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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210

Daniel W. Simms | Division of | Wage Determination No.: 2005-2311
 Director | Wage Determinations | Revision No.: 18
 | | Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.21
01012 - Accounting Clerk II		13.71
01013 - Accounting Clerk III		15.33
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.70
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		13.70
01070 - Document Preparation Clerk		11.35
01090 - Duplicating Machine Operator		11.35
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		15.00
01141 - Messenger Courier		10.41
01191 - Order Clerk I		10.72
01192 - Order Clerk II		12.17
01261 - Personnel Assistant (Employment) I		12.67
01262 - Personnel Assistant (Employment) II		14.17
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		16.57
01280 - Receptionist		10.49
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		12.02
01311 - Secretary I		12.02
01312 - Secretary II		13.45
01313 - Secretary III		15.00
01320 - Service Order Dispatcher		12.52
01410 - Supply Technician		17.39

01420 - Survey Worker	13.59
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.09
01612 - Word Processor II	12.45
01613 - Word Processor III	14.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	10.96
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.41
07042 - Cook II	10.55
07070 - Dishwasher	8.09
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.88
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	14.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.26
11060 - Elevator Operator	10.55
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.55
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.04
11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	12.23
12000 - Health Occupations	
12010 - Ambulance Driver	16.46
12011 - Breath Alcohol Technician	16.46
12012 - Certified Occupational Therapist Assistant	20.83
12015 - Certified Physical Therapist Assistant	18.20
12020 - Dental Assistant	15.71
12025 - Dental Hygienist	30.78
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85
12040 - Emergency Medical Technician	16.46
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	13.19
12160 - Medical Record Clerk	13.26
12190 - Medical Record Technician	14.83

12195 - Medical Transcriptionist	13.22
12210 - Nuclear Medicine Technologist	31.37
12221 - Nursing Assistant I	10.30
12222 - Nursing Assistant II	11.58
12223 - Nursing Assistant III	12.64
12224 - Nursing Assistant IV	14.19
12235 - Optical Dispenser	12.71
12236 - Optical Technician	12.35
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	23.85
12311 - Registered Nurse I	21.22
12312 - Registered Nurse II	25.95
12313 - Registered Nurse II, Specialist	25.95
12314 - Registered Nurse III	31.40
12315 - Registered Nurse III, Anesthetist	31.40
12316 - Registered Nurse IV	37.64
12317 - Scheduler (Drug and Alcohol Testing)	20.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.20
13013 - Exhibits Specialist III	24.73
13041 - Illustrator I	18.13
13042 - Illustrator II	22.20
13043 - Illustrator III	24.73
13047 - Librarian	21.91
13050 - Library Aide/Clerk	12.51
13054 - Library Information Technology Systems Administrator	19.78
13058 - Library Technician	14.15
13061 - Media Specialist I	14.27
13062 - Media Specialist II	15.96
13063 - Media Specialist III	17.80
13071 - Photographer I	12.42
13072 - Photographer II	15.34
13073 - Photographer III	19.91
13074 - Photographer IV	24.34
13075 - Photographer V	30.59
13110 - Video Teleconference Technician	14.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.31
14042 - Computer Operator II	16.01
14043 - Computer Operator III	17.85
14044 - Computer Operator IV	19.84
14045 - Computer Operator V	21.96
14071 - Computer Programmer I	(see 1) 15.95
14072 - Computer Programmer II	(see 1) 19.77
14073 - Computer Programmer III	(see 1) 24.18
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	14.31
14160 - Personal Computer Support Technician	19.84
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.62
15020 - Aircrew Training Devices Instructor (Rated)	34.61
15030 - Air Crew Training Devices Instructor (Pilot)	39.95
15050 - Computer Based Training Specialist / Instructor	28.62
15060 - Educational Technologist	23.17
15070 - Flight Instructor (Pilot)	39.95
15080 - Graphic Artist	20.17
15090 - Technical Instructor	17.04
15095 - Technical Instructor/Course Developer	20.84
15110 - Test Proctor	13.75
15120 - Tutor	13.75
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)	17.26
19040 - Tool And Die Maker	21.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.10
21030 - Material Coordinator	15.76
21040 - Material Expediter	15.76
21050 - Material Handling Laborer	11.24
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	12.10
21110 - Shipping Packer	11.86
21130 - Shipping/Receiving Clerk	11.86
21140 - Store Worker I	10.52
21150 - Stock Clerk	14.09
21210 - Tools And Parts Attendant	12.10
21410 - Warehouse Specialist	12.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.37
23021 - Aircraft Mechanic I	20.20
23022 - Aircraft Mechanic II	21.37
23023 - Aircraft Mechanic III	22.47
23040 - Aircraft Mechanic Helper	15.57
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.37
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	17.69
23120 - Bicycle Repairer	10.96
23125 - Cable Splicer	24.97
23130 - Carpenter, Maintenance	15.82
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	17.00
23181 - Electronics Technician Maintenance I	19.29
23182 - Electronics Technician Maintenance II	20.57
23183 - Electronics Technician Maintenance III	22.12
23260 - Fabric Worker	15.05
23290 - Fire Alarm System Mechanic	18.08
23310 - Fire Extinguisher Repairer	14.03
23311 - Fuel Distribution System Mechanic	19.03
23312 - Fuel Distribution System Operator	14.73
23370 - General Maintenance Worker	14.35
23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	17.37
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.03
23393 - Gunsmith III	18.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	19.14
23440 - Heavy Equipment Operator	18.44
23460 - Instrument Mechanic	18.13
23465 - Laboratory/Shelter Mechanic	17.10
23470 - Laborer	13.72
23510 - Locksmith	17.73

23530 - Machinery Maintenance Mechanic	18.39
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	18.13
23592 - Metrology Technician II	19.13
23593 - Metrology Technician III	20.96
23640 - Millwright	18.13
23710 - Office Appliance Repairer	17.16
23760 - Painter, Maintenance	15.60
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	18.13
23850 - Rigger	18.08
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	15.87
23931 - Telecommunications Mechanic I	23.03
23932 - Telecommunications Mechanic II	24.36
23950 - Telephone Lineman	20.25
23960 - Welder, Combination, Maintenance	15.92
23965 - Well Driller	18.13
23970 - Woodcraft Worker	18.13
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	9.71
24620 - Family Readiness And Support Services Coordinator	12.12
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.08
25040 - Sewage Plant Operator	17.46
25070 - Stationary Engineer	18.08
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.29
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.67
28043 - Carnival Equipment Worker	9.35
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.84
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.60
29020 - Hatch Tender	17.60
29030 - Line Handler	17.60
29041 - Stevedore I	17.71
29042 - Stevedore II	19.43
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	15.43
30022 - Archeological Technician II	18.31
30023 - Archeological Technician III	22.93
30030 - Cartographic Technician	22.93
30040 - Civil Engineering Technician	19.46
30061 - Drafter/CAD Operator I	15.43
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.64
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	13.62
30082 - Engineering Technician II	15.82
30083 - Engineering Technician III	20.33
30084 - Engineering Technician IV	25.19
30085 - Engineering Technician V	30.82
30086 - Engineering Technician VI	37.29
30090 - Environmental Technician	22.93
30210 - Laboratory Technician	20.64
30240 - Mathematical Technician	22.93
30361 - Paralegal/Legal Assistant I	16.32
30362 - Paralegal/Legal Assistant II	19.97
30363 - Paralegal/Legal Assistant III	24.73
30364 - Paralegal/Legal Assistant IV	29.93
30390 - Photo-Optics Technician	22.93
30461 - Technical Writer I	21.40
30462 - Technical Writer II	26.16
30463 - Technical Writer III	31.93
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 (see 2)	20.64
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.10
31030 - Bus Driver	16.53
31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	10.99
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.46
31361 - Truckdriver, Light	15.41
31362 - Truckdriver, Medium	16.89
31363 - Truckdriver, Heavy	20.23
31364 - Truckdriver, Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99030 - Cashier	9.09
99050 - Desk Clerk	9.25
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	8.51
99252 - Laboratory Animal Caretaker II	9.17
99310 - Mortician	22.02
99410 - Pest Controller	13.21
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.44
99711 - Recycling Specialist	15.38
99730 - Refuse Collector	12.22
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	16.31
99831 - Surveying Aide	9.44
99832 - Surveying Technician	15.62
99840 - Vending Machine Attendant	10.35
99841 - Vending Machine Repairer	13.22
99842 - Vending Machine Repairer Helper	10.96

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

- 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) 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.