

"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.: 2015-6041 Revision No.: 2 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 Crook, Jefferson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.88
01012 - Accounting Clerk II		21.19
01013 - Accounting Clerk III		23.70
01020 - Administrative Assistant		31.94
01035 - Court Reporter		21.65
01041 - Customer Service Representative I		16.82***
01042 - Customer Service Representative II		18.35
01043 - Customer Service Representative III		20.59
01051 - Data Entry Operator I		16.10***
01052 - Data Entry Operator II		17.57***
01060 - Dispatcher, Motor Vehicle		22.61
01070 - Document Preparation Clerk		17.25***
01090 - Duplicating Machine Operator		17.25***
01111 - General Clerk I		18.14
01112 - General Clerk II		19.80
01113 - General Clerk III		22.22

01120 - Housing Referral Assistant	24.13
01141 - Messenger Courier	15.44***
01191 - Order Clerk I	17.17***
01192 - Order Clerk II	18.74
01261 - Personnel Assistant (Employment) I	20.02
01262 - Personnel Assistant (Employment) II	22.40
01263 - Personnel Assistant (Employment) III	24.96
01270 - Production Control Clerk	25.33
01290 - Rental Clerk	20.09
01300 - Scheduler, Maintenance	19.36
01311 - Secretary I	19.36
01312 - Secretary II	21.65
01313 - Secretary III	24.13
01320 - Service Order Dispatcher	20.21
01410 - Supply Technician	31.94
01420 - Survey Worker	20.71
01460 - Switchboard Operator/Receptionist	18.86
01531 - Travel Clerk I	18.06
01532 - Travel Clerk II	18.95
01533 - Travel Clerk III	21.88
01611 - Word Processor I	17.25***
01612 - Word Processor II	19.36
01613 - Word Processor III	21.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.72
05010 - Automotive Electrician	23.18
05040 - Automotive Glass Installer	21.80
05070 - Automotive Worker	21.80
05110 - Mobile Equipment Servicer	19.03
05130 - Motor Equipment Metal Mechanic	24.55
05160 - Motor Equipment Metal Worker	21.80
05190 - Motor Vehicle Mechanic	24.55
05220 - Motor Vehicle Mechanic Helper	17.66***
05250 - Motor Vehicle Upholstery Worker	20.42
05280 - Motor Vehicle Wrecker	21.80
05310 - Painter, Automotive	23.18
05340 - Radiator Repair Specialist	21.80
05370 - Tire Repairer	19.06
05400 - Transmission Repair Specialist	24.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.39***
07041 - Cook I	19.53
07042 - Cook II	22.24
07070 - Dishwasher	16.41***
07130 - Food Service Worker	17.42***
07210 - Meat Cutter	21.63
07260 - Waiter/Waitress	15.40***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.97
09040 - Furniture Handler	15.32***
09080 - Furniture Refinisher	22.97
09090 - Furniture Refinisher Helper	17.97
09110 - Furniture Repairer, Minor	20.49
09130 - Upholsterer	22.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.81
11060 - Elevator Operator	18.84
11090 - Gardener	24.27
11122 - Housekeeping Aide	18.84
11150 - Janitor	18.84
11210 - Laborer, Grounds Maintenance	19.22
11240 - Maid or Houseman	17.47***
11260 - Pruner	17.80
11270 - Tractor Operator	22.52
11330 - Trail Maintenance Worker	19.22

11360 - Window Cleaner	20.35
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	31.63
12012 - Certified Occupational Therapist Assistant	43.40
12015 - Certified Physical Therapist Assistant	39.45
12020 - Dental Assistant	26.74
12025 - Dental Hygienist	49.15
12030 - EKG Technician	47.93
12035 - Electroneurodiagnostic Technologist	47.93
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	28.27
12072 - Licensed Practical Nurse II	31.63
12073 - Licensed Practical Nurse III	35.27
12100 - Medical Assistant	24.03
12130 - Medical Laboratory Technician	39.96
12160 - Medical Record Clerk	24.95
12190 - Medical Record Technician	27.90
12195 - Medical Transcriptionist	27.09
12210 - Nuclear Medicine Technologist	69.50
12221 - Nursing Assistant I	16.59***
12222 - Nursing Assistant II	18.66
12223 - Nursing Assistant III	20.37
12224 - Nursing Assistant IV	22.86
12235 - Optical Dispenser	21.74
12236 - Optical Technician	28.27
12250 - Pharmacy Technician	25.06
12280 - Phlebotomist	22.24
12305 - Radiologic Technologist	46.06
12311 - Registered Nurse I	31.37
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	46.42
12315 - Registered Nurse III, Anesthetist	46.42
12316 - Registered Nurse IV	55.65
12317 - Scheduler (Drug and Alcohol Testing)	39.18
12320 - Substance Abuse Treatment Counselor	30.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.21
13012 - Exhibits Specialist II	28.78
13013 - Exhibits Specialist III	35.18
13041 - Illustrator I	23.21
13042 - Illustrator II	28.78
13043 - Illustrator III	35.18
13047 - Librarian	31.86
13050 - Library Aide/Clerk	17.62***
13054 - Library Information Technology Systems Administrator	28.78
13058 - Library Technician	21.54
13061 - Media Specialist I	20.76
13062 - Media Specialist II	23.21
13063 - Media Specialist III	25.88
13071 - Photographer I	19.76
13072 - Photographer II	22.11
13073 - Photographer III	27.38
13074 - Photographer IV	32.80
13075 - Photographer V	39.69
13090 - Technical Order Library Clerk	20.71
13110 - Video Teleconference Technician	19.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.09
14042 - Computer Operator II	26.94
14043 - Computer Operator III	30.02
14044 - Computer Operator IV	33.37
14045 - Computer Operator V	36.96

14071 - Computer Programmer I	(see 1)	21.52
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		24.09
14160 - Personal Computer Support Technician		33.37
14170 - System Support Specialist		36.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.47
15020 - Aircrew Training Devices Instructor (Rated)		41.70
15030 - Air Crew Training Devices Instructor (Pilot)		50.00
15050 - Computer Based Training Specialist / Instructor		34.47
15060 - Educational Technologist		35.63
15070 - Flight Instructor (Pilot)		50.00
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.00
15086 - Maintenance Test Pilot, Rotary Wing		50.00
15088 - Non-Maintenance Test/Co-Pilot		50.00
15090 - Technical Instructor		26.23
15095 - Technical Instructor/Course Developer		32.08
15110 - Test Proctor		21.18
15120 - Tutor		21.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.97
16030 - Counter Attendant		18.97
16040 - Dry Cleaner		21.69
16070 - Finisher, Flatwork, Machine		18.97
16090 - Presser, Hand		18.97
16110 - Presser, Machine, Drycleaning		18.97
16130 - Presser, Machine, Shirts		18.97
16160 - Presser, Machine, Wearing Apparel, Laundry		18.97
16190 - Sewing Machine Operator		22.60
16220 - Tailor		23.49
16250 - Washer, Machine		19.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.67
19040 - Tool And Die Maker		38.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.44
21030 - Material Coordinator		25.33
21040 - Material Expediter		25.33
21050 - Material Handling Laborer		19.23
21071 - Order Filler		19.39
21080 - Production Line Worker (Food Processing)		23.44
21110 - Shipping Packer		22.31
21130 - Shipping/Receiving Clerk		22.31
21140 - Store Worker I		16.66***
21150 - Stock Clerk		21.35
21210 - Tools And Parts Attendant		23.44
21410 - Warehouse Specialist		23.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.21
23019 - Aircraft Logs and Records Technician		30.18
23021 - Aircraft Mechanic I		36.30
23022 - Aircraft Mechanic II		38.21
23023 - Aircraft Mechanic III		40.26
23040 - Aircraft Mechanic Helper		26.11
23050 - Aircraft, Painter		34.26
23060 - Aircraft Servicer		30.18
23070 - Aircraft Survival Flight Equipment Technician		34.26
23080 - Aircraft Worker		32.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.24

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	36.30
II		
23110	- Appliance Mechanic	30.66
23120	- Bicycle Repairer	25.02
23125	- Cable Splicer	57.73
23130	- Carpenter, Maintenance	28.28
23140	- Carpet Layer	28.85
23160	- Electrician, Maintenance	39.97
23181	- Electronics Technician Maintenance I	37.15
23182	- Electronics Technician Maintenance II	39.48
23183	- Electronics Technician Maintenance III	41.83
23260	- Fabric Worker	28.24
23290	- Fire Alarm System Mechanic	32.61
23310	- Fire Extinguisher Repairer	26.49
23311	- Fuel Distribution System Mechanic	33.41
23312	- Fuel Distribution System Operator	26.49
23370	- General Maintenance Worker	23.69
23380	- Ground Support Equipment Mechanic	36.30
23381	- Ground Support Equipment Servicer	30.18
23382	- Ground Support Equipment Worker	32.24
23391	- Gunsmith I	26.49
23392	- Gunsmith II	29.99
23393	- Gunsmith III	33.41
23410	- Heating, Ventilation And Air-Conditioning Mechanic	30.20
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.73
23430	- Heavy Equipment Mechanic	33.46
23440	- Heavy Equipment Operator	30.63
23460	- Instrument Mechanic	33.41
23465	- Laboratory/Shelter Mechanic	31.67
23470	- Laborer	19.23
23510	- Locksmith	31.67
23530	- Machinery Maintenance Mechanic	31.13
23550	- Machinist, Maintenance	29.68
23580	- Maintenance Trades Helper	19.07
23591	- Metrology Technician I	33.41
23592	- Metrology Technician II	35.10
23593	- Metrology Technician III	36.87
23640	- Millwright	33.41
23710	- Office Appliance Repairer	30.66
23760	- Painter, Maintenance	23.42
23790	- Pipefitter, Maintenance	38.27
23810	- Plumber, Maintenance	36.28
23820	- Pneudraulic Systems Mechanic	33.41
23850	- Rigger	33.41
23870	- Scale Mechanic	29.99
23890	- Sheet-Metal Worker, Maintenance	32.29
23910	- Small Engine Mechanic	28.85
23931	- Telecommunications Mechanic I	29.43
23932	- Telecommunications Mechanic II	30.98
23950	- Telephone Lineman	29.58
23960	- Welder, Combination, Maintenance	25.29
23965	- Well Driller	33.41
23970	- Woodcraft Worker	33.41
23980	- Woodworker	26.49
24000	- Personal Needs Occupations	
24550	- Case Manager	22.29
24570	- Child Care Attendant	16.92***
24580	- Child Care Center Clerk	21.09
24610	- Chore Aide	18.49
24620	- Family Readiness And Support Services Coordinator	22.29
24630	- Homemaker	22.29

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.33
25040 - Sewage Plant Operator	28.86
25070 - Stationary Engineer	31.33
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	28.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.30
27007 - Baggage Inspector	18.05
27008 - Corrections Officer	33.37
27010 - Court Security Officer	34.92
27030 - Detection Dog Handler	20.41
27040 - Detention Officer	33.37
27070 - Firefighter	31.59
27101 - Guard I	18.05
27102 - Guard II	20.41
27131 - Police Officer I	33.80
27132 - Police Officer II	37.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.56
28042 - Carnival Equipment Repairer	21.08
28043 - Carnival Worker	15.46***
28210 - Gate Attendant/Gate Tender	22.65
28310 - Lifeguard	16.65***
28350 - Park Attendant (Aide)	25.33
28510 - Recreation Aide/Health Facility Attendant	18.49
28515 - Recreation Specialist	31.38
28630 - Sports Official	20.18
28690 - Swimming Pool Operator	24.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.99
29020 - Hatch Tender	29.99
29030 - Line Handler	29.99
29041 - Stevedore I	28.24
29042 - Stevedore II	31.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	34.99
30021 - Archeological Technician I	19.67
30022 - Archeological Technician II	21.99
30023 - Archeological Technician III	27.25
30030 - Cartographic Technician	27.25
30040 - Civil Engineering Technician	35.71
30051 - Cryogenic Technician I	30.17
30052 - Cryogenic Technician II	33.33
30061 - Drafter/CAD Operator I	19.67
30062 - Drafter/CAD Operator II	21.99
30063 - Drafter/CAD Operator III	24.51
30064 - Drafter/CAD Operator IV	30.17
30081 - Engineering Technician I	17.51***
30082 - Engineering Technician II	19.67
30083 - Engineering Technician III	21.99
30084 - Engineering Technician IV	27.25
30085 - Engineering Technician V	33.33
30086 - Engineering Technician VI	40.33
30090 - Environmental Technician	27.25
30095 - Evidence Control Specialist	27.25
30210 - Laboratory Technician	24.51
30221 - Latent Fingerprint Technician I	30.17
30222 - Latent Fingerprint Technician II	33.33
30240 - Mathematical Technician	27.25
30361 - Paralegal/Legal Assistant I	21.84
30362 - Paralegal/Legal Assistant II	27.05
30363 - Paralegal/Legal Assistant III	33.09

30364 - Paralegal/Legal Assistant IV	40.04
30375 - Petroleum Supply Specialist	33.33
30390 - Photo-Optics Technician	27.25
30395 - Radiation Control Technician	33.33
30461 - Technical Writer I	27.25
30462 - Technical Writer II	33.33
30463 - Technical Writer III	40.33
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	30.17
30502 - Weather Forecaster II	36.71
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.51
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.25
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	17.57***
31030 - Bus Driver	24.06
31043 - Driver Courier	20.48
31260 - Parking and Lot Attendant	15.98***
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	15.33***
31361 - Truckdriver, Light	21.90
31362 - Truckdriver, Medium	23.35
31363 - Truckdriver, Heavy	28.20
31364 - Truckdriver, Tractor-Trailer	28.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27***
99030 - Cashier	16.27***
99050 - Desk Clerk	17.51***
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	19.03
99252 - Laboratory Animal Caretaker II	20.52
99260 - Marketing Analyst	32.73
99310 - Mortician	29.28
99410 - Pest Controller	26.32
99510 - Photofinishing Worker	15.39***
99710 - Recycling Laborer	29.01
99711 - Recycling Specialist	33.95
99730 - Refuse Collector	27.85
99810 - Sales Clerk	17.81
99820 - School Crossing Guard	18.08
99830 - Survey Party Chief	31.20
99831 - Surveying Aide	19.60
99832 - Surveying Technician	26.69
99840 - Vending Machine Attendant	23.09
99841 - Vending Machine Repairer	27.95
99842 - Vending Machine Repairer Helper	23.09

***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, 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. (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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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))."