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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.: 2005-2173
Revision No.: 11
Date Of Revision: 06/13/2011

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough,
Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		17.64
01040 - Court Reporter		15.50
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		11.11
01112 - General Clerk II		12.13
01113 - General Clerk III		13.61
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		11.85
01191 - Order Clerk I		12.00
01192 - Order Clerk II		14.79
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		17.19
01263 - Personnel Assistant (Employment) III		19.39
01270 - Production Control Clerk		20.93
01280 - Receptionist		11.03
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		13.86
01311 - Secretary I		13.86
01312 - Secretary II		15.50
01313 - Secretary III		17.34
01320 - Service Order Dispatcher		14.23
01410 - Supply Technician		19.21
01420 - Survey Worker		12.52
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.00
01612 - Word Processor II		14.63
01613 - Word Processor III		16.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.60
05010 - Automotive Electrician		20.68
05040 - Automotive Glass Installer		20.00

05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	11.63
07042 - Cook II	12.45
07070 - Dishwasher	9.96
07130 - Food Service Worker	9.96
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.29
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.82
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.58
11060 - Elevator Operator	10.91
11090 - Gardener	15.41
11122 - Housekeeping Aide	10.88
11150 - Janitor	10.91
11210 - Laborer, Grounds Maintenance	12.75
11240 - Maid or Houseman	9.51
11260 - Pruner	11.72
11270 - Tractor Operator	13.73
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	17.70
12012 - Certified Occupational Therapist Assistant	15.73
12015 - Certified Physical Therapist Assistant	20.16
12020 - Dental Assistant	15.77
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	16.48
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.49
12100 - Medical Assistant	13.86
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	9.65
12222 - Nursing Assistant II	10.85
12223 - Nursing Assistant III	11.84

12224 - Nursing Assistant IV	13.29
12235 - Optical Dispenser	13.26
12236 - Optical Technician	16.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.29
12305 - Radiologic Technologist	24.29
12311 - Registered Nurse I	21.30
12312 - Registered Nurse II	26.05
12313 - Registered Nurse II, Specialist	26.05
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.77
12317 - Scheduler (Drug and Alcohol Testing)	22.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13013 - Exhibits Specialist III	20.47
13041 - Illustrator I	16.28
13042 - Illustrator II	18.12
13043 - Illustrator III	20.83
13047 - Librarian	19.95
13050 - Library Aide/Clerk	10.45
13054 - Library Information Technology Systems Administrator	19.76
13058 - Library Technician	12.79
13061 - Media Specialist I	13.00
13062 - Media Specialist II	14.54
13063 - Media Specialist III	16.22
13071 - Photographer I	15.68
13072 - Photographer II	17.45
13073 - Photographer III	18.65
13074 - Photographer IV	21.09
13075 - Photographer V	21.73
13110 - Video Teleconference Technician	13.79
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.37
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.13
14044 - Computer Operator IV	21.29
14045 - Computer Operator V	23.58
14071 - Computer Programmer I	(see 1) 21.32
14072 - Computer Programmer II	(see 1) 24.43
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	15.37
14160 - Personal Computer Support Technician	21.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.93
15020 - Aircrew Training Devices Instructor (Rated)	35.00
15030 - Air Crew Training Devices Instructor (Pilot)	41.39
15050 - Computer Based Training Specialist / Instructor	28.93
15060 - Educational Technologist	27.97
15070 - Flight Instructor (Pilot)	41.39
15080 - Graphic Artist	21.60
15090 - Technical Instructor	23.53
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.27
15120 - Tutor	17.27

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.18
16030 - Counter Attendant	9.18
16040 - Dry Cleaner	11.31
16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	24.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.55
21030 - Material Coordinator	20.93
21040 - Material Expediter	20.93
21050 - Material Handling Laborer	17.28
21071 - Order Filler	12.41
21080 - Production Line Worker (Food Processing)	15.55
21110 - Shipping Packer	14.56
21130 - Shipping/Receiving Clerk	14.56
21140 - Store Worker I	13.01
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	17.22
21410 - Warehouse Specialist	15.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.50
23021 - Aircraft Mechanic I	23.30
23022 - Aircraft Mechanic II	24.50
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	19.04
23050 - Aircraft, Painter	21.82
23060 - Aircraft Servicer	20.43
23080 - Aircraft Worker	21.12
23110 - Appliance Mechanic	19.82
23120 - Bicycle Repairer	16.87
23125 - Cable Splicer	27.56
23130 - Carpenter, Maintenance	24.93
23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	28.26
23181 - Electronics Technician Maintenance I	20.74
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	23.55
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	23.50
23312 - Fuel Distribution System Operator	19.95
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	20.43
23382 - Ground Support Equipment Worker	21.12
23391 - Gunsmith I	18.52
23392 - Gunsmith II	20.90
23393 - Gunsmith III	23.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contditioning	25.03

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.72
23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	23.30
23465 - Laboratory/Shelter Mechanic	22.09
23470 - Laborer	11.31
23510 - Locksmith	23.72
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist, Maintenance	19.64
23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	23.30
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.70
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	26.72
23790 - Pipefitter, Maintenance	31.23
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	23.30
23870 - Scale Mechanic	20.90
23890 - Sheet-Metal Worker, Maintenance	25.28
23910 - Small Engine Mechanic	20.16
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	26.66
23960 - Welder, Combination, Maintenance	19.64
23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.44
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	19.73
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	19.73
27070 - Firefighter	21.85
27101 - Guard I	14.46
27102 - Guard II	16.17
27131 - Police Officer I	23.72
27132 - Police Officer II	26.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.08
28043 - Carnival Equipment Worker	10.44
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01

28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.22
29020 - Hatch Tender	19.22
29030 - Line Handler	19.22
29041 - Stevedore I	18.11
29042 - Stevedore II	20.31
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	15.98
30022 - Archeological Technician II	18.70
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.28
30040 - Civil Engineering Technician	22.63
30061 - Drafter/CAD Operator I	15.49
30062 - Drafter/CAD Operator II	18.70
30063 - Drafter/CAD Operator III	20.97
30064 - Drafter/CAD Operator IV	25.66
30081 - Engineering Technician I	13.62
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	19.80
30084 - Engineering Technician IV	22.86
30085 - Engineering Technician V	25.95
30086 - Engineering Technician VI	31.34
30090 - Environmental Technician	21.77
30210 - Laboratory Technician	20.97
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.39
30363 - Paralegal/Legal Assistant III	27.54
30364 - Paralegal/Legal Assistant IV	33.29
30390 - Photo-Optics Technician	23.28
30461 - Technical Writer I	23.18
30462 - Technical Writer II	28.35
30463 - Technical Writer III	33.48
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) 20.97
30621 - Weather Observer, Senior	(see 2) 23.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.42
31030 - Bus Driver	17.75
31043 - Driver Courier	12.39
31260 - Parking and Lot Attendant	11.98
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	11.96
31361 - Truckdriver, Light	13.26
31362 - Truckdriver, Medium	14.03
31363 - Truckdriver, Heavy	18.18
31364 - Truckdriver, Tractor-Trailer	18.18
99000 - Miscellaneous Occupations	

99030 - Cashier	8.95
99050 - Desk Clerk	10.62
99095 - Embalmer	29.30
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	17.44
99711 - Recycling Specialist	20.24
99730 - Refuse Collector	16.04
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	19.19
99831 - Surveying Aide	12.75
99832 - Surveying Technician	17.45
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	18.92
99842 - Vending Machine Repairer Helper	15.49

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 10 years, and 4 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 thirteen 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, Day after Thanksgiving, Christmas Eve, 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.