - Gunsmith III	26.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.49
23430 - Heavy Equipment Mechanic	29.13
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	26.84
23465 - Laboratory/Shelter Mechanic	25.14
23470 - Laborer	14.71
23510 - Locksmith	25.85
23530 - Machinery Maintenance Mechanic	29.53
23550 - Machinist, Maintenance	24.88
23580 - Maintenance Trades Helper	18.22
23591 - Metrology Technician I	26.84
23592 - Metrology Technician II	28.55
23593 - Metrology Technician III	30.23
23640 - Millwright	26.84
23710 - Office Appliance Repairer	23.13
23760 - Painter, Maintenance	21.15
23790 - Pipefitter, Maintenance	28.83
23810 - Plumber, Maintenance	27.00
23820 - Pneudraulic Systems Mechanic	26.84
23850 - Rigger	25.37
23870 - Scale Mechanic	23.22
23890 - Sheet-Metal Worker, Maintenance	27.72
23910 - Small Engine Mechanic	20.80
23931 - Telecommunications Mechanic I	33.23
23932 - Telecommunications Mechanic II	35.34
23950 - Telephone Lineman	26.84
23960 - Welder, Combination, Maintenance	26.00
23965 - Well Driller	31.01
23970 - Woodcraft Worker	26.84
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	
24550 - Case Manager	16.24
24570 - Child Care Attendant	10.47
24580 - Child Care Center Clerk	13.05
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	16.24
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.88
25040 - Sewage Plant Operator	19.62
25070 - Stationary Engineer	24.88
25190 - Ventilation Equipment Tender	16.00
25210 - Water Treatment Plant Operator	19.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.19
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	22.86
27010 - Court Security Officer	21.58

27030	Detection Dog Handler	15.60
27040	Detention Officer	22.86
27070	Firefighter	22.28
27101	Guard I	13.95
27102	Guard II	15.60
27131	Police Officer I	22.73
27132	Police Officer II	25.25
28000	Recreation Occupations	
28041	Carnival Equipment Operator	16.40
28042	Carnival Equipment Repairer	18.36
28043	Carnival Worker	10.41
28210	Gate Attendant/Gate Tender	15.40
28310	Lifeguard	11.75
28350	Park Attendant (Aide)	17.85
28510	Recreation Aide/Health Facility Attendant	13.43
28515	Recreation Specialist	17.84
28630	Sports Official	15.14
28690	Swimming Pool Operator	22.06
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	32.50
29020	Hatch Tender	32.50
29030	Line Handler	32.50
29041	Stevedore I	29.89
29042	Stevedore II	35.18
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021	Archeological Technician I	19.16
30022	Archeological Technician II	21.43
30023	Archeological Technician III	26.55
30030	Cartographic Technician	26.55
30040	Civil Engineering Technician	26.42
30051	Cryogenic Technician I	29.41
30052	Cryogenic Technician II	32.48
30061	Drafter/CAD Operator I	19.16
30062	Drafter/CAD Operator II	21.43
30063	Drafter/CAD Operator III	23.90
30064	Drafter/CAD Operator IV	29.41
30081	Engineering Technician I	16.67
30082	Engineering Technician II	18.71
30083	Engineering Technician III	20.93
30084	Engineering Technician IV	25.93
30085	Engineering Technician V	31.71
30086	Engineering Technician VI	38.37
30090	Environmental Technician	26.55
30095	Evidence Control Specialist	26.55
30210	Laboratory Technician	32.11
30221	Latent Fingerprint Technician I	29.41
30222	Latent Fingerprint Technician II	32.48
30240	Mathematical Technician	26.55
30361	Paralegal/Legal Assistant I	19.99
30362	Paralegal/Legal Assistant II	24.76
30363	Paralegal/Legal Assistant III	30.29
30364	Paralegal/Legal Assistant IV	36.64
30375	Petroleum Supply Specialist	32.48
30390	Photo-Optics Technician	26.55
30395	Radiation Control Technician	32.48
30461	Technical Writer I	26.55
30462	Technical Writer II	32.48
30463	Technical Writer III	39.30
30491	Unexploded Ordnance (UXO) Technician I	29.28

30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.41
30502 - Weather Forecaster II		35.77
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.90
30621 - Weather Observer, Senior	(see 2)	26.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.08
31030 - Bus Driver		19.69
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		15.57
31310 - Taxi Driver		13.81
31361 - Truckdriver, Light		17.81
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		23.66
31364 - Truckdriver, Tractor-Trailer		23.66
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		10.97
99050 - Desk Clerk		11.02
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.90
99252 - Laboratory Animal Caretaker II		18.73
99260 - Marketing Analyst		26.46
99310 - Mortician		29.28
99410 - Pest Controller		20.00
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		19.93
99711 - Recycling Specialist		26.26
99730 - Refuse Collector		16.67
99810 - Sales Clerk		13.49
99820 - School Crossing Guard		14.91
99830 - Survey Party Chief		25.68
99831 - Surveying Aide		14.62
99832 - Surveying Technician		19.17
99840 - Vending Machine Attendant		20.94
99841 - Vending Machine Repairer		26.40
99842 - Vending Machine Repairer Helper		20.94

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 20 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, 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))."