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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2407
Shirley F. Ebbesen Division of | Revision No.: 6
Director Wage Determinations | Date Of Revision: 06/09/2008

State: North Dakota
Area: North Dakota Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.47
01012 - Accounting Clerk II	13.01
01013 - Accounting Clerk III	14.67
01020 - Administrative Assistant	18.37
01040 - Court Reporter	16.60
01051 - Data Entry Operator I	10.26
01052 - Data Entry Operator II	12.05
01060 - Dispatcher, Motor Vehicle	16.75
01070 - Document Preparation Clerk	11.66
01090 - Duplicating Machine Operator	11.66
01111 - General Clerk I	10.09
01112 - General Clerk II	11.45
01113 - General Clerk III	12.86
01120 - Housing Referral Assistant	16.02
01141 - Messenger Courier	9.67
01191 - Order Clerk I	11.53
01192 - Order Clerk II	12.59
01261 - Personnel Assistant (Employment) I	13.53
01262 - Personnel Assistant (Employment) II	15.08
01263 - Personnel Assistant (Employment) III	17.73
01270 - Production Control Clerk	18.15
01280 - Receptionist	10.12
01290 - Rental Clerk	8.85
01300 - Scheduler, Maintenance	12.84
01311 - Secretary I	12.84
01312 - Secretary II	14.51
01313 - Secretary III	16.02
01320 - Service Order Dispatcher	14.97
01410 - Supply Technician	18.37
01420 - Survey Worker	11.25
01531 - Travel Clerk I	10.51
01532 - Travel Clerk II	11.17
01533 - Travel Clerk III	11.75

01611 - Word Processor I	11.18
01612 - Word Processor II	12.58
01613 - Word Processor III	14.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.61
05010 - Automotive Electrician	15.99
05040 - Automotive Glass Installer	15.30
05070 - Automotive Worker	15.30
05110 - Mobile Equipment Servicer	13.97
05130 - Motor Equipment Metal Mechanic	16.61
05160 - Motor Equipment Metal Worker	15.30
05190 - Motor Vehicle Mechanic	16.61
05220 - Motor Vehicle Mechanic Helper	13.13
05250 - Motor Vehicle Upholstery Worker	14.67
05280 - Motor Vehicle Wrecker	15.30
05310 - Painter, Automotive	15.99
05340 - Radiator Repair Specialist	15.30
05370 - Tire Repairer	13.50
05400 - Transmission Repair Specialist	16.61
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.27
07041 - Cook I	9.82
07042 - Cook II	10.75
07070 - Dishwasher	7.11
07130 - Food Service Worker	9.01
07210 - Meat Cutter	11.33
07260 - Waiter/Waitress	7.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.51
09040 - Furniture Handler	12.30
09080 - Furniture Refinisher	16.51
09090 - Furniture Refinisher Helper	13.13
09110 - Furniture Repairer, Minor	14.67
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.22
11060 - Elevator Operator	9.14
11090 - Gardener	10.79
11122 - Housekeeping Aide	9.17
11150 - Janitor	9.84
11210 - Laborer, Grounds Maintenance	9.81
11240 - Maid or Houseman	7.86
11260 - Pruner	10.48
11270 - Tractor Operator	10.47
11330 - Trail Maintenance Worker	10.70
11360 - Window Cleaner	10.37
12000 - Health Occupations	
12010 - Ambulance Driver	13.29
12011 - Breath Alcohol Technician	15.40
12012 - Certified Occupational Therapist Assistant	15.67
12015 - Certified Physical Therapist Assistant	13.67
12020 - Dental Assistant	14.31
12025 - Dental Hygienist	25.17
12030 - EKG Technician	17.54
12035 - Electroneurodiagnostic Technologist	17.54
12040 - Emergency Medical Technician	13.29

12071 - Licensed Practical Nurse I	13.74	
12072 - Licensed Practical Nurse II	15.40	
12073 - Licensed Practical Nurse III	17.22	
12100 - Medical Assistant	12.29	
12130 - Medical Laboratory Technician	15.25	
12160 - Medical Record Clerk	11.62	
12190 - Medical Record Technician	13.54	
12195 - Medical Transcriptionist	13.15	
12210 - Nuclear Medicine Technologist	29.85	
12221 - Nursing Assistant I	9.18	
12222 - Nursing Assistant II	10.31	
12223 - Nursing Assistant III	11.25	
12224 - Nursing Assistant IV	12.62	
12235 - Optical Dispenser	12.44	
12236 - Optical Technician	11.74	
12250 - Pharmacy Technician	13.00	
12280 - Phlebotomist	12.62	
12305 - Radiologic Technologist	18.85	
12311 - Registered Nurse I	19.92	
12312 - Registered Nurse II	24.38	
12313 - Registered Nurse II, Specialist	24.38	
12314 - Registered Nurse III	29.49	
12315 - Registered Nurse III, Anesthetist	29.49	
12316 - Registered Nurse IV	35.34	
12317 - Scheduler (Drug and Alcohol Testing)	18.84	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	17.19	
13012 - Exhibits Specialist II	20.55	
13013 - Exhibits Specialist III	23.23	
13041 - Illustrator I	17.19	
13042 - Illustrator II	20.55	
13043 - Illustrator III	23.23	
13047 - Librarian	19.53	
13050 - Library Aide/Clerk	8.66	
13054 - Library Information Technology Systems Administrator		16.51
13058 - Library Technician	12.85	
13061 - Media Specialist I	12.61	
13062 - Media Specialist II	14.10	
13063 - Media Specialist III	15.73	
13071 - Photographer I	13.50	
13072 - Photographer II	15.82	
13073 - Photographer III	19.60	
13074 - Photographer IV	23.97	
13075 - Photographer V	29.00	
13110 - Video Teleconference Technician	15.87	
14000 - Information Technology Occupations		
14041 - Computer Operator I	12.48	
14042 - Computer Operator II	14.30	
14043 - Computer Operator III	15.88	
14044 - Computer Operator IV	17.71	
14045 - Computer Operator V	20.66	
14071 - Computer Programmer I (1)	16.96	
14072 - Computer Programmer II (1)	21.01	
14073 - Computer Programmer III (1)	25.70	
14074 - Computer Programmer IV (1)	27.62	
14101 - Computer Systems Analyst I (1)	24.37	

14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.29
14160 - Personal Computer Support Technician	21.97
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.46
15020 - Aircrew Training Devices Instructor (Rated)	29.02
15030 - Air Crew Training Devices Instructor (Pilot)	34.05
15050 - Computer Based Training Specialist / Instructor	25.60
15060 - Educational Technologist	25.46
15070 - Flight Instructor (Pilot)	30.95
15080 - Graphic Artist	16.79
15090 - Technical Instructor	15.96
15095 - Technical Instructor/Course Developer	19.52
15110 - Test Proctor	13.04
15120 - Tutor	13.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.12
16030 - Counter Attendant	8.12
16040 - Dry Cleaner	9.49
16070 - Finisher, Flatwork, Machine	8.12
16090 - Presser, Hand	8.12
16110 - Presser, Machine, Drycleaning	8.12
16130 - Presser, Machine, Shirts	8.12
16160 - Presser, Machine, Wearing Apparel, Laundry	8.12
16190 - Sewing Machine Operator	9.95
16220 - Tailor	10.41
16250 - Washer, Machine	8.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.90
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.82
21030 - Material Coordinator	18.15
21040 - Material Expediter	18.15
21050 - Material Handling Laborer	10.52
21071 - Order Filler	10.10
21080 - Production Line Worker (Food Processing)	14.82
21110 - Shipping Packer	12.11
21130 - Shipping/Receiving Clerk	12.11
21140 - Store Worker I	10.14
21150 - Stock Clerk	13.72
21210 - Tools And Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.06
23021 - Aircraft Mechanic I	20.06
23022 - Aircraft Mechanic II	21.06
23023 - Aircraft Mechanic III	22.12
23040 - Aircraft Mechanic Helper	15.86
23050 - Aircraft, Painter	18.78
23060 - Aircraft Servicer	17.72
23080 - Aircraft Worker	18.47
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	13.50
23125 - Cable Splicer	25.77

23130 - Carpenter, Maintenance	15.99	
23140 - Carpet Layer	15.30	
23160 - Electrician, Maintenance	20.46	
23181 - Electronics Technician Maintenance I	19.04	
23182 - Electronics Technician Maintenance II	23.14	
23183 - Electronics Technician Maintenance III	23.90	
23260 - Fabric Worker	16.12	
23290 - Fire Alarm System Mechanic	19.76	
23310 - Fire Extinguisher Repairer	14.87	
23311 - Fuel Distribution System Mechanic	24.95	
23312 - Fuel Distribution System Operator	20.99	
23370 - General Maintenance Worker	16.26	
23380 - Ground Support Equipment Mechanic	20.06	
23381 - Ground Support Equipment Servicer	17.72	
23382 - Ground Support Equipment Worker	18.47	
23391 - Gunsmith I	14.87	
23392 - Gunsmith II	17.38	
23393 - Gunsmith III	19.76	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.07	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		
18.86		
23430 - Heavy Equipment Mechanic	20.26	
23440 - Heavy Equipment Operator	18.69	
23460 - Instrument Mechanic	20.09	
23465 - Laboratory/Shelter Mechanic	18.65	
23470 - Laborer	10.52	
23510 - Locksmith	17.22	
23530 - Machinery Maintenance Mechanic	20.38	
23550 - Machinist, Maintenance	19.15	
23580 - Maintenance Trades Helper	13.13	
23591 - Metrology Technician I	20.09	
23592 - Metrology Technician II	21.43	
23593 - Metrology Technician III	22.26	
23640 - Millwright	22.90	
23710 - Office Appliance Repairer	17.22	
23760 - Painter, Maintenance	15.99	
23790 - Pipefitter, Maintenance	20.59	
23810 - Plumber, Maintenance	19.82	
23820 - Pneudraulic Systems Mechanic	19.76	
23850 - Rigger	19.76	
23870 - Scale Mechanic	17.38	
23890 - Sheet-Metal Worker, Maintenance	17.01	
23910 - Small Engine Mechanic	15.30	
23931 - Telecommunications Mechanic I	22.38	
23932 - Telecommunications Mechanic II	23.35	
23950 - Telephone Lineman	18.74	
23960 - Welder, Combination, Maintenance	18.14	
23965 - Well Driller	18.16	
23970 - Woodcraft Worker	19.76	
23980 - Woodworker	13.97	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	9.24	
24580 - Child Care Center Clerk	11.64	
24610 - Chore Aide	8.90	
24620 - Family Readiness And Support Services Coordinator	11.18	
24630 - Homemaker	17.31	

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.00
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	18.00
25190 - Ventilation Equipment Tender	13.13
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.20
27007 - Baggage Inspector	11.07
27008 - Corrections Officer	17.50
27010 - Court Security Officer	17.54
27030 - Detection Dog Handler	13.11
27040 - Detention Officer	17.50
27070 - Firefighter	19.46
27101 - Guard I	11.07
27102 - Guard II	13.11
27131 - Police Officer I	19.61
27132 - Police Officer II	21.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.22
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equipment Worker	8.60
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	14.18
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.38
29020 - Hatch Tender	19.38
29030 - Line Handler	19.38
29041 - Stevedore I	19.31
29042 - Stevedore II	21.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.78
30021 - Archeological Technician I	15.27
30022 - Archeological Technician II	17.07
30023 - Archeological Technician III	21.34
30030 - Cartographic Technician	23.25
30040 - Civil Engineering Technician	18.91
30061 - Drafter/CAD Operator I	15.40
30062 - Drafter/CAD Operator II	17.95
30063 - Drafter/CAD Operator III	19.21
30064 - Drafter/CAD Operator IV	23.64
30081 - Engineering Technician I	15.56
30082 - Engineering Technician II	18.04
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	23.25
30210 - Laboratory Technician	17.42

30240 - Mathematical Technician	23.63	
30361 - Paralegal/Legal Assistant I	15.46	
30362 - Paralegal/Legal Assistant II	19.15	
30363 - Paralegal/Legal Assistant III	24.53	
30364 - Paralegal/Legal Assistant IV	28.34	
30390 - Photo-Optics Technician	23.25	
30461 - Technical Writer I	17.94	
30462 - Technical Writer II	21.95	
30463 - Technical Writer III	26.55	
30491 - Unexploded Ordnance (UXO) Technician I	21.58	
30492 - Unexploded Ordnance (UXO) Technician II	26.11	
30493 - Unexploded Ordnance (UXO) Technician III	31.30	
30494 - Unexploded (UXO) Safety Escort	21.58	
30495 - Unexploded (UXO) Sweep Personnel	21.58	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	19.21	
30621 - Weather Observer, Senior (2)	21.34	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	8.31	
31030 - Bus Driver	12.01	
31043 - Driver Courier	12.62	
31260 - Parking and Lot Attendant	9.02	
31290 - Shuttle Bus Driver	12.62	
31310 - Taxi Driver	10.72	
31361 - Truckdriver, Light	12.62	
31362 - Truckdriver, Medium	13.32	
31363 - Truckdriver, Heavy	16.46	
31364 - Truckdriver, Tractor-Trailer	16.46	
99000 - Miscellaneous Occupations		
99030 - Cashier	7.62	
99050 - Desk Clerk	8.46	
99095 - Embalmer	20.58	
99251 - Laboratory Animal Caretaker I	9.83	
99252 - Laboratory Animal Caretaker II	10.74	
99310 - Mortician	29.66	
99410 - Pest Controller	16.28	
99510 - Photofinishing Worker	11.36	
99710 - Recycling Laborer	13.15	
99711 - Recycling Specialist	16.45	
99730 - Refuse Collector	11.96	
99810 - Sales Clerk	10.61	
99820 - School Crossing Guard	10.99	
99830 - Survey Party Chief	21.05	
99831 - Surveying Aide	14.14	
99832 - Surveying Technician	18.49	
99840 - Vending Machine Attendant	11.51	
99841 - Vending Machine Repairer	13.53	
99842 - Vending Machine Repairer Helper	11.51	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:

If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving 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.

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/>.

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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 perform 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.