

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No. : 2005-3023
Revision No. : 13
Date Of Last Revision: 06/13/2012

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.99
01012 - Accounting Clerk II		16.83
01013 - Accounting Clerk III		19.25
01020 - Administrative Assistant		22.03
01040 - Court Reporter		18.71
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.53
01060 - Dispatcher, Motor Vehicle		16.10
01070 - Document Preparation Clerk		14.60
01090 - Duplicating Machine Operator		14.60
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		17.13
01120 - Housing Referral Assistant		20.85
01141 - Messenger Courier		13.55
01191 - Order Clerk I		13.28
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.85
01262 - Personnel Assistant (Employment) II		17.73
01263 - Personnel Assistant (Employment) III		19.76
01270 - Production Control Clerk		24.02
01280 - Recepti onist		13.13
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.71
01313 - Secretary III		20.85
01320 - Service Order Dispatcher		14.74
01410 - Supply Technician		22.03
01420 - Survey Worker		16.62
01531 - Travel Clerk I		12.40
01532 - Travel Clerk II		13.50
01533 - Travel Clerk III		14.24
01611 - Word Processor I		13.75
01612 - Word Processor II		17.11
01613 - Word Processor III		19.15
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	20.76
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter, Automotive	20.00
05340 - Radiator Repair Specialist	19.34
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	20.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.05
07041 - Cook I	12.70
07042 - Cook II	15.10
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.25
07210 - Meat Cutter	19.06
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer, Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.20
11060 - Elevator Operator	12.20
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.40
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	10.96
11260 - Pruner	12.66
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.24
12012 - Certified Occupational Therapist Assistant	24.68
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.89
12030 - EKG Technician	25.36
12035 - Electroneurodiagnostic Technologist	25.36
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	19.15
12072 - Licensed Practical Nurse II	21.43
12073 - Licensed Practical Nurse III	23.88
12100 - Medical Assistant	14.45
12130 - Medical Laboratory Technician	20.53
12160 - Medical Record Clerk	16.15
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	41.13
12221 - Nursing Assistant I	11.15
12222 - Nursing Assistant II	12.54

12223 - Nursi ng Assi stant III	13. 68
12224 - Nursi ng Assi stant IV	15. 37
12235 - Opti cal Di spenser	21. 43
12236 - Opti cal Techni ci an	16. 95
12250 - Pharmacy Techni ci an	14. 32
12280 - Phl ebotomi st	15. 37
12305 - Radi ol ogi c Technol ogi st	27. 63
12311 - Regi stered Nurse I	25. 81
12312 - Regi stered Nurse II	31. 58
12313 - Regi stered Nurse II, Speci alist	31. 58
12314 - Regi stered Nurse III	38. 21
12315 - Regi stered Nurse III, Anestheti st	38. 21
12316 - Regi stered Nurse IV	45. 33
12317 - Schedul er (Drug and Al cokol Testi ng)	24. 60
13000 - Informati on And Arts Occupati ons	
13011 - Exhi bi ts Speci alist I	19. 39
13012 - Exhi bi ts Speci alist II	24. 04
13013 - Exhi bi ts Speci alist III	29. 38
13041 - Illu strator I	19. 39
13042 - Illu strator II	24. 04
13043 - Illu strator III	29. 37
13047 - Li brari an	26. 60
13050 - Li brary Ai de/Cl erk	13. 41
13054 - Li brary Informati on Technol ogy Systems Admi ni strator	24. 09
13058 - Li brary Techni ci an	17. 70
13061 - Medi a Speci alist I	17. 31
13062 - Medi a Speci alist II	19. 37
13063 - Medi a Speci alist III	21. 59
13071 - Photograph er I	15. 98
13072 - Photograph er II	19. 01
13073 - Photograph er III	23. 53
13074 - Photograph er IV	28. 81
13075 - Photograph er V	34. 85
13110 - Vi deo Tel econference Techni ci an	17. 74
14000 - Informati on Technol ogy Occupati ons	
14041 - Computer Operator I	15. 69
14042 - Computer Operator II	17. 56
14043 - Computer Operator III	19. 63
14044 - Computer Operator IV	21. 93
14045 - Computer Operator V	24. 29
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 - Peri pheral Equipment Operator	15. 69
14160 - Personal Computer Support Techni ci an	24. 12
15000 - Instructi onal Occupati ons	
15010 - Ai rcrew Traini ng Devi ces Instruct or (Non-Rated)	32. 96
15020 - Ai rcrew Traini ng Devi ces Instruct or (Rated)	39. 87
15030 - Ai r Crew Traini ng Devi ces Instruct or (Pil ot)	42. 01
15050 - Computer Based Traini ng Speci alist / Instruct or	32. 96
15060 - Educati onal Technol ogi st	31. 14
15070 - Flight Instruct or (Pil ot)	42. 01
15080 - Graphi c Arti st	22. 12
15090 - Techni cal Instruct or	21. 01
15095 - Techni cal Instruct or/Course Devel oper	26. 19
15110 - Test Proctor	16. 95
15120 - Tutor	16. 95
16000 - Laundry, Dry-Cleani ng, Pressi ng And Rel ated Occupati ons	

16010 - Assembler	10.18
16030 - Counter Attendant	10.18
16040 - Dry Cleaner	12.48
16070 - Finisher, Flatwork, Machine	10.18
16090 - Presser, Hand	10.18
16110 - Presser, Machine, Drycleaning	10.18
16130 - Presser, Machine, Shirts	10.18
16160 - Presser, Machine, Wearing Apparel, Laundry	10.18
16190 - Sewing Machine Operator	13.28
16220 - Tailor	14.18
16250 - Washer, Machine	10.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.10
19040 - Tool And Die Maker	25.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.37
21030 - Material Coordinator	21.97
21040 - Material Expediter	22.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	12.31
21080 - Production Line Worker (Food Processing)	15.37
21110 - Shipping Packer	16.90
21130 - Shipping/Receiving Clerk	14.82
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	15.37
21410 - Warehouse Specialist	16.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.16
23021 - Aircraft Mechanic I	26.31
23022 - Aircraft Mechanic II	27.16
23023 - Aircraft Mechanic III	27.87
23040 - Aircraft Mechanic Helper	22.40
23050 - Aircraft, Painter	25.59
23060 - Aircraft Servicer	24.04
23080 - Aircraft Worker	24.76
23110 - Appliance Mechanic	21.66
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	29.74
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	25.16
23181 - Electronics Technician Maintenance I	24.54
23182 - Electronics Technician Maintenance II	25.35
23183 - Electronics Technician Maintenance III	26.07
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	23.00
23311 - Fuel Distribution System Mechanic	23.75
23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	21.49
23380 - Ground Support Equipment Mechanic	26.31
23381 - Ground Support Equipment Servicer	24.04
23382 - Ground Support Equipment Worker	24.76
23391 - Gunsmith I	20.91
23392 - Gunsmith II	22.36
23393 - Gunsmith III	23.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.70
23411 - Heating, Ventilation And Air Contdi ti oni ng Mechanic (Research Facility)	23.43
23430 - Heavy Equipment Mechanic	23.75
23440 - Heavy Equipment Operator	24.12

23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	23.10
23470 - Laborer	13.79
23510 - Locksmith	23.10
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	23.00
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.52
23593 - Metrology Technician III	25.16
23640 - Millwright	23.75
23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	21.14
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	21.76
23820 - Pneumatic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker, Maintenance	26.87
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	23.75
23932 - Telecommunications Mechanic II	24.52
23950 - Telephone Lineman	23.75
23960 - Welder, Combination, Maintenance	23.00
23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.84
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	23.51
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	23.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	23.84
27070 - Firefighter	21.70
27101 - Guard I	13.95
27102 - Guard II	20.07
27131 - Police Officer I	26.07
27132 - Police Officer II	28.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.56
28042 - Carnival Equipment Repairer	11.14
28043 - Carnival Equipment Worker	10.38
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	20.27
28630 - Sports Official	13.32
28690 - Swimming Pool Operator	16.57

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.82
29020 - Hatch Tender	23.82
29030 - Line Handler	23.82
29041 - Stevedore I	21.65
29042 - Stevedore II	26.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.72
30022 - Archeological Technician II	20.95
30023 - Archeological Technician III	25.94
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	27.77
30061 - Drafter/CAD Operator I	18.72
30062 - Drafter/CAD Operator II	20.95
30063 - Drafter/CAD Operator III	23.34
30064 - Drafter/CAD Operator IV	28.74
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.76
30083 - Engineering Technician III	21.33
30084 - Engineering Technician IV	26.00
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.47
30090 - Environmental Technician	26.25
30210 - Laboratory Technician	22.92
30240 - Mathematical Technician	25.96
30361 - Paralegal/Legal Assistant I	18.90
30362 - Paralegal/Legal Assistant II	25.78
30363 - Paralegal/Legal Assistant III	31.55
30364 - Paralegal/Legal Assistant IV	38.16
30390 - Photo-Optics Technician	25.40
30461 - Technical Writer I	25.94
30462 - Technical Writer II	31.74
30463 - Technical Writer III	38.40
30491 - Unexploded Ordnance (UXO) Technician I	25.06
30492 - Unexploded Ordnance (UXO) Technician II	30.32
30493 - Unexploded Ordnance (UXO) Technician III	36.34
30494 - Unexploded (UXO) Safety Escort	25.06
30495 - Unexploded (UXO) Sweep Personnel	25.06
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.84
31030 - Bus Driver	14.96
31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	12.46
31290 - Shuttle Bus Driver	16.50
31310 - Taxi Driver	14.54
31361 - Truckdriver, Light	16.50
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	18.96
31364 - Truckdriver, Tractor-Trailer	18.96
99000 - Miscellaneous Occupations	
99030 - Cashier	10.17
99050 - Desk Clerk	12.08
99095 - Embalmer	27.39
99251 - Laboratory Animal Caretaker I	12.27
99252 - Laboratory Animal Caretaker II	12.73
99310 - Mortician	27.39
99410 - Pest Controller	19.03

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99510 - Photofinishing Worker	13.17
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	19.52
99730 - Refuse Collector	16.69
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	22.92
99831 - Surveying Aide	14.38
99832 - Surveying Technician	21.38
99840 - Vending Machine Attendant	16.21
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	16.21

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordinance, 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 regrading 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.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.