

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO. P00093	3. EFFECTIVE DATE 01-Oct-2002	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO.(If applicable)	
6. ISSUED BY 45 CONS/LGCZL 1201 EDWARD H. WHITE # ST. PATRICK AFB FL 32925-3237	CODE FA2521	7. ADMINISTERED BY (If other than item 6) See Item 6		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code) SVERDRUP TECHNOLOGY, INC. DAVE PICKERING 600 WILLIAM NORTHERN BLVD. TULLAHOMA TN 37388		9A. AMENDMENT OF SOLICITATION NO.		
		9B. DATED (SEE ITEM 11)		
		X 10A. MOD. OF CONTRACT/ORDER NO. F08650-98-C-0035		
CODE 07486		X 10B. DATED (SEE ITEM 13) 20-Mar-2001		
FACILITY CODE				
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended. <input type="checkbox"/> is not extended.				
Offer 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: (a) By completing Items 8 and 15, and returning _____ 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.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)				
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).				
X C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR Clause 52.222-41, entitled "Service Contract Act of 1965, as Amended" (May 1989)				
D. OTHER (Specify type of modification and authority)				
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input checked="" type="checkbox"/> is required to sign this document and return <u>1</u> copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) See Schedule POC: Jim Ossandon Email: james.ossandon@patrick.af.mil 321-494-5560				
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) Edward S. Adams, PMS Dir		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) ANDREW ADAMS Contracting Officer		
15B. CONTRACTOR/OFFEROR <i>[Signature]</i> (Signature of person authorized to sign)		15C. DATE SIGNED 10/25/02	16B. DATE SIGNED BY <i>[Signature]</i> (Signature of Contracting Officer)	16C. DATE SIGNED 10/28/02

EXCEPTION TO SF 30
APPROVED BY OIRM 11-84

30-105-04

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

THE PURPOSE OF THIS MODIFICATION IS TO INCORPORATE THE WAGE DETERMINATIONS CITED BELOW INTO THE CURRENT CONTRACT PERFORMANCE PERIOD (1 OCT 02 THRU 30 SEP 03) RETROACTIVE 1 OCT 02.

A. CHANGE SECTION J - LIST OF ATTACHMENTS, PAGE 65, ATTACHMENT 5, DOL WAGE DETERMINATIONS TO READ:

DOL Wage Determination #98-0636 (Rev 3)	1 page	dated 24 MAY 2000
DOL Wage Determination #94-2118 (Rev 17)	10 pages	dated 16 MAY 2002

B. REPLACE EXISTING WAGE DETERMINATIONS IN SECTION J, ATTACHMENT 5 WITH WAGE DETERMINATIONS #98-0636 (Rev 3), dated 24 May 00 and #94-2118 (Rev 17), dated 16 May 02.

//////////////////////////////////// **END PAGE** //////////////////////////////////////

PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS
SECTION J
LIST OF ATTACHMENTS

<u>ATTACHMENT</u>	<u>DOCUMENT</u>	<u>NO. OF PAGES</u>	<u>DATE</u>
1	Statement Of Work	TBD	April 1998
2	Performance Standards Document	2	23 Sep 97
3	DD Form 254	5	30 Apr 98
4	Award Fee Plan	18	23 Apr 98
5	DOL Wage Determination # 98-0636	1	24 May 00
	DOL Wage Determination # 94-2118	10	16 May 02
6	Base Support	8	19 Sep 97
7	Subcontracting Plan	24	TBD
<u>EXHIBIT</u>	<u>DOCUMENT</u>	<u>NO. OF PAGES</u>	<u>DATE</u>
A	Government Furnished Equipment		23 Oct 97

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.: 1998-0636
Revision No.: 3
Date of Last Revision: 05/24/2000

This wage determination applies at the address(es) below:

Cape Canaveral Air Station, Brevard County, FL

Employed on U.S. Department of Air Force contracts for launch operations and support services.

Collective Bargaining Agreement between Sverdrup Technology, Inc. and Transport Workers Union of America, Local 525, AFL-CIO effective March 15, 1999 through September 4, 2004.

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

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
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WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2118
Revision No.: 17
Date of Last Revision: 05/16/2002

State: Florida

Area: Florida Counties of Brevard, Indian River

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.76
Accounting Clerk II	12.36
Accounting Clerk III	14.60
Accounting Clerk IV	18.43
Court Reporter	12.94
Dispatcher, Motor Vehicle	12.43
Document Preparation Clerk	9.81
Duplicating Machine Operator	9.81
Film/Tape Librarian	11.91
General Clerk I	9.08
General Clerk II	10.22
General Clerk III	10.98
General Clerk IV	12.33
Housing Referral Assistant	14.77
Key Entry Operator I	9.36
Key Entry Operator II	11.08
Messenger (Courier)	8.98
Order Clerk I	9.03
Order Clerk II	12.36
Personnel Assistant (Employment) I	10.43
Personnel Assistant (Employment) II	11.74
Personnel Assistant (Employment) III	12.36
Personnel Assistant (Employment) IV	15.16
Production Control Clerk	15.83
Rental Clerk	10.99
Scheduler, Maintenance	12.43
Secretary I	12.43
Secretary II	13.67
Secretary III	14.77
Secretary IV	16.80
Secretary V	18.50
Service Order Dispatcher	11.30
Stenographer I	10.97

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Stenographer II	11.76
Supply Technician	16.80
Survey Worker (Interviewer)	12.94
Switchboard Operator-Receptionist	9.05
Test Examiner	13.67
Test Proctor	13.67
Travel Clerk I	9.55
Travel Clerk II	10.34
Travel Clerk III	10.66
Word Processor I	10.20
Word Processor II	11.44
Word Processor III	12.79

Automatic Data Processing Occupations

Computer Data Librarian	11.16
Computer Operator I	13.03
Computer Operator II	14.18
Computer Operator III	15.89
Computer Operator IV	17.45
Computer Operator V	19.46
Computer Programmer I (1)	17.77
Computer Programmer II (1)	21.29
Computer Programmer III (1)	25.73
Computer Programmer IV (1)	28.45
Computer Systems Analyst I (1)	21.79
Computer Systems Analyst II (1)	25.63
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.29

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.49
Automotive Glass Installer	15.00
Automotive Worker	15.00
Electrician, Automotive	15.86
Mobile Equipment Servicer	13.54
Motor Equipment Metal Mechanic	16.49
Motor Equipment Metal Worker	15.00
Motor Vehicle Mechanic	16.49
Motor Vehicle Mechanic Helper	12.74
Motor Vehicle Upholstery Worker	14.48
Motor Vehicle Wrecker	15.00
Painter, Automotive	15.76
Radiator Repair Specialist	15.00
Tire Repairer	13.08
Transmission Repair Specialist	16.49

Food Preparation and Service Occupations

Baker	11.11
Cook I	10.11

Cook II	11.11
Dishwasher	7.82
Food Service Worker	7.82
Meat Cutter	11.38
Waiter/Waitress	8.47
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.76
Furniture Handler	12.39
Furniture Refinisher	15.76
Furniture Refinisher Helper	12.74
Furniture Repairer, Minor	14.28
Upholsterer	15.76
General Services and Support Occupations	
Cleaner, Vehicles	7.82
Elevator Operator	8.99
Gardener	10.11
House Keeping Aid I	7.82
House Keeping Aid II	9.74
Janitor	8.99
Laborer, Grounds Maintenance	8.47
Maid or Houseman	7.02
Pest Controller	12.25
Refuse Collector	8.99
Tractor Operator	9.87
Window Cleaner	9.74
Health Occupations	
Dental Assistant	11.77
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
Licensed Practical Nurse I	10.51
Licensed Practical Nurse II	11.80
Licensed Practical Nurse III	13.21
Medical Assistant	10.73
Medical Laboratory Technician	11.80
Medical Record Clerk	12.34
Medical Record Technician	12.93
Nursing Assistant I	8.45
Nursing Assistant II	9.50
Nursing Assistant III	10.36
Nursing Assistant IV	11.64
Pharmacy Technician	11.63
Phlebotomist	11.80
Registered Nurse I	15.99
Registered Nurse II	19.56
Registered Nurse II, Specialist	19.56
Registered Nurse III	23.68
Registered Nurse III, Anesthetist	23.68

Registered Nurse IV	28.37
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Information and Arts Occupations

Audiovisual Librarian	19.30
Exhibits Specialist I	16.21
Exhibits Specialist II	19.30
Exhibits Specialist III	21.10
Illustrator I	16.22
Illustrator II	19.30
Illustrator III	21.10
Librarian	20.37
Library Technician	12.44
Photographer I	12.81
Photographer II	15.50
Photographer III	18.45
Photographer IV	20.18
Photographer V	22.30

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.18
Counter Attendant	7.18
Dry Cleaner	8.36
Finisher, Flatwork, Machine	7.18
Presser, Hand	7.18
Presser, Machine, Drycleaning	7.18
Presser, Machine, Shirts	7.18
Presser, Machine, Wearing Apparel, Laundry	7.18
Sewing Machine Operator	8.89
Tailor	9.42
Washer, Machine	7.29

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	15.76
Tool and Die Maker	18.73

Material Handling and Packing Occupations

Forklift Operator	11.20
Fuel Distribution System Operator	14.48
Material Coordinator	16.43
Material Expediter	16.43
Material Handling Laborer	7.60
Order Filler	11.67
Production Line Worker (Food Processing)	12.68
Shipping Packer	10.57
Shipping/Receiving Clerk	11.03
Stock Clerk (Shelf Stocker, Store Worker II)	12.62
Store Worker I	9.52
Tools and Parts Attendant	14.66
Warehouse Specialist	14.58

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.14
Aircraft Mechanic Helper	12.74
Aircraft Quality Control Inspector	17.76
Aircraft Servicer	14.28
Aircraft Worker	15.00
Appliance Mechanic	15.76
Bicycle Repairer	13.08
Cable Splicer	16.49
Carpenter, Maintenance	15.76
Carpet Layer	15.19
Electrician, Maintenance	16.49
Electronics Technician, Maintenance I	19.66
Electronics Technician, Maintenance II	24.69
Electronics Technician, Maintenance III	27.74
Fabric Worker	14.28
Fire Alarm System Mechanic	16.49
Fire Extinguisher Repairer	13.54
Fuel Distribution System Mechanic	16.49
General Maintenance Worker	16.50
Heating, Refrigeration and Air Conditioning Mechanic	16.49
Heavy Equipment Mechanic	16.49
Heavy Equipment Operator	16.49
Instrument Mechanic	16.49
Laborer	11.04
Locksmith	15.76
Machinery Maintenance Mechanic	16.49
Machinist, Maintenance	17.68
Maintenance Trades Helper	12.74
Millwright	17.28
Office Appliance Repairer	15.76
Painter, Aircraft	15.97
Painter, Maintenance	15.76
Pipefitter, Maintenance	16.49
Plumber, Maintenance	15.76
Pneudraulic Systems Mechanic	16.49
Rigger	16.49
Scale Mechanic	15.00
Sheet-Metal Worker, Maintenance	16.49
Small Engine Mechanic	15.00
Telecommunication Mechanic I	18.14
Telecommunication Mechanic II	18.96
Telephone Lineman	16.49
Welder, Combination, Maintenance	16.49
Well Driller	16.49
Woodcraft Worker	16.49
Woodworker	13.54

Miscellaneous Occupations

Animal Caretaker	9.00
Carnival Equipment Operator	11.35
Carnival Equipment Repairer	11.62
Carnival Worker	7.82
Cashier	7.16
Desk Clerk	7.52
Embalmer	17.93
Lifeguard	9.42
Mortician	18.67
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
Recreation Specialist	14.12
Recycling Worker	12.03
Sales Clerk	9.16
School Crossing Guard (Crosswalk Attendant)	8.68
Sport Official	8.24
Survey Party Chief (Chief of Party)	13.10
Surveying Aide	8.68
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.91
Swimming Pool Operator	12.22
Vending Machine Attendant	12.03
Vending Machine Repairer	14.05
Vending Machine Repairer Helper	12.03

Personal Needs Occupations

Child Care Attendant	7.32
Child Care Center Clerk	10.48
Chore Aid	7.91
Homemaker	12.83

Plant and System Operation Occupations

Boiler Tender	16.49
Sewage Plant Operator	15.76
Stationary Engineer	16.49
Ventilation Equipment Tender	12.74
Water Treatment Plant Operator	16.43

Protective Service Occupations

Alarm Monitor	13.13
Corrections Officer	13.42
Court Security Officer	13.56
Detention Officer	13.42
Firefighter	13.83
Guard I	7.33
Guard II	12.94
Police Officer	16.08

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.68
Hatch Tender	14.97
Line Handler	14.97
Stevedore I	16.17
Stevedore II	17.91

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.68
Archeological Technician II	14.41
Archeological Technician III	17.61
Cartographic Technician	18.87
Civil Engineering Technician	15.58
Computer Based Training (CBT) Specialist/ Instructor	23.46
Drafter I	9.26
Drafter II	11.91
Drafter III	14.41
Drafter IV	17.15
Engineering Technician I	9.33
Engineering Technician II	11.99
Engineering Technician III	14.51
Engineering Technician IV	17.27
Engineering Technician V	18.89
Engineering Technician VI	20.88
Environmental Technician	17.45
Flight Simulator/Instructor (Pilot)	25.63
Graphic Artist	20.23
Instructor	21.12
Laboratory Technician	17.48
Mathematical Technician	16.84
Paralegal/Legal Assistant I	12.28
Paralegal/Legal Assistant II	16.61
Paralegal/Legal Assistant III	20.31
Paralegal/Legal Assistant IV	24.59
Photooptics Technician	16.84
Technical Writer	21.58
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
Weather Observer, Senior (3)	18.27
Weather Observer, Upper Air (3)	16.45

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.08
Parking and Lot Attendant	9.94
Shuttle Bus Driver	13.42
Taxi Driver	10.94
Truckdriver, Heavy Truck	14.89
Truckdriver, Light Truck	13.42
Truckdriver, Medium Truck	14.16
Truckdriver, Tractor-Trailer	14.89

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 \$2.56 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 15 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 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 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.

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

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.

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.