

ATTACHMENT J-10

WAGE DETERMINATIONS – SERVICE CONTRACT ACT (SCA) AND DAVIS-BACON ACT

CBA WD

REGISTER OF WAGE DETERMINATION 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
William W.Gross Director	Division of Wage Determinations	Wage Determination No.: CBA-2007-1164 Revision No.: 0 Date Of Last Revision: 4/24/2007
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State: Washington		

Area: Benton

Employed on Department of Energy, Richland Operations Office contract for direct support infrastructure and site services integral and necessary to accomplish the Hanford Site environmental cleanup mission. Collective Bargaining Agreement between contractor: Fluor Hanford Inc, and union: Hanford Guards Union, effective 10/29/2005 through 10/31/2010. Agreements between contractor: Fluor Hanford, Inc. and unions: HAMTC and OPEIU, expired on March 31, 2007 and are being renegotiated.

Collective Bargaining Agreement between contractor: Fluor Hanford Inc, and union: Hanford Guards Union, effective 10/29/2005 through 10/31/2010.

In accordance with Section 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).

05-2569 WA, YAKIMA

WAGE DETERMINATION NO: 05-2569 REV (02) AREA: WA, YAKIMA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2570

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
William W. Gross Director	Division of Wage Determinations
Wage Determination No.: 2005-2569 Revision No.: 2 Date Of Revision: 02/26/2007	

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union,
 Wallowa, Wheeler
 Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.09
01012 - Accounting Clerk II	13.79
01013 - Accounting Clerk III	16.65
01020 - Administrative Assistant	21.85
01040 - Court Reporter	16.65
01051 - Data Entry Operator I	11.32
01052 - Data Entry Operator II	12.36
01060 - Dispatcher, Motor Vehicle	16.65
01070 - Document Preparation Clerk	12.94
01090 - Duplicating Machine Operator	12.94
01111 - General Clerk I	11.32
01112 - General Clerk II	12.36
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	10.26
01191 - Order Clerk I	11.32
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	14.48
01262 - Personnel Assistant (Employment) II	16.41
01263 - Personnel Assistant (Employment) III	18.38
01270 - Production Control Clerk	19.56
01280 - Receptionist	11.42
01290 - Rental Clerk	14.03
01300 - Scheduler, Maintenance	14.76
01311 - Secretary I	14.76
01312 - Secretary II	16.49

01313 - Secretary III	19.50
01320 - Service Order Dispatcher	16.93
01410 - Supply Technician	21.86
01420 - Survey Worker	15.19
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.55
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.94
01612 - Word Processor II	14.51
01613 - Word Processor III	16.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	16.84
05070 - Automotive Worker	16.84
05110 - Mobile Equipment Servicer	14.95
05130 - Motor Equipment Metal Mechanic	18.71
05160 - Motor Equipment Metal Worker	16.84
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	14.00
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.84
05310 - Painter, Automotive	17.78
05340 - Radiator Repair Specialist	16.84
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	18.71
07000 - Food Preparation and Service Occupations	
07010 - Baker	15.66
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	16.13
07260 - Waiter/Waitress	11.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.78
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	17.78
09090 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer, Minor	15.88
09130 - Upholsterer	17.78
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.30
11060 - Elevator Operator	10.88
11090 - Gardener	15.35
11122 - Housekeeping Aide	10.39
11150 - Janitor	11.97
11210 - Laborer, Grounds Maintenance	12.13
11240 - Maid or Houseman	9.22
11260 - Pruner	11.97
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.13
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12010 - Ambulance Driver	14.75
12011 - Breath Alcohol Technician	15.40

12012 - Certified Occupational Therapist Assistant	21.21
12015 - Certified Physical Therapist Assistant	21.21
12020 - Dental Assistant	16.53
12025 - Dental Hygienist	33.99
12030 - EKG Technician	23.43
12035 - Electroneurodiagnostic Technologist	23.43
12040 - Emergency Medical Technician	15.46
12071 - Licensed Practical Nurse I	13.74
12072 - Licensed Practical Nurse II	15.40
12073 - Licensed Practical Nurse III	17.24
12100 - Medical Assistant	13.25
12130 - Medical Laboratory Technician	14.11
12160 - Medical Record Clerk	13.72
12190 - Medical Record Technician	15.35
12195 - Medical Transcriptionist	14.51
12210 - Nuclear Medicine Technologist	33.99
12221 - Nursing Assistant I	8.59
12222 - Nursing Assistant II	9.65
12223 - Nursing Assistant III	10.53
12224 - Nursing Assistant IV	11.81
12235 - Optical Dispenser	15.47
12236 - Optical Technician	13.82
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	21.99
12311 - Registered Nurse I	22.96
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.73
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	17.94
13012 - Exhibits Specialist II	22.41
13013 - Exhibits Specialist III	24.84
13041 - Illustrator I	17.94
13042 - Illustrator II	22.41
13043 - Illustrator III	24.84
13047 - Librarian	25.06
13050 - Library Aide/Clerk	12.95
13054 - Library Information Technology Systems Administrator	21.68
13058 - Library Technician	16.45
13061 - Media Specialist I	13.39
13062 - Media Specialist II	16.45
13063 - Media Specialist III	18.33
13071 - Photographer I	16.33
13072 - Photographer II	18.26
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	31.31
13110 - Video Teleconference Technician	16.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.88
14042 - Computer Operator II	16.78
14043 - Computer Operator III	20.58

14044 - Computer Operator IV	23.79
14045 - Computer Operator V	25.52
14071 - Computer Programmer I (1)	19.77
14072 - Computer Programmer II (1)	25.33
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	14.88
14160 - Personal Computer Support Technician	23.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.62
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	26.40
15060 - Educational Technologist	27.93
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.54
15090 - Technical Instructor	24.45
15095 - Technical Instructor/Course Developer	23.20
15110 - Test Proctor	15.78
15120 - Tutor	15.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.26
16030 - Counter Attendant	9.26
16040 - Dry Cleaner	11.69
16070 - Finisher, Flatwork, Machine	9.26
16090 - Presser, Hand	9.26
16110 - Presser, Machine, Drycleaning	9.26
16130 - Presser, Machine, Shirts	9.26
16160 - Presser, Machine, Wearing Apparel, Laundry	9.26
16190 - Sewing Machine Operator	12.51
16220 - Tailor	13.33
16250 - Washer, Machine	10.07
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.80
19040 - Tool and Die Maker	26.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.59
21030 - Material Coordinator	20.15
21040 - Material Expediter	20.15
21050 - Material Handling Laborer	10.66
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	12.59
21110 - Shipping Packer	12.03
21130 - Shipping/Receiving Clerk	12.03
21140 - Store Worker I	10.09
21150 - Stock Clerk	14.21
21210 - Tools and Parts Attendant	12.59
21410 - Warehouse Specialist	12.76
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.92
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.92
23023 - Aircraft Mechanic III	25.20

23040 - Aircraft Mechanic Helper	16.94
23050 - Aircraft, Painter	21.30
23060 - Aircraft Servicer	19.22
23080 - Aircraft Worker	20.37
23110 - Appliance Mechanic	21.30
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	24.90
23130 - Carpenter, Maintenance	20.56
23140 - Carpet Layer	18.52
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	18.47
23182 - Electronics Technician Maintenance II	21.30
23183 - Electronics Technician Maintenance III	22.72
23260 - Fabric Worker	18.47
23290 - Fire Alarm System Mechanic	22.72
23310 - Fire Extinguisher Repairer	17.04
23311 - Fuel Distribution System Mechanic	22.72
23312 - Fuel Distribution System Operator	17.35
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	18.47
23382 - Ground Support Equipment Worker	20.37
23391 - Gunsmith I	17.05
23392 - Gunsmith II	19.89
23393 - Gunsmith III	22.72
23410 - Heating, Ventilation and Air-Conditioning Mechanic	18.71
23411 - Heating, Ventilation and Air Contditioning Mechanic (Research Facility)	19.02
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	21.48
23460 - Instrument Mechanic	22.72
23465 - Laboratory/Shelter Mechanic	21.31
23470 - Laborer	10.66
23510 - Locksmith	17.78
23530 - Machinery Maintenance Mechanic	22.02
23550 - Machinist, Maintenance	21.72
23580 - Maintenance Trades Helper	14.00
23591 - Metrology Technician I	22.72
23592 - Metrology Technician II	23.92
23593 - Metrology Technician III	25.20
23640 - Millwright	22.72
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	23.71
23810 - Plumber, Maintenance	22.53
23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.72
23870 - Scale Mechanic	19.88
23890 - Sheet-Metal Worker, Maintenance	22.64
23910 - Small Engine Mechanic	17.81
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.08
23950 - Telephone Lineman	21.69
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	22.72
23970 - Woodcraft Worker	22.72

23980 - Woodworker	17.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	12.40
24610 - Chore Aide	10.51
24620 - Family Readiness and Support Services Coordinator	10.13
24630 - Homemaker	13.13
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	22.75
25040 - Sewage Plant Operator	21.39
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	18.71
25210 - Water Treatment Plant Operator	21.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	13.18
27008 - Corrections Officer	19.80
27010 - Court Security Officer	22.90
27030 - Detection Dog Handler	16.54
27040 - Detention Officer	19.80
27070 - Firefighter	21.26
27101 - Guard I	13.18
27102 - Guard II	16.54
27131 - Police Officer I	25.74
27132 - Police Officer II	28.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.68
28043 - Carnival Equipment Worker	10.29
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	16.82
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.89
29020 - Hatch Tender	20.89
29030 - Line Handler	20.89
29041 - Stevedore I	19.40
29042 - Stevedore II	22.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	15.80
30022 - Archeological Technician II	17.66
30023 - Archeological Technician III	21.88
30030 - Cartographic Technician	23.16
30040 - Civil Engineering Technician	20.48
30061 - Drafter/CAD Operator I	14.29
30062 - Drafter/CAD Operator II	16.75
30063 - Drafter/CAD Operator III	18.68
30064 - Drafter/CAD Operator IV	21.88
30081 - Engineering Technician I	13.26

30082 - Engineering Technician II	14.88
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	21.05
30085 - Engineering Technician V	26.52
30086 - Engineering Technician VI	35.66
30090 - Environmental Technician	20.31
30210 - Laboratory Technician	17.95
30240 - Mathematical Technician	20.14
30361 - Paralegal/Legal Assistant I	16.69
30362 - Paralegal/Legal Assistant II	19.89
30363 - Paralegal/Legal Assistant III	22.49
30364 - Paralegal/Legal Assistant IV	27.21
30390 - Photo-Optics Technician	20.14
30461 - Technical Writer I	15.34
30462 - Technical Writer II	18.76
30463 - Technical Writer III	22.70
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	18.41
30621 - Weather Observer, Senior (3)	20.47
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.28
31030 - Bus Driver	14.84
31043 - Driver Courier	12.28
31260 - Parking and Lot Attendant	10.18
31290 - Shuttle Bus Driver	12.63
31310 - Taxi Driver	11.88
31361 - Truckdriver, Light	12.28
31362 - Truckdriver, Medium	13.95
31363 - Truckdriver, Heavy	16.89
31364 - Truckdriver, Tractor-Trailer	16.89
99000 - Miscellaneous Occupations	
99030 - Cashier	9.28
99050 - Desk Clerk	9.13
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99310 - Mortician	20.58
99410 - Pest Controller	18.47
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	12.80
99711 - Recycling Specialist	15.62
99730 - Refuse Collector	11.97
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	11.54
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	19.88
99842 - Vending Machine Repairer Helper	16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 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 10 years, and 5 weeks after 20 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: 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 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.

05-2570 WA, YAKIMA

WAGE DETERMINATION NO: 05-2570 REV (02) AREA: WA, YAKIMA

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD:05-2569

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
William W. Gross Director	Division of Wage Determinations
Wage Determination No.: 2005-2570 Revision No.: 2 Date Of Revision: 04/12/2007	

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union,
 Wallowa, Wheeler
 Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.09
01012 - Accounting Clerk II	13.79
01013 - Accounting Clerk III	16.65
01020 - Administrative Assistant	21.85
01040 - Court Reporter	16.65
01051 - Data Entry Operator I	11.32
01052 - Data Entry Operator II	12.36
01060 - Dispatcher, Motor Vehicle	16.65
01070 - Document Preparation Clerk	12.94
01090 - Duplicating Machine Operator	12.94
01111 - General Clerk I	11.32
01112 - General Clerk II	12.36
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	10.26
01191 - Order Clerk I	11.32
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	14.48
01262 - Personnel Assistant (Employment) II	16.41
01263 - Personnel Assistant (Employment) III	18.38
01270 - Production Control Clerk	19.56
01280 - Receptionist	11.42
01290 - Rental Clerk	14.03
01300 - Scheduler, Maintenance	14.76
01311 - Secretary I	14.76
01312 - Secretary II	16.49

01313 - Secretary III	19.50
01320 - Service Order Dispatcher	16.93
01410 - Supply Technician	21.86
01420 - Survey Worker	15.19
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.55
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.94
01612 - Word Processor II	14.51
01613 - Word Processor III	16.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	16.84
05070 - Automotive Worker	16.84
05110 - Mobile Equipment Servicer	14.95
05130 - Motor Equipment Metal Mechanic	18.71
05160 - Motor Equipment Metal Worker	16.84
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	14.00
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.84
05310 - Painter, Automotive	17.78
05340 - Radiator Repair Specialist	16.84
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	18.71
07000 - Food Preparation and Service Occupations	
07010 - Baker	15.66
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	16.13
07260 - Waiter/Waitress	11.04
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.78
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	17.78
09090 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer, Minor	15.88
09130 - Upholsterer	17.78
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.30
11060 - Elevator Operator	10.88
11090 - Gardener	15.35
11122 - Housekeeping Aide	10.39
11150 - Janitor	11.97
11210 - Laborer, Grounds Maintenance	12.13
11240 - Maid or Houseman	9.22
11260 - Pruner	11.97
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.13
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12010 - Ambulance Driver	15.46
12011 - Breath Alcohol Technician	15.40

12012 - Certified Occupational Therapist Assistant	21.21
12015 - Certified Physical Therapist Assistant	21.21
12020 - Dental Assistant	16.53
12025 - Dental Hygienist	33.99
12030 - EKG Technician	23.43
12035 - Electroneurodiagnostic Technologist	23.43
12040 - Emergency Medical Technician	15.46
12071 - Licensed Practical Nurse I	13.74
12072 - Licensed Practical Nurse II	15.40
12073 - Licensed Practical Nurse III	17.24
12100 - Medical Assistant	13.25
12130 - Medical Laboratory Technician	14.11
12160 - Medical Record Clerk	13.72
12190 - Medical Record Technician	15.35
12195 - Medical Transcriptionist	14.51
12210 - Nuclear Medicine Technologist	33.99
12221 - Nursing Assistant I	8.59
12222 - Nursing Assistant II	9.65
12223 - Nursing Assistant III	10.53
12224 - Nursing Assistant IV	11.81
12235 - Optical Dispenser	15.47
12236 - Optical Technician	13.82
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	21.99
12311 - Registered Nurse I	22.96
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.73
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	17.94
13012 - Exhibits Specialist II	22.41
13013 - Exhibits Specialist III	24.84
13041 - Illustrator I	17.94
13042 - Illustrator II	22.41
13043 - Illustrator III	24.84
13047 - Librarian	25.06
13050 - Library Aide/Clerk	12.95
13054 - Library Information Technology Systems Administrator	21.68
13058 - Library Technician	16.45
13061 - Media Specialist I	13.39
13062 - Media Specialist II	16.45
13063 - Media Specialist III	18.33
13071 - Photographer I	16.33
13072 - Photographer II	18.26
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	31.31
13110 - Video Teleconference Technician	16.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.88
14042 - Computer Operator II	16.78
14043 - Computer Operator III	20.58

14044 - Computer Operator IV	23.79
14045 - Computer Operator V	25.52
14071 - Computer Programmer I (1)	19.77
14072 - Computer Programmer II (1)	25.33
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	14.88
14160 - Personal Computer Support Technician	23.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.62
15020 - Aircrew Training Devices Instructor (Rated)	33.42
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	26.40
15060 - Educational Technologist	27.93
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.54
15090 - Technical Instructor	24.45
15095 - Technical Instructor/Course Developer	23.20
15110 - Test Proctor	15.78
15120 - Tutor	15.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.26
16030 - Counter Attendant	9.26
16040 - Dry Cleaner	11.69
16070 - Finisher, Flatwork, Machine	9.26
16090 - Presser, Hand	9.26
16110 - Presser, Machine, Drycleaning	9.26
16130 - Presser, Machine, Shirts	9.26
16160 - Presser, Machine, Wearing Apparel, Laundry	9.26
16190 - Sewing Machine Operator	12.51
16220 - Tailor	13.33
16250 - Washer, Machine	10.07
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.80
19040 - Tool and Die Maker	26.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.59
21030 - Material Coordinator	20.15
21040 - Material Expediter	20.15
21050 - Material Handling Laborer	10.66
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	12.59
21110 - Shipping Packer	12.03
21130 - Shipping/Receiving Clerk	12.03
21140 - Store Worker I	10.09
21150 - Stock Clerk	14.21
21210 - Tools and Parts Attendant	12.59
21410 - Warehouse Specialist	12.76
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.92
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.92
23023 - Aircraft Mechanic III	25.20

23040 - Aircraft Mechanic Helper	16.94
23050 - Aircraft, Painter	21.30
23060 - Aircraft Servicer	18.47
23080 - Aircraft Worker	20.37
23110 - Appliance Mechanic	21.30
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	24.90
23130 - Carpenter, Maintenance	20.56
23140 - Carpet Layer	18.52
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	18.47
23182 - Electronics Technician Maintenance II	21.30
23183 - Electronics Technician Maintenance III	22.72
23260 - Fabric Worker	18.47
23290 - Fire Alarm System Mechanic	22.72
23310 - Fire Extinguisher Repairer	17.04
23311 - Fuel Distribution System Mechanic	22.72
23312 - Fuel Distribution System Operator	17.35
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	18.47
23382 - Ground Support Equipment Worker	20.37
23391 - Gunsmith I	17.05
23392 - Gunsmith II	19.89
23393 - Gunsmith III	22.72
23410 - Heating, Ventilation and Air-Conditioning Mechanic	18.71
23411 - Heating, Ventilation and Air Contditioning Mechanic (Research Facility)	19.02
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	21.48
23460 - Instrument Mechanic	22.72
23465 - Laboratory/Shelter Mechanic	21.31
23470 - Laborer	10.66
23510 - Locksmith	17.78
23530 - Machinery Maintenance Mechanic	22.02
23550 - Machinist, Maintenance	21.72
23580 - Maintenance Trades Helper	14.00
23591 - Metrology Technician I	22.72
23592 - Metrology Technician II	23.92
23593 - Metrology Technician III	25.20
23640 - Millwright	22.72
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	23.71
23810 - Plumber, Maintenance	22.53
23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.72
23870 - Scale Mechanic	19.88
23890 - Sheet-Metal Worker, Maintenance	22.64
23910 - Small Engine Mechanic	17.81
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.08
23950 - Telephone Lineman	21.69
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	22.72
23970 - Woodcraft Worker	22.72

23980 - Woodworker	17.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	12.40
24610 - Chore Aide	10.51
24620 - Family Readiness and Support Services Coordinator	10.13
24630 - Homemaker	13.13
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	22.75
25040 - Sewage Plant Operator	21.39
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	18.71
25210 - Water Treatment Plant Operator	21.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	13.18
27008 - Corrections Officer	19.80
27010 - Court Security Officer	22.90
27030 - Detection Dog Handler	16.54
27040 - Detention Officer	19.80
27070 - Firefighter	21.26
27101 - Guard I	13.18
27102 - Guard II	16.54
27131 - Police Officer I	25.74
27132 - Police Officer II	28.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.68
28043 - Carnival Equipment Worker	10.29
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	9.91
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.89
29020 - Hatch Tender	20.89
29030 - Line Handler	20.89
29041 - Stevedore I	19.40
29042 - Stevedore II	22.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	15.80
30022 - Archeological Technician II	17.66
30023 - Archeological Technician III	21.88
30030 - Cartographic Technician	23.16
30040 - Civil Engineering Technician	20.48
30061 - Drafter/CAD Operator I	14.29
30062 - Drafter/CAD Operator II	16.75
30063 - Drafter/CAD Operator III	18.68
30064 - Drafter/CAD Operator IV	21.88
30081 - Engineering Technician I	13.26

30082 - Engineering Technician II	14.88
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	21.05
30085 - Engineering Technician V	26.52
30086 - Engineering Technician VI	35.66
30090 - Environmental Technician	20.31
30210 - Laboratory Technician	17.95
30240 - Mathematical Technician	20.14
30361 - Paralegal/Legal Assistant I	16.69
30362 - Paralegal/Legal Assistant II	19.89
30363 - Paralegal/Legal Assistant III	22.49
30364 - Paralegal/Legal Assistant IV	27.21
30390 - Photo-Optics Technician	20.14
30461 - Technical Writer I	15.34
30462 - Technical Writer II	18.76
30463 - Technical Writer III	22.70
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	18.41
30621 - Weather Observer, Senior (3)	20.47
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.28
31030 - Bus Driver	14.84
31043 - Driver Courier	12.28
31260 - Parking and Lot Attendant	10.18
31290 - Shuttle Bus Driver	12.63
31310 - Taxi Driver	11.88
31361 - Truck driver, Light	12.28
31362 - Truck driver, Medium	13.95
31363 - Truck driver, Heavy	16.89
31364 - Truck driver, Tractor-Trailer	16.89
99000 - Miscellaneous Occupations	
99030 - Cashier	9.28
99050 - Desk Clerk	9.13
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99310 - Mortician	20.58
99410 - Pest Controller	18.47
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	12.80
99711 - Recycling Specialist	15.62
99730 - Refuse Collector	11.97
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	11.54
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	19.88
99842 - Vending Machine Repairer Helper	16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **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 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.