

"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.: 2015-5589 Revision No.: 29 Date Of Last Revision: 07/08/2025

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 \$17.75 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.
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 \$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 the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.04
01012 - Accounting Clerk II		20.25
01013 - Accounting Clerk III		22.65
01020 - Administrative Assistant		31.80
01035 - Court Reporter		21.30
01041 - Customer Service Representative I		16.33***
01042 - Customer Service Representative II		17.82
01043 - Customer Service Representative III		20.00
01051 - Data Entry Operator I		17.62***
01052 - Data Entry Operator II		19.23
01060 - Dispatcher, Motor Vehicle		21.19
01070 - Document Preparation Clerk		16.97***
01090 - Duplicating Machine Operator		16.97***
01111 - General Clerk I		17.08***
01112 - General Clerk II		18.63

01113 - General Clerk III	20.91
01120 - Housing Referral Assistant	23.74
01141 - Messenger Courier	17.81
01191 - Order Clerk I	15.55***
01192 - Order Clerk II	16.97***
01261 - Personnel Assistant (Employment) I	18.06
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	21.82
01300 - Scheduler, Maintenance	19.04
01311 - Secretary I	19.04
01312 - Secretary II	21.30
01313 - Secretary III	23.74
01320 - Service Order Dispatcher	20.30
01410 - Supply Technician	31.80
01420 - Survey Worker	21.30
01460 - Switchboard Operator/Receptionist	18.28
01531 - Travel Clerk I	16.97***
01532 - Travel Clerk II	19.04
01533 - Travel Clerk III	21.30
01611 - Word Processor I	16.97***
01612 - Word Processor II	19.04
01613 - Word Processor III	21.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.51
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.52***
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	16.30***
05250 - Motor Vehicle Upholstery Worker	18.85
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter, Automotive	21.51
05340 - Radiator Repair Specialist	20.19
05370 - Tire Repairer	19.75
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23***
07041 - Cook I	18.01
07042 - Cook II	20.76
07070 - Dishwasher	15.46***
07130 - Food Service Worker	16.19***
07210 - Meat Cutter	20.26
07260 - Waiter/Waitress	14.51***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80***
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer, Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.55***
11060 - Elevator Operator	17.89
11090 - Gardener	23.74
11122 - Housekeeping Aide	17.89
11150 - Janitor	17.89
11210 - Laborer, Grounds Maintenance	18.61
11240 - Maid or Houseman	16.68***
11260 - Pruner	17.19***
11270 - Tractor Operator	21.95

11330 - Trail Maintenance Worker	18.61
11360 - Window Cleaner	19.25
12000 - Health Occupations	
12010 - Ambulance Driver	21.91
12011 - Breath Alcohol Technician	31.81
12012 - Certified Occupational Therapist Assistant	43.65
12015 - Certified Physical Therapist Assistant	35.26
12020 - Dental Assistant	24.14
12025 - Dental Hygienist	49.25
12030 - EKG Technician	48.21
12035 - Electroneurodiagnostic Technologist	48.21
12040 - Emergency Medical Technician	21.91
12071 - Licensed Practical Nurse I	28.44
12072 - Licensed Practical Nurse II	31.81
12073 - Licensed Practical Nurse III	35.48
12100 - Medical Assistant	21.75
12130 - Medical Laboratory Technician	37.27
12160 - Medical Record Clerk	26.14
12190 - Medical Record Technician	29.24
12195 - Medical Transcriptionist	28.44
12210 - Nuclear Medicine Technologist	69.92
12221 - Nursing Assistant I	15.77***
12222 - Nursing Assistant II	17.75
12223 - Nursing Assistant III	19.37
12224 - Nursing Assistant IV	21.74
12235 - Optical Dispenser	20.98
12236 - Optical Technician	28.44
12250 - Pharmacy Technician	23.11
12280 - Phlebotomist	20.41
12305 - Radiologic Technologist	44.76
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	39.41
12320 - Substance Abuse Treatment Counselor	28.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.42
13012 - Exhibits Specialist II	27.79
13013 - Exhibits Specialist III	33.99
13041 - Illustrator I	22.42
13042 - Illustrator II	27.79
13043 - Illustrator III	33.99
13047 - Librarian	30.76
13050 - Library Aide/Clerk	15.35***
13054 - Library Information Technology Systems Administrator	27.79
13058 - Library Technician	21.72
13061 - Media Specialist I	20.04
13062 - Media Specialist II	22.44
13063 - Media Specialist III	25.00
13071 - Photographer I	18.05
13072 - Photographer II	20.20
13073 - Photographer III	25.01
13074 - Photographer IV	30.59
13075 - Photographer V	37.02
13090 - Technical Order Library Clerk	19.02
13110 - Video Teleconference Technician	19.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.79
14042 - Computer Operator II	27.72
14043 - Computer Operator III	30.90
14044 - Computer Operator IV	34.36

14045 - Computer Operator V	38.04
14071 - Computer Programmer I (see 1)	22.85
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	24.79
14160 - Personal Computer Support Technician	34.36
14170 - System Support Specialist	38.04
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.26
15020 - Aircrew Training Devices Instructor (Rated)	41.45
15030 - Air Crew Training Devices Instructor (Pilot)	49.68
15050 - Computer Based Training Specialist / Instructor	34.26
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	49.68
15080 - Graphic Artist	31.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.68
15086 - Maintenance Test Pilot, Rotary Wing	49.68
15088 - Non-Maintenance Test/Co-Pilot	49.68
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.60
16030 - Counter Attendant	18.60
16040 - Dry Cleaner	21.25
16070 - Finisher, Flatwork, Machine	18.60
16090 - Presser, Hand	18.60
16110 - Presser, Machine, Drycleaning	18.60
16130 - Presser, Machine, Shirts	18.60
16160 - Presser, Machine, Wearing Apparel, Laundry	18.60
16190 - Sewing Machine Operator	22.15
16220 - Tailor	23.03
16250 - Washer, Machine	19.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.30
19040 - Tool And Die Maker	38.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.59
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	17.75
21071 - Order Filler	18.17
21080 - Production Line Worker (Food Processing)	24.59
21110 - Shipping Packer	22.11
21130 - Shipping/Receiving Clerk	22.11
21140 - Store Worker I	17.80
21150 - Stock Clerk	21.59
21210 - Tools And Parts Attendant	24.59
21410 - Warehouse Specialist	24.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.00
23019 - Aircraft Logs and Records Technician	27.43
23021 - Aircraft Mechanic I	33.22
23022 - Aircraft Mechanic II	35.00
23023 - Aircraft Mechanic III	36.94
23040 - Aircraft Mechanic Helper	23.57
23050 - Aircraft, Painter	31.30
23060 - Aircraft Servicer	27.43
23070 - Aircraft Survival Flight Equipment Technician	31.30
23080 - Aircraft Worker	29.39

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.22
23110 - Appliance Mechanic	31.30
23120 - Bicycle Repairer	25.50
23125 - Cable Splicer	58.77
23130 - Carpenter, Maintenance	28.88
23140 - Carpet Layer	29.39
23160 - Electrician, Maintenance	38.62
23181 - Electronics Technician Maintenance I	36.09
23182 - Electronics Technician Maintenance II	38.48
23183 - Electronics Technician Maintenance III	40.82
23260 - Fabric Worker	27.43
23290 - Fire Alarm System Mechanic	33.22
23310 - Fire Extinguisher Repairer	25.50
23311 - Fuel Distribution System Mechanic	33.22
23312 - Fuel Distribution System Operator	25.50
23370 - General Maintenance Worker	23.38
23380 - Ground Support Equipment Mechanic	33.22
23381 - Ground Support Equipment Servicer	27.43
23382 - Ground Support Equipment Worker	29.39
23391 - Gunsmith I	25.50
23392 - Gunsmith II	29.39
23393 - Gunsmith III	33.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.95
23430 - Heavy Equipment Mechanic	31.02
23440 - Heavy Equipment Operator	29.40
23460 - Instrument Mechanic	33.22
23465 - Laboratory/Shelter Mechanic	31.30
23470 - Laborer	17.75
23510 - Locksmith	31.30
23530 - Machinery Maintenance Mechanic	32.37
23550 - Machinist, Maintenance	29.70
23580 - Maintenance Trades Helper	18.00
23591 - Metrology Technician I	33.22
23592 - Metrology Technician II	35.00
23593 - Metrology Technician III	36.94
23640 - Millwright	33.22
23710 - Office Appliance Repairer	31.30
23760 - Painter, Maintenance	22.53
23790 - Pipefitter, Maintenance	33.49
23810 - Plumber, Maintenance	31.55
23820 - Pneudraulic Systems Mechanic	33.22
23850 - Rigger	33.22
23870 - Scale Mechanic	29.39
23890 - Sheet-Metal Worker, Maintenance	33.22
23910 - Small Engine Mechanic	29.39
23931 - Telecommunications Mechanic I	33.90
23932 - Telecommunications Mechanic II	35.72
23950 - Telephone Lineman	30.20
23960 - Welder, Combination, Maintenance	23.98
23965 - Well Driller	33.22
23970 - Woodcraft Worker	33.22
23980 - Woodworker	25.50
24000 - Personal Needs Occupations	
24550 - Case Manager	23.99
24570 - Child Care Attendant	16.49***
24580 - Child Care Center Clerk	20.56
24610 - Chore Aide	17.79
24620 - Family Readiness And Support Services Coordinator	23.99

24630 - Homemaker	23.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.67
25040 - Sewage Plant Operator	27.23
25070 - Stationary Engineer	30.67
25190 - Ventilation Equipment Tender	21.75
25210 - Water Treatment Plant Operator	27.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.46
27007 - Baggage Inspector	19.03
27008 - Corrections Officer	40.24
27010 - Court Security Officer	31.47
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	40.24
27070 - Firefighter	25.75
27101 - Guard I	19.03
27102 - Guard II	22.01
27131 - Police Officer I	35.08
27132 - Police Officer II	38.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.34
28042 - Carnival Equipment Repairer	22.01
28043 - Carnival Worker	16.13***
28210 - Gate Attendant/Gate Tender	21.89
28310 - Lifeguard	15.54***
28350 - Park Attendant (Aide)	24.48
28510 - Recreation Aide/Health Facility Attendant	17.87
28515 - Recreation Specialist	30.33
28630 - Sports Official	19.50
28690 - Swimming Pool Operator	25.37
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.59
29020 - Hatch Tender	30.59
29030 - Line Handler	30.59
29041 - Stevedore I	28.40
29042 - Stevedore II	32.76
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	16.14***
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	36.30
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.14***
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35***
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	21.08
30362 - Paralegal/Legal Assistant II	26.13

30363 - Paralegal/Legal Assistant III	31.94
30364 - Paralegal/Legal Assistant IV	38.64
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
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	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.55
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	15.42***
31030 - Bus Driver	21.01
31043 - Driver Courier	18.06
31260 - Parking and Lot Attendant	14.33***
31290 - Shuttle Bus Driver	16.95***
31310 - Taxi Driver	16.58***
31361 - Truckdriver, Light	19.53
31362 - Truckdriver, Medium	21.01
31363 - Truckdriver, Heavy	27.81
31364 - Truckdriver, Tractor-Trailer	27.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27***
99030 - Cashier	14.86***
99050 - Desk Clerk	16.53***
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	16.98***
99252 - Laboratory Animal Caretaker II	18.38
99260 - Marketing Analyst	33.01
99310 - Mortician	29.28
99410 - Pest Controller	27.43
99510 - Photofinishing Worker	15.39***
99710 - Recycling Laborer	27.07
99711 - Recycling Specialist	31.73
99730 - Refuse Collector	25.16
99810 - Sales Clerk	16.70***
99820 - School Crossing Guard	24.75
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95***
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	23.56
99841 - Vending Machine Repairer	29.38
99842 - Vending Machine Repairer Helper	23.56

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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. The

minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$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 10 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))."