

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE 1 of 9	
2. AMENDMENT/MODIFICATION NO. 0004		3. EFFECTIVE DATE September 20, 2004		4. REQUISITION/PURCHASE REQ. # SP0600-04-0706	
5. PROJECT NO. (If applicable) Alaska Environmental		6. ISSUED BY DEFENSE ENERGY SUPPORT CENTER 8725 JOHN J. KINGMAN RD., SUITE 4950 FT. BELVOIR, VA 22060-6222 BUYER/SYMBOL – MONICA FASS/DESC-FPA PHONE - (703) 767-9326 FAX - (703) 767- 9338 Email – Monica.Fass@dla.mil		7. ADMINISTERED BY (If other than Item 6) CODE SCO600	
6. ISSUED BY CODE SCO600		6.1a			
8. NAME AND ADDRESS OF CONTRACTOR (NO., street, city, county, State, and ZIP Code)			9a. AMENDMENT OF SOLICITATION NO. SP0600-04-R-0044		X
			9b. DATED (SEE ITEM 11) March 25, 2004		
			10a. MODIFICATION OF CONTRACT/ORDER NO.		
			10b. DATED (SEE ITEM 13)		
DUNS		FACILITY CODE			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS					
<p>[xx] The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers [] is extended, [xx] is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:</p> <p>(a) By completing Items 8 and 15, and returning <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.</p>					
12. ACCOUNTING AND APPROPRIATION DATA (If required) N/A					
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.					
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.					
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b)					
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:					
D. OTHER (Specify type of modification and authority)					
E. IMPORTANT: Contractor [X] is not, [] is required to sign this document and return _____ copies to the issuing office.					
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)					
Solicitation SP0600-04-R-0044 is amended to incorporate revised wage determination no. 94-2018, Rev. 27, dated 8/10/2004 (attached.)					
NOTE: Effective June 1, 2004, the health and welfare rate has increased to \$2.59 per hour for all covered positions.					
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.					
15A. NAME AND TITLE OF SIGNER (Type or print)			16A. NAME OF CONTRACTING OFFICER		
15B. NAME OF CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA	
BY _____ (Signature of person authorized to sign)				BY _____ (Signature of Contracting Officer)	
				16C. DATE SIGNED	

WAGE DETERMINATION NO: 94-2018 REV (27) AREA: AK, STATEWIDE

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD:94-2017

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 Division of
Director Wage Determinations

Wage Determination No.: 1994-2018
Revision No.: 27
Date Of Revision: 08/10/2004

State: Alaska
Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.25
01012 - Accounting Clerk II	13.46
01013 - Accounting Clerk III	16.97
01014 - Accounting Clerk IV	19.02
01030 - Court Reporter	17.92
01050 - Dispatcher, Motor Vehicle	17.18
01060 - Document Preparation Clerk	15.39
01070 - Messenger (Courier)	13.11
01090 - Duplicating Machine Operator	13.38
01110 - Film/Tape Librarian	15.27
01115 - General Clerk I	12.14
01116 - General Clerk II	14.64
01117 - General Clerk III	15.39
01118 - General Clerk IV	17.32
01120 - Housing Referral Assistant	18.57
01131 - Key Entry Operator I	12.28
01132 - Key Entry Operator II	17.14
01191 - Order Clerk I	13.94
01192 - Order Clerk II	15.73
01261 - Personnel Assistant (Employment) I	15.35
01262 - Personnel Assistant (Employment) II	17.25
01263 - Personnel Assistant (Employment) III	19.28
01264 - Personnel Assistant (Employment) IV	22.38
01270 - Production Control Clerk	21.31
01290 - Rental Clerk	15.27
01300 - Scheduler, Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.92
01313 - Secretary III	18.57
01314 - Secretary IV	20.88
01315 - Secretary V	22.76
01320 - Service Order Dispatcher	15.37
01341 - Stenographer I	14.27
01342 - Stenographer II	16.03
01400 - Supply Technician	20.88
01420 - Survey Worker (Interviewer)	17.07
01460 - Switchboard Operator-Receptionist	12.54
01510 - Test Examiner	17.92
01520 - Test Proctor	17.92

01531 - Travel Clerk I	12.68
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	15.47
01611 - Word Processor I	13.66
01612 - Word Processor II	15.44
01613 - Word Processor III	16.71
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	16.45
03041 - Computer Operator I	16.09
03042 - Computer Operator II	17.14
03043 - Computer Operator III	24.42
03044 - Computer Operator IV	25.98
03045 - Computer Operator V	27.62
03071 - Computer Programmer I (1)	20.07
03072 - Computer Programmer II (1)	24.82
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.62
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.47
05010 - Automotive Glass Installer	20.51
05040 - Automotive Worker	20.51
05070 - Electrician, Automotive	22.17
05100 - Mobile Equipment Servicer	18.40
05130 - Motor Equipment Metal Mechanic	22.47
05160 - Motor Equipment Metal Worker	20.51
05190 - Motor Vehicle Mechanic	22.47
05220 - Motor Vehicle Mechanic Helper	17.38
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.51
05310 - Painter, Automotive	21.44
05340 - Radiator Repair Specialist	20.51
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	22.47
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.30
07010 - Baker	14.50
07041 - Cook I	12.82
07042 - Cook II	14.72
07070 - Dishwasher	10.99
07130 - Meat Cutter	16.05
07250 - Waiter/Waitress	10.83
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.44
09040 - Furniture Handler	15.78
09070 - Furniture Refinisher	21.44
09100 - Furniture Refinisher Helper	17.38
09110 - Furniture Repairer, Minor	19.42
09130 - Upholsterer	21.44
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	11.07
11090 - Gardener	15.93
11121 - House Keeping Aid I	10.69
11122 - House Keeping Aid II	11.99
11150 - Janitor	12.18
11210 - Laborer, Grounds Maintenance	13.26
11240 - Maid or Houseman	10.69
11270 - Pest Controller	16.93
11300 - Refuse Collector	15.69
11330 - Tractor Operator	15.03
11360 - Window Cleaner	13.45
12000 - Health Occupations	

12020 - Dental Assistant	15.88
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	19.48
12071 - Licensed Practical Nurse I	13.89
12072 - Licensed Practical Nurse II	15.61
12073 - Licensed Practical Nurse III	17.47
12100 - Medical Assistant	14.93
12130 - Medical Laboratory Technician	17.17
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	15.14
12221 - Nursing Assistant I	9.56
12222 - Nursing Assistant II	10.76
12223 - Nursing Assistant III	11.72
12224 - Nursing Assistant IV	13.18
12250 - Pharmacy Technician	14.54
12280 - Phlebotomist	15.94
12311 - Registered Nurse I	21.59
12312 - Registered Nurse II	26.42
12313 - Registered Nurse II, Specialist	26.42
12314 - Registered Nurse III	31.96
12315 - Registered Nurse III, Anesthetist	31.96
12316 - Registered Nurse IV	38.32
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.84
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	25.29
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.09
13042 - Illustrator II	25.29
13043 - Illustrator III	30.90
13047 - Librarian	22.95
13050 - Library Technician	19.63
13071 - Photographer I	16.79
13072 - Photographer II	21.09
13073 - Photographer III	21.99
13074 - Photographer IV	26.87
13075 - Photographer V	28.25
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.27
15030 - Counter Attendant	9.27
15040 - Dry Cleaner	11.82
15070 - Finisher, Flatwork, Machine	9.27
15090 - Presser, Hand	9.27
15100 - Presser, Machine, Drycleaning	9.27
15130 - Presser, Machine, Shirts	9.27
15160 - Presser, Machine, Wearing Apparel, Laundry	9.27
15190 - Sewing Machine Operator	13.01
15220 - Tailor	14.50
15250 - Washer, Machine	10.12
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	22.55
19040 - Tool and Die Maker	28.08
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	24.18
21020 - Material Coordinator	21.31
21030 - Material Expediter	21.31
21040 - Material Handling Laborer	16.29
21050 - Order Filler	13.82
21071 - Forklift Operator	17.80
21080 - Production Line Worker (Food Processing)	17.80
21100 - Shipping/Receiving Clerk	17.20
21130 - Shipping Packer	17.20
21140 - Store Worker I	13.66
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	18.50
21210 - Tools and Parts Attendant	17.67
21400 - Warehouse Specialist	17.80
23000 - Mechanics and Maintenance and Repair Occupations	

23010 - Aircraft Mechanic	22.18
23040 - Aircraft Mechanic Helper	17.38
23050 - Aircraft Quality Control Inspector	23.48
23060 - Aircraft Servicer	19.42
23070 - Aircraft Worker	20.43
23100 - Appliance Mechanic	21.45
23120 - Bicycle Repairer	17.78
23125 - Cable Splicer	30.48
23130 - Carpenter, Maintenance	22.54
23140 - Carpet Layer	20.79
23160 - Electrician, Maintenance	28.07
23181 - Electronics Technician, Maintenance I	21.21
23182 - Electronics Technician, Maintenance II	30.22
23183 - Electronics Technician, Maintenance III	32.77
23260 - Fabric Worker	19.83
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	19.16
23340 - Fuel Distribution System Mechanic	28.42
23370 - General Maintenance Worker	20.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.66
23430 - Heavy Equipment Mechanic	25.13
23440 - Heavy Equipment Operator	27.85
23460 - Instrument Mechanic	24.04
23470 - Laborer	13.51
23500 - Locksmith	22.55
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist, Maintenance	23.08
23580 - Maintenance Trades Helper	17.38
23640 - Millwright	23.95
23700 - Office Appliance Repairer	22.55
23740 - Painter, Aircraft	24.52
23760 - Painter, Maintenance	21.45
23790 - Pipefitter, Maintenance	29.11
23800 - Plumber, Maintenance	27.79
23820 - Pneudraulic Systems Mechanic	23.95
23850 - Rigger	23.95
23870 - Scale Mechanic	21.20
23890 - Sheet-Metal Worker, Maintenance	25.83
23910 - Small Engine Mechanic	21.54
23930 - Telecommunication Mechanic I	23.64
23931 - Telecommunication Mechanic II	27.01
23950 - Telephone Lineman	23.64
23960 - Welder, Combination, Maintenance	22.55
23965 - Well Driller	24.34
23970 - Woodcraft Worker	23.95
23980 - Woodworker	20.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24600 - Chore Aid	11.74
24630 - Homemaker	18.94
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	26.53
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	26.53
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
(not set) - Police Officer	29.17
27004 - Alarm Monitor	17.94
27006 - Corrections Officer	24.74
27010 - Court Security Officer	23.89
27040 - Detention Officer	24.74
27070 - Firefighter	20.42
27101 - Guard I	12.73
27102 - Guard II	15.61

28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	21.20
28020 - Hatch Tender	21.20
28030 - Line Handler	21.20
28040 - Stevedore I	22.75
28050 - Stevedore II	25.19
29000 - Technical Occupations	
21150 - Graphic Artist	25.25
29010 - Air Traffic Control Specialist, Center (2)	29.73
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	18.22
29024 - Archeological Technician II	20.48
29025 - Archeological Technician III	25.29
29030 - Cartographic Technician	28.75
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.74
29040 - Civil Engineering Technician	24.20
29061 - Drafter I	17.72
29062 - Drafter II	21.97
29063 - Drafter III	27.28
29064 - Drafter IV	28.75
29081 - Engineering Technician I	20.65
29082 - Engineering Technician II	25.56
29083 - Engineering Technician III	28.25
29084 - Engineering Technician IV	29.45
29085 - Engineering Technician V	31.47
29086 - Engineering Technician VI	37.83
29090 - Environmental Technician	19.18
29100 - Flight Simulator/Instructor (Pilot)	35.35
29160 - Instructor	24.39
29210 - Laboratory Technician	21.99
29240 - Mathematical Technician	28.75
29361 - Paralegal/Legal Assistant I	20.72
29362 - Paralegal/Legal Assistant II	24.45
29363 - Paralegal/Legal Assistant III	29.91
29364 - Paralegal/Legal Assistant IV	36.66
29390 - Photooptics Technician	26.61
29480 - Technical Writer	29.84
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	26.72
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.09
29622 - Weather Observer, Upper Air (3)	19.09
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	18.80
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	17.68
31300 - Taxi Driver	15.74
31361 - Truckdriver, Light Truck	17.30
31362 - Truckdriver, Medium Truck	18.75
31363 - Truckdriver, Heavy Truck	20.84
31364 - Truckdriver, Tractor-Trailer	20.84
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.22
99030 - Cashier	11.70
99041 - Carnival Equipment Operator	14.59
99042 - Carnival Equipment Repairer	15.47
99043 - Carnival Worker	11.99
99050 - Desk Clerk	14.09
99095 - Embalmer	19.02
99300 - Lifeguard	11.11
99310 - Mortician	19.02
99350 - Park Attendant (Aide)	13.94

99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.41
99500 - Recreation Specialist	22.53
99510 - Recycling Worker	22.30
99610 - Sales Clerk	12.94
99620 - School Crossing Guard (Crosswalk Attendant)	14.06
99630 - Sport Official	11.11
99658 - Survey Party Chief (Chief of Party)	26.44
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	24.04
99660 - Surveying Aide	17.60
99690 - Swimming Pool Operator	16.45
99720 - Vending Machine Attendant	14.05
99730 - Vending Machine Repairer	16.45
99740 - Vending Machine Repairer Helper	14.05

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 \$2.59 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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 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 ordinance, 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.