SECTION J – ATTACHMENT G

SCA WAGE DETERMINATION

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
ADMINISTRATION
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2012-0071

Diane C. Koplewski
Director
Division of Wage Determinations

Revision No.: 1
Date Of Last Revision: 05/09/2012

State: Tennessee

Area: Tennessee County of Anderson

Employed on Energy contract for roads and ground maintenance services:

Collective Bargaining Agreement between Environmental, Safety & Health, Inc. and
Knoxville Building and Construction Trades Council AFL-CIO, effective June 24, 2006
through June 24, 2012.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended,
employees employed by the contractor(s) in performing services covered by the
Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set
forth in the current collective bargaining agreement and modified extension
agreement(s).

WD 05-2493 (Rev.-16) was first posted on www.wdol.gov on 06/17/2011
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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
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| Wage Determination No.: 2005-2493
Diane C. Koplewski Division of | Revision No.: 16
Director Wage Determinations| Date Of Revision: 06/13/2011

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.03
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		16.36
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.87
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		13.19
01060 - Dispatcher, Motor Vehicle		16.87
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		11.31
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		19.92
01141 - Messenger Courier		11.54
01191 - Order Clerk I		11.86
01192 - Order Clerk II		13.65
01261 - Personnel Assistant (Employment) I		12.84
01262 - Personnel Assistant (Employment) II		16.41
01263 - Personnel Assistant (Employment) III		18.30
01270 - Production Control Clerk		18.25
01280 - Receptionist		11.72
01290 - Rental Clerk		13.05
01300 - Scheduler, Maintenance		16.31
01311 - Secretary I		16.31
01312 - Secretary II		18.10
01313 - Secretary III		19.92
01320 - Service Order Dispatcher		17.05
01410 - Supply Technician		20.11
01420 - Survey Worker		17.19
01531 - Travel Clerk I		12.72

01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.58
01611 - Word Processor I 12.27
01612 - Word Processor II 13.62
01613 - Word Processor III 16.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 19.72
05010 - Automotive Electrician 16.03
05040 - Automotive Glass Installer 15.26
05070 - Automotive Worker 15.26
05110 - Mobile Equipment Servicer 13.68
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.26
05190 - Motor Vehicle Mechanic 16.55
05220 - Motor Vehicle Mechanic Helper 13.06
05250 - Motor Vehicle Upholstery Worker 14.47
05280 - Motor Vehicle Wrecker 15.26
05310 - Painter, Automotive 18.18
05340 - Radiator Repair Specialist 15.26
05370 - Tire Repairer 11.03
05400 - Transmission Repair Specialist 16.55
07000 - Food Preparation And Service Occupations
07010 - Baker 11.17
07041 - Cook I 10.08
07042 - Cook II 11.24
07070 - Dishwasher 8.55
07130 - Food Service Worker 9.61
07210 - Meat Cutter 13.97
07260 - Waiter/Waitress 7.86
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.03
09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 17.03
09090 - Furniture Refinisher Helper 13.66
09110 - Furniture Repairer, Minor 15.32
09130 - Upholsterer 17.03
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 8.96
11060 - Elevator Operator 10.49
11090 - Gardener 13.21
11122 - Housekeeping Aide 10.49
11150 - Janitor 11.25
11210 - Laborer, Grounds Maintenance 10.88
11240 - Maid or Houseman 8.45
11260 - Pruner 10.69
11270 - Tractor Operator 13.81
11330 - Trail Maintenance Worker 10.88
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 14.54
12011 - Breath Alcohol Technician 14.98
12012 - Certified Occupational Therapist Assistant 21.99
12015 - Certified Physical Therapist Assistant 20.94
12020 - Dental Assistant 15.28

12025 - Dental Hygienist 28.09
12030 - EKG Technician 18.35
12035 - Electroneurodiagnostic Technologist 18.35
12040 - Emergency Medical Technician 14.54
12071 - Licensed Practical Nurse I 14.14
12072 - Licensed Practical Nurse II 15.82
12073 - Licensed Practical Nurse III 17.64
12100 - Medical Assistant 12.76
12130 - Medical Laboratory Technician 14.52
12160 - Medical Record Clerk 11.72
12190 - Medical Record Technician 14.89
12195 - Medical Transcriptionist 13.42
12210 - Nuclear Medicine Technologist 25.05
12221 - Nursing Assistant I 9.62
12222 - Nursing Assistant II 10.81
12223 - Nursing Assistant III 11.80
12224 - Nursing Assistant IV 13.24
12235 - Optical Dispenser 14.65
12236 - Optical Technician 13.21
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 13.24
12305 - Radiologic Technologist 23.63
12311 - Registered Nurse I 22.82
12312 - Registered Nurse II 27.91
12313 - Registered Nurse II, Specialist 27.91
12314 - Registered Nurse III 31.51
12315 - Registered Nurse III, Anesthetist 31.51
12316 - Registered Nurse IV 37.40
12317 - Scheduler (Drug and Alcohol Testing) 18.51
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 17.10
13012 - Exhibits Specialist II 21.18
13013 - Exhibits Specialist III 25.90
13041 - Illustrator I 16.64
13042 - Illustrator II 21.18
13043 - Illustrator III 25.90
13047 - Librarian 23.03
13050 - Library Aide/Clerk 11.41
13054 - Library Information Technology Systems Administrator 20.21
13058 - Library Technician 13.65
13061 - Media Specialist I 13.27
13062 - Media Specialist II 14.85
13063 - Media Specialist III 16.63
13071 - Photographer I 15.35
13072 - Photographer II 17.17
13073 - Photographer III 21.27
13074 - Photographer IV 26.03
13075 - Photographer V 31.48
13110 - Video Teleconference Technician 16.55
14000 - Information Technology Occupations
14041 - Computer Operator I 15.77
14042 - Computer Operator II 17.64
14043 - Computer Operator III 19.67

14044 - Computer Operator IV 21.86
14045 - Computer Operator V 24.20
14071 - Computer Programmer I 22.54
14072 - Computer Programmer II 25.40
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 15.77
14160 - Personal Computer Support Technician 21.86
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 28.52
15020 - Aircrew Training Devices Instructor (Rated) 34.53
15030 - Air Crew Training Devices Instructor (Pilot) 37.97
15050 - Computer Based Training Specialist / Instructor 28.52
15060 - Educational Technologist 27.39
15070 - Flight Instructor (Pilot) 37.97
15080 - Graphic Artist 20.60
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.78
15110 - Test Proctor 15.69
15120 - Tutor 15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 9.06
16030 - Counter Attendant 9.06
16040 - Dry Cleaner 11.68
16070 - Finisher, Flatwork, Machine 9.06
16090 - Presser, Hand 9.06
16110 - Presser, Machine, Drycleaning 9.06
16130 - Presser, Machine, Shirts 9.06
16160 - Presser, Machine, Wearing Apparel, Laundry 9.06
16190 - Sewing Machine Operator 12.50
16220 - Tailor 13.31
16250 - Washer, Machine 10.02
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.19
19040 - Tool And Die Maker 21.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.12
21030 - Material Coordinator 18.25
21040 - Material Expediter 18.25
21050 - Material Handling Laborer 12.62
21071 - Order Filler 11.31
21080 - Production Line Worker (Food Processing) 13.12
21110 - Shipping Packer 13.01
21130 - Shipping/Receiving Clerk 13.01
21140 - Store Worker I 11.64
21150 - Stock Clerk 15.74
21210 - Tools And Parts Attendant 13.12
21410 - Warehouse Specialist 13.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.76
23021 - Aircraft Mechanic I 20.73

23022 - Aircraft Mechanic II 21.76
23023 - Aircraft Mechanic III 22.84
23040 - Aircraft Mechanic Helper 15.54
23050 - Aircraft, Painter 19.79
23060 - Aircraft Servicer 17.43
23080 - Aircraft Worker 18.43
23110 - Appliance Mechanic 17.46
23120 - Bicycle Repairer 12.77
23125 - Cable Splicer 22.18
23130 - Carpenter, Maintenance 16.19
23140 - Carpet Layer 16.89
23160 - Electrician, Maintenance 20.79
23181 - Electronics Technician Maintenance I 19.62
23182 - Electronics Technician Maintenance II 20.63
23183 - Electronics Technician Maintenance III 21.72
23260 - Fabric Worker 15.86
23290 - Fire Alarm System Mechanic 17.63
23310 - Fire Extinguisher Repairer 14.94
23311 - Fuel Distribution System Mechanic 21.26
23312 - Fuel Distribution System Operator 17.14
23370 - General Maintenance Worker 16.16
23380 - Ground Support Equipment Mechanic 20.73
23381 - Ground Support Equipment Servicer 17.43
23382 - Ground Support Equipment Worker 18.43
23391 - Gunsmith I 14.94
23392 - Gunsmith II 16.89
23393 - Gunsmith III 18.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic 17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 18.67
23430 - Heavy Equipment Mechanic 18.57
23440 - Heavy Equipment Operator 16.47
23460 - Instrument Mechanic 22.57
23465 - Laboratory/Shelter Mechanic 17.77
23470 - Laborer 12.10
23510 - Locksmith 17.77
23530 - Machinery Maintenance Mechanic 19.89
23550 - Machinist, Maintenance 19.55
23580 - Maintenance Trades Helper 13.60
23591 - Metrology Technician I 22.57
23592 - Metrology Technician II 23.62
23593 - Metrology Technician III 24.64
23640 - Millwright 19.19
23710 - Office Appliance Repairer 17.77
23760 - Painter, Maintenance 17.03
23790 - Pipefitter, Maintenance 18.64
23810 - Plumber, Maintenance 17.78
23820 - Pneudraulic Systems Mechanic 18.71
23850 - Rigger 18.71
23870 - Scale Mechanic 16.89
23890 - Sheet-Metal Worker, Maintenance 19.73
23910 - Small Engine Mechanic 16.18
23931 - Telecommunications Mechanic I 24.51

23932 - Telecommunications Mechanic II 25.71
23950 - Telephone Lineman 22.01
23960 - Welder, Combination, Maintenance 17.74
23965 - Well Driller 17.84
23970 - Woodcraft Worker 18.71
23980 - Woodworker 14.94
24000 - Personal Needs Occupations
24570 - Child Care Attendant 9.61
24580 - Child Care Center Clerk 11.97
24610 - Chore Aide 10.00
24620 - Family Readiness And Support Services Coordinator 12.40
24630 - Homemaker 14.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.32
25040 - Sewage Plant Operator 18.97
25070 - Stationary Engineer 23.32
25190 - Ventilation Equipment Tender 16.78
25210 - Water Treatment Plant Operator 19.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.85
27007 - Baggage Inspector 10.97
27008 - Corrections Officer 14.96
27010 - Court Security Officer 16.11
27030 - Detection Dog Handler 12.66
27040 - Detention Officer 14.96
27070 - Firefighter 17.33
27101 - Guard I 10.97
27102 - Guard II 12.66
27131 - Police Officer I 17.61
27132 - Police Officer II 19.56
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.86
28042 - Carnival Equipment Repairer 11.58
28043 - Carnival Equpment Worker 8.63
28210 - Gate Attendant/Gate Tender 13.05
28310 - Lifeguard 11.12
28350 - Park Attendant (Aide) 14.60
28510 - Recreation Aide/Health Facility Attendant 10.66
28515 - Recreation Specialist 16.58
28630 - Sports Official 11.63
28690 - Swimming Pool Operator 16.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.16
29020 - Hatch Tender 18.16
29030 - Line Handler 18.16
29041 - Stevedore I 17.22
29042 - Stevedore II 19.28
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16
30021 - Archeological Technician I 17.11
30022 - Archeological Technician II 17.39

30023 - Archeological Technician III 21.62
30030 - Cartographic Technician 23.50
30040 - Civil Engineering Technician 20.21
30061 - Drafter/CAD Operator I 15.66
30062 - Drafter/CAD Operator II 17.58
30063 - Drafter/CAD Operator III 21.02
30064 - Drafter/CAD Operator IV 26.04
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.79
30083 - Engineering Technician III 20.11
30084 - Engineering Technician IV 24.92
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.50
30090 - Environmental Technician 27.69
30210 - Laboratory Technician 21.05
30240 - Mathematical Technician 21.56
30361 - Paralegal/Legal Assistant I 16.72
30362 - Paralegal/Legal Assistant II 20.02
30363 - Paralegal/Legal Assistant III 24.49
30364 - Paralegal/Legal Assistant IV 29.63
30390 - Photo-Optics Technician 22.28
30461 - Technical Writer I 19.92
30462 - Technical Writer II 24.36
30463 - Technical Writer III 29.48
30491 - Unexploded Ordnance (UXO) Technician I 22.74
30492 - Unexploded Ordnance (UXO) Technician II 27.51
30493 - Unexploded Ordnance (UXO) Technician III 32.97
30494 - Unexploded (UXO) Safety Escort 22.74
30495 - Unexploded (UXO) Sweep Personnel 22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 21.02
30621 - Weather Observer, Senior (see 2) 22.04
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 9.72
31030 - Bus Driver 13.65
31043 - Driver Courier 14.65
31260 - Parking and Lot Attendant 9.36
31290 - Shuttle Bus Driver 15.63
31310 - Taxi Driver 11.14
31361 - Truckdriver, Light 15.63
31362 - Truckdriver, Medium 16.51
31363 - Truckdriver, Heavy 18.00
31364 - Truckdriver, Tractor-Trailer 18.00
99000 - Miscellaneous Occupations
99030 - Cashier 9.65
99050 - Desk Clerk 10.96
99095 - Embalmer 25.37
99251 - Laboratory Animal Caretaker I 11.14
99252 - Laboratory Animal Caretaker II 13.06
99310 - Mortician 25.37
99410 - Pest Controller 15.93
99510 - Photofinishing Worker 11.95
99710 - Recycling Laborer 14.64
99711 - Recycling Specialist 17.31

99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.87
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.40
99832 - Surveying Technician	17.02
99840 - Vending Machine Attendant	13.52
99841 - Vending Machine Repairer	16.05
99842 - Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.59 per hour or $143.60 per week or $622.27 per month

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 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 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, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, 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(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.