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

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2371
Revision No.: 15
Date Of Revision: 06/19/2013

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,
Wyoming

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		23.11
01040 - Court Reporter		18.95
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.61
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.75
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50
01113 - General Clerk III		15.23
01120 - Housing Referral Assistant		23.17
01141 - Messenger Courier		11.85
01191 - Order Clerk I		13.39
01192 - Order Clerk II		14.61
01261 - Personnel Assistant (Employment) I		15.23
01262 - Personnel Assistant (Employment) II		16.19
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		21.15
01280 - Receptionist		12.75
01290 - Rental Clerk		15.23
01300 - Scheduler, Maintenance		18.57
01311 - Secretary I		18.57
01312 - Secretary II		20.77
01313 - Secretary III		23.17
01320 - Service Order Dispatcher		14.59
01410 - Supply Technician		23.11
01420 - Survey Worker		15.84
01531 - Travel Clerk I		11.74
01532 - Travel Clerk II		12.41
01533 - Travel Clerk III		13.09
01611 - Word Processor I		14.97
01612 - Word Processor II		15.93
01613 - Word Processor III		17.82
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.34
05010 - Automotive Electrician		21.67
05040 - Automotive Glass Installer		20.85
05070 - Automotive Worker		20.85
05110 - Mobile Equipment Servicer		19.45
05130 - Motor Equipment Metal Mechanic		22.34
05160 - Motor Equipment Metal Worker		20.85
05190 - Motor Vehicle Mechanic		22.34
05220 - Motor Vehicle Mechanic Helper		18.03
05250 - Motor Vehicle Upholstery Worker		20.11
05280 - Motor Vehicle Wrecker		20.85

05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.89
07042 - Cook II	12.01
07070 - Dishwasher	8.75
07130 - Food Service Worker	9.13
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	14.30
11240 - Maid or Houseman	9.95
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	16.34
12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.98
12073 - Licensed Practical Nurse III	18.94
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	19.46
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.04
12195 - Medical Transcriptionist	14.23
12210 - Nuclear Medicine Technologist	32.82
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	19.63
12236 - Optical Technician	14.37
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	23.53
12311 - Registered Nurse I	23.63
12312 - Registered Nurse II	28.90
12313 - Registered Nurse II, Specialist	28.90
12314 - Registered Nurse III	34.96
12315 - Registered Nurse III, Anesthetist	34.96
12316 - Registered Nurse IV	41.90
12317 - Scheduler (Drug and Alcohol Testing)	21.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.91
13012 - Exhibits Specialist II	23.40
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	19.84
13042 - Illustrator II	24.54

13043 - Illustrator III	29.93
13047 - Librarian	26.64
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	23.38
13058 - Library Technician	15.75
13061 - Media Specialist I	17.36
13062 - Media Specialist II	19.42
13063 - Media Specialist III	21.66
13071 - Photographer I	14.07
13072 - Photographer II	17.34
13073 - Photographer III	21.45
13074 - Photographer IV	26.17
13075 - Photographer V	31.74
13110 - Video Teleconference Technician	18.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.40
14042 - Computer Operator II	17.23
14043 - Computer Operator III	20.20
14044 - Computer Operator IV	23.94
14045 - Computer Operator V	26.51
14071 - Computer Programmer I	20.28
14072 - Computer Programmer II	25.12
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	15.40
14160 - Personal Computer Support Technician	23.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.63
15020 - Aircrew Training Devices Instructor (Rated)	34.64
15030 - Air Crew Training Devices Instructor (Pilot)	41.52
15050 - Computer Based Training Specialist / Instructor	28.63
15060 - Educational Technologist	27.34
15070 - Flight Instructor (Pilot)	41.52
15080 - Graphic Artist	19.69
15090 - Technical Instructor	21.43
15095 - Technical Instructor/Course Developer	26.22
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.71
16030 - Counter Attendant	8.71
16040 - Dry Cleaner	10.34
16070 - Finisher, Flatwork, Machine	8.71
16090 - Presser, Hand	8.71
16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.48
16250 - Washer, Machine	9.25
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.93
19040 - Tool And Die Maker	27.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.06
21030 - Material Coordinator	21.15
21040 - Material Expediter	21.15
21050 - Material Handling Laborer	17.74
21071 - Order Filler	15.19
21080 - Production Line Worker (Food Processing)	18.06
21110 - Shipping Packer	14.98
21130 - Shipping/Receiving Clerk	13.00
21140 - Store Worker I	15.51
21150 - Stock Clerk	19.51
21210 - Tools And Parts Attendant	18.06
21410 - Warehouse Specialist	18.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.70

23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.70
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft, Painter	25.00
23060 - Aircraft Servicer	23.29
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	21.25
23120 - Bicycle Repairer	18.98
23125 - Cable Splicer	28.97
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	21.57
23160 - Electrician, Maintenance	25.51
23181 - Electronics Technician Maintenance I	22.23
23182 - Electronics Technician Maintenance II	23.02
23183 - Electronics Technician Maintenance III	23.84
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	22.21
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	19.91
23392 - Gunsmith II	21.57
23393 - Gunsmith III	23.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	13.61
23510 - Locksmith	20.64
23530 - Machinery Maintenance Mechanic	24.20
23550 - Machinist, Maintenance	21.28
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	24.93
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	21.73
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	23.16
23850 - Rigger	23.16
23870 - Scale Mechanic	21.59
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.86
23931 - Telecommunications Mechanic I	25.69
23932 - Telecommunications Mechanic II	26.60
23950 - Telephone Lineman	27.90
23960 - Welder, Combination, Maintenance	21.28
23965 - Well Driller	26.30
23970 - Woodcraft Worker	23.16
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	13.06
24630 - Homemaker	14.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	21.43

25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	26.94
27010 - Court Security Officer	26.74
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	26.94
27070 - Firefighter	24.94
27101 - Guard I	11.54
27102 - Guard II	15.49
27131 - Police Officer I	26.94
27132 - Police Officer II	29.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equipment Worker	9.47
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	15.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.20
29020 - Hatch Tender	22.20
29030 - Line Handler	22.20
29041 - Stevedore I	21.39
29042 - Stevedore II	22.99
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)	27.17
30021 - Archeological Technician I	18.65
30022 - Archeological Technician II	20.86
30023 - Archeological Technician III	25.84
30030 - Cartographic Technician	25.84
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	18.65
30062 - Drafter/CAD Operator II	20.86
30063 - Drafter/CAD Operator III	23.26
30064 - Drafter/CAD Operator IV	28.63
30081 - Engineering Technician I	19.15
30082 - Engineering Technician II	21.49
30083 - Engineering Technician III	24.04
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	18.48
30210 - Laboratory Technician	19.92
30240 - Mathematical Technician	25.84
30361 - Paralegal/Legal Assistant I	17.85
30362 - Paralegal/Legal Assistant II	22.12
30363 - Paralegal/Legal Assistant III	27.06
30364 - Paralegal/Legal Assistant IV	32.73
30390 - Photo-Optics Technician	25.84
30461 - Technical Writer I	22.06
30462 - Technical Writer II	26.98
30463 - Technical Writer III	33.08
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.91
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.26
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.34
31030 - Bus Driver	16.73

31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	10.85
31290 - Shuttle Bus Driver	17.39
31310 - Taxi Driver	12.54
31361 - Truckdriver, Light	17.39
31362 - Truckdriver, Medium	20.24
31363 - Truckdriver, Heavy	22.34
31364 - Truckdriver, Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99030 - Cashier	10.21
99050 - Desk Clerk	10.47
99095 - Embalmer	25.38
99251 - Laboratory Animal Caretaker I	11.10
99252 - Laboratory Animal Caretaker II	11.61
99310 - Mortician	27.92
99410 - Pest Controller	18.06
99510 - Photofinishing Worker	13.18
99710 - Recycling Laborer	18.08
99711 - Recycling Specialist	20.60
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	9.87
99830 - Survey Party Chief	20.38
99831 - Surveying Aide	10.53
99832 - Surveying Technician	16.55
99840 - Vending Machine Attendant	13.86
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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(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.