"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.: 2015-5189
Revision No.: 18
Date Of Last Revision: 05/20/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Jefferson Orleans Plaquemines Saint John The Baptist St Bernard St Charles St Tammany

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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		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		23.95
01035 - Court Reporter		26.98
01041 - Customer Service Representative I		12.36
01042 - Customer Service Representative II		13.53
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		15.05
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		17.50
01090 - Duplicating Machine Operator		17.50
01111 - General Clerk I		12.21
01112 - General Clerk II		13.32
01113 - General Clerk III		14.97
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		14.31
01191 - Order Clerk I		14.80
01192 - Order Clerk II		16.15
01261 - Personnel Assistant (Employment) I		16.73
01262 - Personnel Assistant (Employment) II		18.71
01263 - Personnel Assistant (Employment) III		20.85
01270 - Production Control Clerk		27.15
01290 - Rental Clerk		14.88
01300 - Scheduler Maintenance		17.56
01311 - Secretary I		17.56
01312 - Secretary II		19.49

01313 - Secretary III	21.88
01320 - Service Order Dispatcher	17.19
01410 - Supply Technician	23.95
01420 - Survey Worker	16.60
01460 - Switchboard Operator/Receptionist	13.58
01531 - Travel Clerk I	17.87
01532 - Travel Clerk II	19.03
01533 - Travel Clerk III	20.49
01611 - Word Processor I	14.63
01612 - Word Processor II	16.43
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	14.80
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	12.78
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.79
07041 - Cook I	12.76
07042 - Cook II	15.01
07070 - Dishwasher	10.19
07130 - Food Service Worker	8.92
07210 - Meat Cutter	14.52
07260 - Waiter/Waitress	8.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.59
09110 - Furniture Repairer Minor	17.16
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.68
11060 - Elevator Operator	10.76
11090 - Gardener	17.43
11122 - Housekeeping Aide	10.76
11150 - Janitor	10.76
11210 - Laborer Grounds Maintenance	12.79
11240 - Maid or Houseman	10.81
11260 - Pruner	11.25
11270 - Tractor Operator	15.86
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.24
12000 - Health Occupations	
12010 - Ambulance Driver	21.29
12011 - Breath Alcohol Technician	21.29
12012 - Certified Occupational Therapist Assistant	28.88
12015 - Certified Physical Therapist Assistant	27.07
12020 - Dental Assistant	16.57
12025 - Dental Hygienist	35.68
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	21.29
12071 - Licensed Practical Nurse I	17.54

12072 - Licensed Practical Nurse II		19.61
12073 - Licensed Practical Nurse III		21.86
12100 - Medical Assistant		15.16
12130 - Medical Laboratory Technician		25.56
12160 - Medical Record Clerk		16.95
12190 - Medical Record Technician		19.38
12195 - Medical Transcriptionist		16.87
12210 - Nuclear Medicine Technologist		34.45
12221 - Nursing Assistant I		11.73
12222 - Nursing Assistant II		13.18
12223 - Nursing Assistant III		14.38
12224 - Nursing Assistant IV		16.16
12235 - Optical Dispenser		16.47
12236 - Optical Technician		16.86
12250 - Pharmacy Technician		17.50
12280 - Phlebotomist		16.78
12305 - Radiologic Technologist		27.23
12311 - Registered Nurse I		26.17
12312 - Registered Nurse II		33.59
12313 - Registered Nurse II Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		26.37
12320 - Substance Abuse Treatment Counselor		19.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.81
13012 - Exhibits Specialist II		24.54
13013 - Exhibits Specialist III		30.02
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		26.85
13050 - Library Aide/Clerk		15.07
13054 - Library Information Technology Systems Administrator		24.24
13058 - Library Technician		16.88
13061 - Media Specialist I		17.50
13062 - Media Specialist II		19.57
13063 - Media Specialist III		21.81
13071 - Photographer I		16.89
13072 - Photographer II		18.90
13073 - Photographer III		23.41
13074 - Photographer IV		28.63
13075 - Photographer V		34.64
13090 - Technical Order Library Clerk		18.28
13110 - Video Teleconference Technician		23.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.82
14042 - Computer Operator II		21.04
14043 - Computer Operator III		23.47
14044 - Computer Operator IV		26.09
14045 - Computer Operator V		28.88
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
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		18.82
14160 - Personal Computer Support Technician		26.09
14170 - System Support Specialist		32.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98

15020 - Aircrew Training Devices Instructor (Rated)	36.28
15030 - Air Crew Training Devices Instructor (Pilot)	43.48
15050 - Computer Based Training Specialist / Instructor	29.98
15060 - Educational Technologist	23.29
15070 - Flight Instructor (Pilot)	43.48
15080 - Graphic Artist	22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.48
15086 - Maintenance Test Pilot Rotary Wing	43.48
15088 - Non-Maintenance Test/Co-Pilot	43.48
15090 - Technical Instructor	20.08
15095 - Technical Instructor/Course Developer	24.57
15110 - Test Proctor	16.22
15120 - Tutor	16.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.39
16030 - Counter Attendant	11.39
16040 - Dry Cleaner	13.67
16070 - Finisher Flatwork Machine	11.39
16090 - Presser Hand	11.39
16110 - Presser Machine Drycleaning	11.39
16130 - Presser Machine Shirts	11.39
16160 - Presser Machine Wearing Apparel Laundry	11.39
16190 - Sewing Machine Operator	14.63
16220 - Tailor	15.59
16250 - Washer Machine	11.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.90
19040 - Tool And Die Maker	30.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.54
21030 - Material Coordinator	27.76
21040 - Material Expediter	27.76
21050 - Material Handling Laborer	14.29
21071 - Order Filler	12.56
21080 - Production Line Worker (Food Processing)	18.54
21110 - Shipping Packer	14.66
21130 - Shipping/Receiving Clerk	14.66
21140 - Store Worker I	10.30
21150 - Stock Clerk	15.25
21210 - Tools And Parts Attendant	18.54
21410 - Warehouse Specialist	18.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.17
23019 - Aircraft Logs and Records Technician	26.51
23021 - Aircraft Mechanic I	33.01
23022 - Aircraft Mechanic II	35.17
23023 - Aircraft Mechanic III	37.31
23040 - Aircraft Mechanic Helper	22.17
23050 - Aircraft Painter	30.28
23060 - Aircraft Servicer	26.51
23070 - Aircraft Survival Flight Equipment Technician	30.28
23080 - Aircraft Worker	28.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.01
23110 - Appliance Mechanic	22.41
23120 - Bicycle Repairer	18.87
23125 - Cable Splicer	28.39
23130 - Carpenter Maintenance	22.16
23140 - Carpet Layer	22.21
23160 - Electrician Maintenance	24.96
23181 - Electronics Technician Maintenance I	29.64
23182 - Electronics Technician Maintenance II	31.88
23183 - Electronics Technician Maintenance III	34.14

23260 - Fabric Worker	20.55
23290 - Fire Alarm System Mechanic	21.10
23310 - Fire Extinguisher Repairer	18.87
23311 - Fuel Distribution System Mechanic	25.40
23312 - Fuel Distribution System Operator	18.74
23370 - General Maintenance Worker	17.87
23380 - Ground Support Equipment Mechanic	33.01
23381 - Ground Support Equipment Servicer	26.51
23382 - Ground Support Equipment Worker	28.64
23391 - Gunsmith I	18.87
23392 - Gunsmith II	22.21
23393 - Gunsmith III	25.59
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.82
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	22.15
23460 - Instrument Mechanic	31.64
23465 - Laboratory/Shelter Mechanic	23.90
23470 - Laborer	13.46
23510 - Locksmith	25.30
23530 - Machinery Maintenance Mechanic	28.70
23550 - Machinist Maintenance	24.14
23580 - Maintenance Trades Helper	16.83
23591 - Metrology Technician I	31.64
23592 - Metrology Technician II	33.71
23593 - Metrology Technician III	35.77
23640 - Millwright	28.52
23710 - Office Appliance Repairer	19.05
23760 - Painter Maintenance	18.14
23790 - Pipefitter Maintenance	27.11
23810 - Plumber Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	24.38
23870 - Scale Mechanic	22.21
23890 - Sheet-Metal Worker Maintenance	22.03
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	32.33
23932 - Telecommunications Mechanic II	34.44
23950 - Telephone Lineman	21.16
23960 - Welder Combination Maintenance	24.89
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	18.87
24000 - Personal Needs Occupations	
24550 - Case Manager	15.86
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	9.31
24620 - Family Readiness And Support Services Coordinator	15.86
24630 - Homemaker	15.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.25
25040 - Sewage Plant Operator	19.59
25070 - Stationary Engineer	23.25
25190 - Ventilation Equipment Tender	15.60
25210 - Water Treatment Plant Operator	19.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.68
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	17.17
27010 - Court Security Officer	16.52
27030 - Detection Dog Handler	14.69

27040 - Detention Officer	17.17
27070 - Firefighter	17.56
27101 - Guard I	13.13
27102 - Guard II	14.69
27131 - Police Officer I	21.84
27132 - Police Officer II	24.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.53
28042 - Carnival Equipment Repairer	17.07
28043 - Carnival Worker	11.02
28210 - Gate Attendant/Gate Tender	14.65
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	16.38
28510 - Recreation Aide/Health Facility Attendant	11.95
28515 - Recreation Specialist	20.29
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	20.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.05
29020 - Hatch Tender	26.05
29030 - Line Handler	26.05
29041 - Stevedore I	24.10
29042 - Stevedore II	28.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	19.63
30022 - Archeological Technician II	21.96
30023 - Archeological Technician III	27.09
30030 - Cartographic Technician	27.22
30040 - Civil Engineering Technician	25.30
30051 - Cryogenic Technician I	29.13
30052 - Cryogenic Technician II	32.17
30061 - Drafter/CAD Operator I	19.63
30062 - Drafter/CAD Operator II	21.96
30063 - Drafter/CAD Operator III	24.49
30064 - Drafter/CAD Operator IV	30.13
30081 - Engineering Technician I	16.19
30082 - Engineering Technician II	18.18
30083 - Engineering Technician III	20.33
30084 - Engineering Technician IV	25.19
30085 - Engineering Technician V	30.81
30086 - Engineering Technician VI	37.28
30090 - Environmental Technician	25.23
30095 - Evidence Control Specialist	26.30
30210 - Laboratory Technician	28.23
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.15
30240 - Mathematical Technician	28.04
30361 - Paralegal/Legal Assistant I	20.64
30362 - Paralegal/Legal Assistant II	26.00
30363 - Paralegal/Legal Assistant III	31.81
30364 - Paralegal/Legal Assistant IV	38.48
30375 - Petroleum Supply Specialist	32.17
30390 - Photo-Optics Technician	27.22
30395 - Radiation Control Technician	32.17
30461 - Technical Writer I	25.72
30462 - Technical Writer II	31.47
30463 - Technical Writer III	38.07
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60

30501 - Weather Forecaster I		29.13
30502 - Weather Forecaster II		35.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.49
30621 - Weather Observer Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.35
31030 - Bus Driver		19.87
31043 - Driver Courier		15.54
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.79
31310 - Taxi Driver		14.85
31361 - Truckdriver Light		17.08
31362 - Truckdriver Medium		18.59
31363 - Truckdriver Heavy		20.58
31364 - Truckdriver Tractor-Trailer		20.58
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		9.81
99050 - Desk Clerk		12.20
99095 - Embalmer		24.97
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		12.50
99252 - Laboratory Animal Caretaker II		13.74
99260 - Marketing Analyst		24.77
99310 - Mortician		27.18
99410 - Pest Controller		18.19
99510 - Photofinishing Worker		15.35
99710 - Recycling Laborer		20.33
99711 - Recycling Specialist		25.21
99730 - Refuse Collector		17.88
99810 - Sales Clerk		11.60
99820 - School Crossing Guard		13.53
99830 - Survey Party Chief		22.91
99831 - Surveying Aide		16.93
99832 - Surveying Technician		20.82
99840 - Vending Machine Attendant		12.90
99841 - Vending Machine Repairer		16.68
99842 - Vending Machine Repairer Helper		12.90

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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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))."