

"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.: 2015-4103 Revision No.: 31 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: Massachusetts

This wage determination applies to the following towns and cities in Worcester county: Auburn, Barre, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Holden, Leicester, Millbury, North Brookfield, Northborough, Northbridge, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southbridge, Spencer, Sterling, Sutton, Uxbridge, Webster, West Boylston, Westborough, Worcester

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.02
01012 - Accounting Clerk II		21.34
01013 - Accounting Clerk III		23.87
01020 - Administrative Assistant		33.59
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		17.70***
01042 - Customer Service Representative II		19.31
01043 - Customer Service Representative III		21.67
01051 - Data Entry Operator I		18.89
01052 - Data Entry Operator II		20.60
01060 - Dispatcher, Motor Vehicle		23.80
01070 - Document Preparation Clerk		20.41
01090 - Duplicating Machine Operator		20.41
01111 - General Clerk I		17.91
01112 - General Clerk II		19.54
01113 - General Clerk III		21.93
01120 - Housing Referral Assistant		26.54
01141 - Messenger Courier		19.57
01191 - Order Clerk I		18.05
01192 - Order Clerk II		19.69
01261 - Personnel Assistant (Employment) I		19.24
01262 - Personnel Assistant (Employment) II		21.52
01263 - Personnel Assistant (Employment) III		24.00
01270 - Production Control Clerk		27.55
01290 - Rental Clerk		19.35
01300 - Scheduler, Maintenance		21.28
01311 - Secretary I		21.28
01312 - Secretary II		23.80
01313 - Secretary III		26.54
01320 - Service Order Dispatcher		21.28
01410 - Supply Technician		33.59

01420 - Survey Worker	22.81
01460 - Switchboard Operator/Receptionist	18.04
01531 - Travel Clerk I	17.72***
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	20.13
01611 - Word Processor I	17.74***
01612 - Word Processor II	19.91
01613 - Word Processor III	22.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.71
05010 - Automotive Electrician	22.69
05040 - Automotive Glass Installer	21.85
05070 - Automotive Worker	21.85
05110 - Mobile Equipment Servicer	20.06
05130 - Motor Equipment Metal Mechanic	23.50
05160 - Motor Equipment Metal Worker	21.85
05190 - Motor Vehicle Mechanic	23.50
05220 - Motor Vehicle Mechanic Helper	18.98
05250 - Motor Vehicle Upholstery Worker	21.07
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	16.31***
05400 - Transmission Repair Specialist	23.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.38***
07041 - Cook I	20.67
07042 - Cook II	22.51
07070 - Dishwasher	16.30***
07130 - Food Service Worker	17.04***
07210 - Meat Cutter	21.93
07260 - Waiter/Waitress	16.35***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.37
09040 - Furniture Handler	17.17***
09080 - Furniture Refinisher	23.37
09090 - Furniture Refinisher Helper	19.56
09110 - Furniture Repairer, Minor	21.71
09130 - Upholsterer	23.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.00
11060 - Elevator Operator	18.06
11090 - Gardener	24.39
11122 - Housekeeping Aide	18.06
11150 - Janitor	18.06
11210 - Laborer, Grounds Maintenance	20.24
11240 - Maid or Houseman	17.34***
11260 - Pruner	18.77
11270 - Tractor Operator	23.07
11330 - Trail Maintenance Worker	20.24
11360 - Window Cleaner	19.47
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	29.08
12012 - Certified Occupational Therapist Assistant	33.65
12015 - Certified Physical Therapist Assistant	33.69
12020 - Dental Assistant	24.70
12025 - Dental Hygienist	46.21
12030 - EKG Technician	42.44
12035 - Electroneurodiagnostic Technologist	42.44
12040 - Emergency Medical Technician	22.03
12071 - Licensed Practical Nurse I	26.00
12072 - Licensed Practical Nurse II	29.08
12073 - Licensed Practical Nurse III	32.43
12100 - Medical Assistant	22.64
12130 - Medical Laboratory Technician	31.88
12160 - Medical Record Clerk	24.24
12190 - Medical Record Technician	27.34
12195 - Medical Transcriptionist	24.53
12210 - Nuclear Medicine Technologist	63.91
12221 - Nursing Assistant I	14.19***
12222 - Nursing Assistant II	15.97***
12223 - Nursing Assistant III	17.42***
12224 - Nursing Assistant IV	19.55
12235 - Optical Dispenser	29.59
12236 - Optical Technician	26.00
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	22.34
12305 - Radiologic Technologist	39.39
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.83
12315 - Registered Nurse III, Anesthetist	48.83

12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	36.03
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.49
13012 - Exhibits Specialist II	30.35
13013 - Exhibits Specialist III	37.13
13041 - Illustrator I	24.49
13042 - Illustrator II	30.35
13043 - Illustrator III	37.13
13047 - Librarian	34.14
13050 - Library Aide/Clerk	18.62
13054 - Library Information Technology Systems Administrator	30.35
13058 - Library Technician	22.43
13061 - Media Specialist I	21.90
13062 - Media Specialist II	24.49
13063 - Media Specialist III	27.32
13071 - Photographer I	20.75
13072 - Photographer II	23.20
13073 - Photographer III	28.75
13074 - Photographer IV	35.16
13075 - Photographer V	42.54
13090 - Technical Order Library Clerk	22.59
13110 - Video Teleconference Technician	32.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.80
14042 - Computer Operator II	26.61
14043 - Computer Operator III	29.67
14044 - Computer Operator IV	32.98
14045 - Computer Operator V	36.52
14071 - Computer Programmer I	(see 1)
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	23.80
14160 - Personal Computer Support Technician	32.98
14170 - System Support Specialist	43.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.72
15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	40.26
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.17
15086 - Maintenance Test Pilot, Rotary Wing	50.17
15088 - Non-Maintenance Test/Co-Pilot	50.17
15090 - Technical Instructor	25.80
15095 - Technical Instructor/Course Developer	31.56
15110 - Test Proctor	20.83
15120 - Tutor	20.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.18***
16030 - Counter Attendant	17.18***
16040 - Dry Cleaner	19.63
16070 - Finisher, Flatwork, Machine	17.18***
16090 - Presser, Hand	17.18***
16110 - Presser, Machine, Drycleaning	17.18***
16130 - Presser, Machine, Shirts	17.18***
16160 - Presser, Machine, Wearing Apparel, Laundry	17.18***
16190 - Sewing Machine Operator	20.45
16220 - Tailor	21.26
16250 - Washer, Machine	18.00
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.66
19040 - Tool And Die Maker	30.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.64
21030 - Material Coordinator	27.55
21040 - Material Expediter	27.55
21050 - Material Handling Laborer	19.73
21071 - Order Filler	17.57***
21080 - Production Line Worker (Food Processing)	20.64
21110 - Shipping Packer	22.18
21130 - Shipping/Receiving Clerk	22.18
21140 - Store Worker I	17.19***
21150 - Stock Clerk	21.32
21210 - Tools And Parts Attendant	20.64
21410 - Warehouse Specialist	20.64

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.77
23019 - Aircraft Logs and Records Technician	30.79
23021 - Aircraft Mechanic I	34.34
23022 - Aircraft Mechanic II	35.77
23023 - Aircraft Mechanic III	36.92
23040 - Aircraft Mechanic Helper	27.74
23050 - Aircraft, Painter	33.15
23060 - Aircraft Servicer	30.79
23070 - Aircraft Survival Flight Equipment Technician	33.15
23080 - Aircraft Worker	31.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.34
23110 - Appliance Mechanic	32.32
23120 - Bicycle Repairer	29.32
23125 - Cable Splicer	48.58
23130 - Carpenter, Maintenance	29.52
23140 - Carpet Layer	31.92
23160 - Electrician, Maintenance	37.78
23181 - Electronics Technician Maintenance I	32.89
23182 - Electronics Technician Maintenance II	34.14
23183 - Electronics Technician Maintenance III	35.38
23260 - Fabric Worker	30.79
23290 - Fire Alarm System Mechanic	33.05
23310 - Fire Extinguisher Repairer	29.32
23311 - Fuel Distribution System Mechanic	37.64
23312 - Fuel Distribution System Operator	30.84
23370 - General Maintenance Worker	23.97
23380 - Ground Support Equipment Mechanic	34.34
23381 - Ground Support Equipment Servicer	30.79
23382 - Ground Support Equipment Worker	31.92
23391 - Gunsmith I	29.32
23392 - Gunsmith II	31.92
23393 - Gunsmith III	34.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.21
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.34
23430 - Heavy Equipment Mechanic	32.16
23440 - Heavy Equipment Operator	33.33
23460 - Instrument Mechanic	34.34
23465 - Laboratory/Shelter Mechanic	33.15
23470 - Laborer	19.73
23510 - Locksmith	33.15
23530 - Machinery Maintenance Mechanic	29.89
23550 - Machinist, Maintenance	27.83
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	34.34
23592 - Metrology Technician II	35.54
23593 - Metrology Technician III	36.68
23640 - Millwright	34.34
23710 - Office Appliance Repairer	24.87
23760 - Painter, Maintenance	24.77
23790 - Pipefitter, Maintenance	38.54
23810 - Plumber, Maintenance	37.21
23820 - Pneudraulic Systems Mechanic	34.34
23850 - Rigger	34.34
23870 - Scale Mechanic	31.92
23890 - Sheet-Metal Worker, Maintenance	34.57
23910 - Small Engine Mechanic	24.66
23931 - Telecommunications Mechanic I	36.26
23932 - Telecommunications Mechanic II	37.52
23950 - Telephone Lineman	44.56
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	34.34
23970 - Woodcraft Worker	34.34
23980 - Woodworker	29.32
24000 - Personal Needs Occupations	
24550 - Case Manager	20.11
24570 - Child Care Attendant	17.50***
24580 - Child Care Center Clerk	21.81
24610 - Chore Aide	18.00
24620 - Family Readiness And Support Services Coordinator	20.11
24630 - Homemaker	20.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.98
25040 - Sewage Plant Operator	30.54
25070 - Stationary Engineer	30.98
25190 - Ventilation Equipment Tender	25.03
25210 - Water Treatment Plant Operator	30.54
27000 - Protective Service Occupations	

27004 - Alarm Monitor	25.63
27007 - Baggage Inspector	19.34
27008 - Corrections Officer	31.38
27010 - Court Security Officer	31.38
27030 - Detection Dog Handler	21.63
27040 - Detention Officer	31.38
27070 - Firefighter	31.38
27101 - Guard I	19.34
27102 - Guard II	21.63
27131 - Police Officer I	30.64
27132 - Police Officer II	34.05
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.85
28042 - Carnival Equipment Repairer	20.98
28043 - Carnival Worker	16.16***
28210 - Gate Attendant/Gate Tender	20.67
28310 - Lifeguard	16.17***
28350 - Park Attendant (Aide)	23.12
28510 - Recreation Aide/Health Facility Attendant	16.88***
28515 - Recreation Specialist	28.65
28630 - Sports Official	18.42
28690 - Swimming Pool Operator	22.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.71
29020 - Hatch Tender	31.71
29030 - Line Handler	31.71
29041 - Stevedore I	30.59
29042 - Stevedore II	32.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.79
30021 - Archeological Technician I	23.63
30022 - Archeological Technician II	26.42
30023 - Archeological Technician III	32.75
30030 - Cartographic Technician	32.75
30040 - Civil Engineering Technician	31.26
30051 - Cryogenic Technician I	36.26
30052 - Cryogenic Technician II	40.04
30061 - Drafter/CAD Operator I	23.63
30062 - Drafter/CAD Operator II	26.42
30063 - Drafter/CAD Operator III	29.46
30064 - Drafter/CAD Operator IV	36.26
30081 - Engineering Technician I	19.38
30082 - Engineering Technician II	21.75
30083 - Engineering Technician III	24.32
30084 - Engineering Technician IV	30.14
30085 - Engineering Technician V	36.87
30086 - Engineering Technician VI	44.60
30090 - Environmental Technician	28.73
30095 - Evidence Control Specialist	32.75
30210 - Laboratory Technician	25.98
30221 - Latent Fingerprint Technician I	36.26
30222 - Latent Fingerprint Technician II	40.04
30240 - Mathematical Technician	33.77
30361 - Paralegal/Legal Assistant I	23.21
30362 - Paralegal/Legal Assistant II	28.76
30363 - Paralegal/Legal Assistant III	35.18
30364 - Paralegal/Legal Assistant IV	42.56
30375 - Petroleum Supply Specialist	40.04
30390 - Photo-Optics Technician	32.75
30395 - Radiation Control Technician	40.04
30461 - Technical Writer I	31.53
30462 - Technical Writer II	38.57
30463 - Technical Writer III	46.67
30491 - Unexploded Ordnance (UXO) Technician I	32.46
30492 - Unexploded Ordnance (UXO) Technician II	39.27
30493 - Unexploded Ordnance (UXO) Technician III	47.07
30494 - Unexploded (UXO) Safety Escort	32.46
30495 - Unexploded (UXO) Sweep Personnel	32.46
30501 - Weather Forecaster I	36.26
30502 - Weather Forecaster II	44.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 29.46
30621 - Weather Observer, Senior	(see 2) 32.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.27
31020 - Bus Aide	19.02
31030 - Bus Driver	24.05
31043 - Driver Courier	20.03
31260 - Parking and Lot Attendant	17.16***
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	16.25***
31361 - Truckdriver, Light	21.17

31362 - Truckdriver, Medium	22.23
31363 - Truckdriver, Heavy	27.15
31364 - Truckdriver, Tractor-Trailer	27.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.15
99030 - Cashier	16.04***
99050 - Desk Clerk	17.16***
99095 - Embalmer	39.85
99130 - Flight Follower	32.46
99251 - Laboratory Animal Caretaker I	20.66
99252 - Laboratory Animal Caretaker II	21.84
99260 - Marketing Analyst	35.56
99310 - Mortician	39.85
99410 - Pest Controller	24.92
99510 - Photofinishing Worker	17.06***
99710 - Recycling Laborer	29.92
99711 - Recycling Specialist	34.10
99730 - Refuse Collector	27.73
99810 - Sales Clerk	16.89***
99820 - School Crossing Guard	17.54***
99830 - Survey Party Chief	31.42
99831 - Surveying Aide	20.79
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	22.65
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	22.65

***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 8 years, 4 weeks after 15 years, and 5 weeks after 30 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))."