MAY 03 1999

STANDARD FORM 98
Rev. Feb. 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE

(*See Instructions on Reverse*)

Blanket SF 98

1. NOTICE NO.

A 1792774

MAIL TO:

Administrator
Wage and Hour Division
U.S. Department of Labor
Washington, D.C. 20210

2. Estimated solicitation date (*use numerals*)
6-1-99 / 6-1-00
Month | Day | Year

3. Estimated date bids or proposals to be opened or negotiations begun (*use numerals*)
6-1-99 / 6-1-00
Month | Day | Year

4. Date contract performance to begin (*use numerals*)
6-1-99 / 6-1-00
Month | Day | Year

5. PLACE(S) OF PERFORMANCE
Sandia National Laboratories
Alameda County, CA
(1)
CG

6. SERVICES TO BE PERFORMED (*describe*)
Trans

7. INFORMATION ABOUT PERFORMANCE

A. ☐ Services now performed by a contractor
B. ☐ Services now performed by Federal employees
C. ☐ Services not presently being performed

8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor

b. Number(s) of any wage determination(s) in incumbent's contract

c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). *Important:* Attach copies of current applicable collective bargaining agreements

9. OFFICIAL SUBMITTING NOTICE

SIGNED: Christine K. Wright
MS: 9116
DATE: 4/2/99
TYPE OR PRINT NAME: Christine K. Wright
TELEPHONE NO.: (925) 294-2271

10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.

Mr. Page Erickson
Human Resources Management Division
U.S. Department Of Energy
Oakland Operations Office
1301 Clay Street, Room 700N
Oakland, CA 94612-5208

RESPONSE TO NOTICE

(*by Department of Labor*)

A. ☑ The attached wage determination(s) listed below apply to procurement.
94-2051 (14)

B. ☐ As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.

C. ☐ From information supplied, the Service Contract Act does not apply (*see attached explanation*).

D. ☐ Notice returned for additional information (*see attached explanation*).

Signed: Clarence D. Thomas
(*U.S. Department of Labor*)

JUN 23 1999
(*Date*)

98-103

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

Division of Wage Determinations

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

Wage Determination No.: 94-2051
Revision No.: 14
Date of Last Revision: 06/01/1999

State(s): California

Areas: California COUNTIES OF Alameda, Contra Costa

** Fringe Benefits Required For All Occupations Included In
This Wage Determination Follow The Occupational Listing **

OCCUPATION CODE AND TITLE	MINIMUM HOURLY WAGE
Administrative Support and Clerical Occupations:	
01011 Accounting Clerk I	$ 9.86
01012 Accounting Clerk II	$ 10.96
01013 Accounting Clerk III	$ 13.06
01014 Accounting Clerk IV	$ 15.01
01030 Court Reporter	$ 12.84
01050 Dispatcher, Motor Vehicle	$ 12.84
01060 Document Preparation Clerk	$ 12.26
01070 Messenger (Courier)	$ 8.55
01090 Duplicating Machine Operator	$ 12.26
01110 Film/Tape Librarian	$ 10.68
01115 General Clerk I	$ 8.55
01116 General Clerk II	$ 9.60
01117 General Clerk III	$ 12.26
01118 General Clerk IV	$ 14.59
01120 Housing Referral Assistant	$ 15.57
01131 Key Entry Operator I	$ 9.60
01132 Key Entry Operator II	$ 11.13
01191 Order Clerk I	$ 11.35
01192 Order Clerk II	$ 12.63
01261 Personnel Assistant (Employment) I	$ 11.83
01262 Personnel Assistant (Employment) II	$ 13.88
01263 Personnel Assistant (Employment) III	$ 14.78
01264 Personnel Assistant (Employment) IV	$ 16.31
01270 Production Control Clerk	$ 13.70
01290 Rental Clerk	$ 10.68
01300 Scheduler, Maintenance	$ 10.68
01311 Secretary I	$ 10.68
01312 Secretary II	$ 12.84
01313 Secretary III	$ 15.57
01314 Secretary IV	$ 17.28
01315 Secretary V	$ 19.90
01320 Service Order Dispatcher	$ 10.68
01341 Stenographer I	$ 9.52
01342 Stenographer II	$ 10.68
01400 Supply Technician	$ 16.39
01420 Survey Worker (Interviewer)	$ 12.84
01460 Switchboard Operator-Receptionist	$ 10.08
01510 Test Examiner	$ 12.84
01520 Test Proctor	$ 12.84
01531 Travel Clerk I	$ 8.54
01532 Travel Clerk II	$ 9.29

01533	Travel Clerk III	$ 10.03
01611	Word Processor I	$ 11.96
01612	Word Processor II	$ 13.21
01613	Word Processor III	$ 15.71

Automatic Data Processing Occupations:

03010	Computer Data Librarian	$ 11.26
03041	Computer Operator I	$ 11.26
03042	Computer Operator II	$ 12.71
03043	Computer Operator III	$ 15.47
03044	Computer Operator IV	$ 16.53
03045	Computer Operator V	$ 18.32
03071	Computer Programmer I 1/	$ 13.51
03072	Computer Programmer II 1/	$ 16.74
03073	Computer Programmer III 1/	$ 21.98
03074	Computer Programmer IV 1/	$ 24.89
03101	Computer Systems Analyst I 1/	$ 21.00
03102	Computer Systems Analyst II 1/	$ 25.59
03103	Computer Systems Analyst III 1/	$ 27.62
03160	Peripheral Equipment Operator	$ 11.26

Automotive Service Occupations:

05005	Automobile Body Repairer, Fiberglass	$ 20.78
05010	Automotive Glass Installer	$ 19.01
05040	Automotive Worker	$ 19.01
05070	Electrician, Automotive	$ 19.90
05100	Mobile Equipment Servicer	$ 17.31
05130	Motor Equipment Metal Mechanic	$ 20.78
05160	Motor Equipment Metal Worker	$ 19.01
05190	Motor Vehicle Mechanic	$ 20.78
05220	Motor Vehicle Mechanic Helper	$ 16.39
05250	Motor Vehicle Upholstery Worker	$ 18.16
05280	Motor Vehicle Wrecker	$ 19.01
05310	Painter, Automotive	$ 19.90
05340	Radiator Repair Specialist	$ 19.01
05370	Tire Repairer	$ 17.31
05400	Transmission Repair Specialist	$ 20.78

Food Preparation and Service Occupations:

07010	Baker	$ 14.57
07041	Cook I	$ 13.25
07042	Cook II	$ 14.57
07070	Dishwasher	$ 10.15
07100	Food Service Worker (Cafeteria Worker)	$ 10.15
07130	Meat Cutter	$ 14.57
07250	Waiter/Waitress	$ 11.00

Furniture Maintenance and Repair Occupations:

09010	Electrostatic Spray Painter	$ 18.56
09040	Furniture Handler	$ 13.40
09070	Furniture Refinisher	$ 18.56
09100	Furniture Refinisher Helper	$ 15.29
09110	Furniture Repairer, Minor	$ 16.94
09130	Upholsterer	$ 18.56

General Service and Support Occupations:

11030	Cleaner, Vehicles	$ 10.15
11060	Elevator Operator	$ 10.15

11090	Gardener	$ 13.25
11121	Housekeeping Aide I	$ 9.32
11122	Housekeeping Aide II	$ 10.15
11150	Janitor	$ 10.15
11210	Laborer, Grounds Maintenance	$ 11.00
11240	Maid or Houseman	$ 9.32
11270	Pest Controller	$ 13.91
11300	Refuse Collector	$ 10.15
11330	Tractor Operator	$ 11.40
11360	Window Cleaner	$ 11.00

Health Occupations:

12020	Dental Assistant	$ 9.73
12040	Emergency Medical Technician/Paramedic Ambulance Driver	$ 14.82
12071	Licensed Practical Nurse I	$ 14.15
12072	Licensed Practical Nurse II	$ 15.90
12073	Licensed Practical Nurse III	$ 17.81
12100	Medical Assistant	$ 10.68
12130	Medical Laboratory Technician	$ 10.68
12160	Medical Record Clerk	$ 10.68
12190	Medical Record Technician	$ 13.85
12221	Nursing Assistant I	$ 7.50
12222	Nursing Assistant II	$ 8.43
12223	Nursing Assistant III	$ 9.19
12224	Nursing Assistant IV	$ 10.37
12250	Pharmacy Technician	$ 12.47
12280	Phlebotomist	$ 10.68
12311	Registered Nurse I	$ 16.66
12312	Registered Nurse II	$ 26.05
12313	Registered Nurse II, Specialist	$ 26.05
12314	Registered Nurse III	$ 30.95
12315	Registered Nurse III, Anesthetist	$ 30.95
12316	Registered Nurse IV	$ 34.66

Information and Arts Occupations:

13002	Audiovisual Librarian	$ 17.28
13011	Exhibits Specialist I	$ 18.48
13012	Exhibits Specialist II	$ 22.18
13013	Exhibits Specialist III	$ 27.28
13041	Illustrator I	$ 18.48
13042	Illustrator II	$ 22.18
13043	Illustrator III	$ 27.28
13047	Librarian	$ 19.90
13050	Library Technician	$ 13.10
13071	Photographer I	$ 17.18
13072	Photographer II	$ 18.48
13073	Photographer III	$ 22.18
13074	Photographer IV	$ 27.28
13075	Photographer V	$ 28.37

Laundry, Drycleaning, Pressing and Related Occups:

15010	Assembler	$ 7.21
15030	Counter Attendant	$ 7.21
15040	Dry Cleaner	$ 9.51
15070	Finisher, Flatwork, Machine	$ 7.21
15090	Presser, Hand	$ 7.21
15100	Presser, Machine, Drycleaning	$ 7.21
15130	Presser, Machine, Shirts	$ 7.21
15160	Presser, Machine, Wearing Apparel, Laundry	$ 7.21
15190	Sewing Machine Operator	$ 10.20

15220	Tailor	$ 10.94
15250	Washer, Machine	$ 8.05

Machine Tool Operation and Repair Occupations:

19010	Machine-Tool Operator (Toolroom)	$ 18.56
19040	Tool and Die Maker	$ 21.50

Materials Handling and Packing Occupations:

21010	Fuel Distribution System Operator	$ 15.24
21020	Material Coordinator	$ 14.43
21030	Material Expediter	$ 14.43
21040	Material Handling Laborer	$ 12.04
21050	Order Filler	$ 10.26
21071	Forklift Operator	$ 14.49
21080	Production Line Worker (Food Processing)	$ 13.43
21100	Shipping/Receiving Clerk	$ 11.65
21130	Shipping Packer	$ 11.65
21140	Store Worker I	$ 11.03
21150	Stock Clerk (Shelf Stocker; Store Worker II)	$ 11.65
21210	Tools and Parts Attendant	$ 12.83
21400	Warehouse Specialist	$ 13.43

Mechanics and Maintenance and Repair Occupations:

23010	Aircraft Mechanic	$ 19.38
23040	Aircraft Mechanic Helper	$ 15.29
23050	Aircraft Quality Control Inspector	$ 23.13
23060	Aircraft Servicer	$ 16.94
23070	Aircraft Worker	$ 17.74
23100	Appliance Mechanic	$ 18.56
23120	Bicycle Repairer	$ 16.15
23125	Cable Splicer	$ 15.51
23130	Carpenter, Maintenance	$ 18.56
23140	Carpet Layer	$ 17.74
23160	Electrician, Maintenance	$ 19.38
23181	Electronics Technician, Maintenance I	$ 12.91
23182	Electronics Technician, Maintenance II	$ 19.90
23183	Electronics Technician, Maintenance III	$ 22.24
23260	Fabric Worker	$ 16.94
23290	Fire Alarm System Mechanic	$ 19.38
23310	Fire Extinguisher Repairer	$ 16.15
23340	Fuel Distribution System Mechanic	$ 19.38
23370	General Maintenance Worker	$ 17.74
23400	Heating, Refrigeration and Air-Conditioning Mechanic	$ 19.38
23430	Heavy Equipment Mechanic	$ 19.38
23440	Heavy Equipment Operator	$ 19.36
23460	Instrument Mechanic	$ 19.38
23470	Laborer	$ 10.15
23500	Locksmith	$ 18.56
23530	Machinery Maintenance Mechanic	$ 19.38
23550	Machinist, Maintenance	$ 19.38
23580	Maintenance Trades Helper	$ 15.29
23640	Millwright	$ 19.38
23700	Office Appliance Repairer	$ 18.56
23740	Painter, Aircraft	$ 18.56
23760	Painter, Maintenance	$ 18.56
23790	Pipefitter, Maintenance	$ 19.38
23800	Plumber, Maintenance	$ 18.56
23820	Pneudraulic Systems Mechanic	$ 19.38
23850	Rigger	$ 19.38
23870	Scale Mechanic	$ 17.74

23890	Sheet-Metal Worker, Maintenance	$ 19.38
23910	Small Engine Mechanic	$ 17.74
23930	Telecommunications Mechanic I	$ 19.38
23931	Telecommunications Mechanic II	$ 20.20
23950	Telephone Lineman	$ 19.38
23960	Welder, Combination, Maintenance	$ 19.38
23965	Well Driller	$ 19.38
23970	Woodcraft Worker	$ 19.38
23980	Woodworker	$ 16.15

Personal Needs Occupations:

24570	Child Care Attendant	$ 6.83
24580	Child Care Center Clerk	$ 8.37
24600	Chore Aide	$ 8.48
24630	Homemaker	$ 9.46

Plant and System Operation Occupations:

25010	Boiler Tender	$ 19.38
25040	Sewage Plant Operator	$ 18.56
25070	Stationary Engineer	$ 19.38
25190	Ventilation Equipment Tender	$ 15.29
25210	Water Treatment Plant Operator	$ 18.56

Protective Service Occupations:

27004	Alarm Monitor	$ 14.21
27006	Corrections Officer	$ 19.77
27010	Court Security Officer	$ 19.77
27040	Detention Officer	$ 19.77
27070	Firefighter	$ 17.14
27101	Guard I	$ 7.10
27102	Guard II	$ 14.21
27130	Police Officer	$ 23.45

Stevedoring/Longshoremen Occupational Services:

28010	Blocker and Bracer	$ 15.72
28020	Hatch Tender	$ 15.72
28030	Line Handler	$ 15.72
28040	Stevedore I	$ 15.02
28050	Stevedore II	$ 16.44

Technical Occupations:

29010	Air Traffic Control Specialist, Center 2/	$ 23.18
29011	Air Traffic Control Specialist, Station 2/	$ 15.99
29012	Air Traffic Control Specialist, Terminal 2/	$ 17.54
29023	Archeological Technician I	$ 16.00
29024	Archeological Technician II	$ 17.91
29025	Archeological Technician III	$ 22.18
29030	Cartographic Technician	$ 22.18
29035	Computer Based Training (CBT) Specialist/Instructor	$ 21.00
29040	Civil Engineering Technician	$ 22.18
29061	Drafter I	$ 14.91
29062	Drafter II	$ 16.73
29063	Drafter III	$ 18.48
29064	Drafter IV	$ 22.18
29081	Engineering Technician I	$ 10.20
29082	Engineering Technician II	$ 13.00
29083	Engineering Technician III	$ 16.30
29084	Engineering Technician IV	$ 20.15

29085	Engineering Technician V	$ 22.70
29086	Engineering Technician VI	$ 26.85
29090	Environmental Technician	$ 22.18
29100	Flight Simulator/Instructor (Pilot)	$ 25.59
29150	Graphic Artist	$ 21.00
29160	Instructor	$ 19.33
29210	Laboratory Technician	$ 15.48
29240	Mathematical Technician	$ 22.18
29361	Paralegal/Legal Assistant I	$ 14.06
29362	Paralegal/Legal Assistant II	$ 17.28
29363	Paralegal/Legal Assistant III	$ 21.08
29364	Paralegal/Legal Assistant IV	$ 25.57
29390	Photooptics Technician	$ 22.18
29480	Technical Writer	$ 23.89
29491	Unexploded Ordnance Technician I	$ 14.74
29492	Unexploded Ordnance Technician II	$ 17.83
29493	Unexploded Ordnance Technician III	$ 21.37
29494	Unexploded Safety Escort	$ 14.74
29495	Unexploded Sweep Personnel	$ 14.74
29620	Weather Observer, Senior 3/	$ 16.53
29621	Weather Observer, Combined Upper Air & Surface Programs 3/	$ 14.88
29622	Weather Observer, Upper Air 3/	$ 14.88

Transportation/Mobile Equipment Operation Occups:

31030	Bus Driver	$ 15.71
31260	Parking and Lot Attendant	$ 9.27
31290	Shuttle Bus Driver	$ 12.36
31300	Taxi Driver	$ 10.93
31361	Truckdriver, Light Truck	$ 12.36
31362	Truckdriver, Medium Truck	$ 15.71
31363	Truckdriver, Heavy Truck	$ 16.45
31364	Truckdriver, Tractor-Trailer	$ 16.45

Miscellaneous Occupations:

99020	Animal Caretaker	$ 11.67
99030	Cashier	$ 5.48
99041	Carnival Equipment Operator	$ 11.40
99042	Carnival Equipment Repairer	$ 13.25
99043	Carnival Worker	$ 10.15
99050	Desk Clerk	$ 6.72
99095	Embalmer	$ 14.19
99300	Lifeguard	$ 5.98
99310	Mortician	$ 14.19
99350	Park Attendant (Aide)	$ 7.52
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	$ 5.98
99500	Recreation Specialist	$ 9.30
99510	Recycling Worker	$ 11.40
99610	Sales Clerk	$ 5.98
99620	School Crossing Guard (Crosswalk Attendant)	$ 10.15
99630	Sports Official	$ 5.98
99658	Survey Party Chief (Chief of Party)	$ 23.60
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	$ 17.63
99660	Surveying Aide	$ 12.50
99690	Swimming Pool Operator	$ 13.04
99720	Vending Machine Attendant	$ 11.24
99730	Vending Machine Repairer	$ 13.04
99740	Vending Machine Repairer Helper	$ 11.24

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: $1.63 an hour or $65.20 a week or $282.53 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years; 4 weeks after 15 years; 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 4.173)

HOLIDAYS: 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)

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 29 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 employee (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 preium 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).

**** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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.