

The Agreement shown in Schedule 4, effective May 18, 1953  
supersedes on that date the provisions of Part II of this  
Appendix.

PART III

Miscellaneous Benefits and Policies

A. Group Insurance

A group insurance program administered by the Metropolitan Life Insurance Company and offering those benefits currently available to Midland, Michigan, employees of the Company, with the exception of Life Insurance on Retirement, will be made available to employees under this contract on the same basis. Any enlargement of such benefits negotiated at the Midland Plant will be made available to employees under this contract. The difference between employee contributions and the cost of the program for employees engaged in work under this contract will be allowable. For details see Exhibit "C" hereto.

B. Jury Duty

Any employee called to serve on a jury will be paid the difference between his normal wages or salary and the sum received for jury services.

C. Military Service and Training

Employees leaving their jobs to enter the service of the armed forces will receive separation pay of two (2) weeks for employees with two (2) years' or less service, with one (1) additional week's pay for each additional year of service up to six (6) years. Upon returning from service, re-employment shall be in accordance with applicable laws.

An employee's standing will not be affected by participation in military training programs when the time of such programs does not exceed a total of eight (8) weeks for any one (1) calendar year.

An employee participating in a military training program will be paid at one-half base rate up to ten (10) scheduled working days in any one (1) calendar year, providing the employee has been employed by the Company at least ninety (90) days prior to his leaving for training.

No pay will be granted for time off for military training in excess of a total of ten (10) days in any one (1) calendar year.

D. Recreation and Morale Benefits

The Company will conduct an active recreational program adapted to the requests and needs of the employees. Such a program will to a large measure depend upon the facilities available in the vicinity of the plant site, will be subject to mutual agreement of the Plant Manager and the Commission, and might possibly include softball, bowling, basketball, and social activities, such as dancing, picnics, bridge, etc.

E. Medical Examination

Pre-employment and terminal medical examination as specified by the Company and conducted by competent medical personnel will be paid for by the Company. As soon as Plant medical

facilities are developed, these facilities will be utilized to the fullest extent possible to conduct such examinations as well as provide other necessary medical services.

F. Grievance Procedure

Any employee with a grievance shall be permitted to discuss the grievance with his immediate supervisor. Lacking a satisfactory adjustment, he may, in turn, present his grievance to his departmental head in company with a representative from the Personnel Department. In the event the grievance is not adjusted, the employee, his department head, and the representative from the Personnel Department will present the grievance to the Plant Manager or his appointee for final settlement. Questions involving employee relations not covered herein or in a labor agreement covering the Project will be handled in accordance with the policies and practices in use at the Midland, Michigan, plant of The Dow Chemical Company.

G. Pension and Profit Sharing Plans

Regular Dow Chemical Company employees transferring to work under this contract are covered by the Company's Pension and Profit Sharing Plan if they have attained the age thirty-five (35) and have at least five (5) years of service with the Company. Such employees will continue to accumulate benefit credits as will transferred employees who qualify for the Plan while serving on work under this Contract.

The Contractor shall be reimbursed for those amounts which it provides for the individual accounts of such transferred employees, pursuant to Section 5 of the pamphlet entitled "Pension and Profit Sharing Plan of The Dow Chemical Company" which is attached as Exhibit "B" to Appendix "A" of this Contract. This paragraph will apply only to employees whose compensation is directly reimbursable under this Contract.

Any pension, profit-sharing, or retirement plan developed for employees newly employed for work under this contract shall be subject to prior approval of the Commission.

\* H. Other Employee Relations

Questions involving employee relations not covered herein or in a labor agreement covering the Project will be handled in accordance with the policies and practices in use at the Midland, Michigan plant of The Dow Chemical Company.

\* I. Travel to Professional Meetings

It is the policy of The Dow Chemical Company, in its various plants, to permit employees to attend appropriate professional meetings on company time and at company expense. Such attendance at company expense must be approved by the line supervision and by the Manager's Office.

PART IV

TRANSPORTATION, TRAVEL AND LIVING ALLOWANCE POLICIES

A. Travel and Living Allowance Policy

1. Dow Employees on Temporary Duty

Subject to the approval of the Plant Manager and the Field Manager of the Rocky Flats Field Office, employees of The Dow Chemical Company transferring temporarily to work under this Contract will be reimbursed for their personal travel and living expenses while so engaged.

Subject to the approval of the Plant Manager, employees transferring to or employed to work under this Contract, who move themselves and/or their families to the site will be given a reasonable time in which to secure personal housing accommodations, during which the daily food and lodging expenses of the employee and family will be reimbursable items. If this period exceeds thirty (30) days, approval of the Commission for extension of time will be required.

2. Travel Status

Employees and prospective employees under this Contract required to travel on official business will be reimbursed for personal travel and living expenses as reviewed and approved by the Plant Manager while so engaged. The Plant Manager will approve each voucher under this paragraph.

### 3. Personal Cars

Employees or prospective employees under this Contract using private automobiles for necessary travel on official business will be given a mileage allowance of seven cents (7¢) per mile while so engaged.

### 4. Household Goods and Effects

Employees transferring or employed from other areas to work under this Contract may be reimbursed for the reasonable expenses of shipping their household goods and effects by common or contract carrier from their former residence to the project area, subject to the written approval of the Plant Manager. Upon termination of employment under this Contract, the Plant Manager may authorize payment of the expenses of returning the household goods and effects to their original locations, or a point not more distant, for those employees who choose not to remain in the Plant area.

Such reimbursement may include payment for additional insurance to a maximum of \$10,000.00 coverage or a maximum of \$50.00 premium to cover movement of household goods and effects.

### 5. Movement of Employees and Dependents

Employees reporting for work under this Contract from other areas may be reimbursed for the necessary travel expense of themselves and family, when public transportation

facilities are utilized. When travel is by private automobile, a mileage allowance of seven cents (7¢) per mile for the distance between the former residence and the Project may be allowed, together with the reasonable cost of meals and lodging enroute.

Upon termination of work under this Contract, the Plant Manager may authorize payment of an amount estimated to cover similar costs for the return journey to a point not further distant than the point of hire.

\*6. Aircraft Accident Insurance

Employees traveling on official business on commercial airlines who purchase single-trip personal aircraft accident insurance, in a maximum amount of twenty-five thousand dollars (\$25,000) will be permitted to enter the cost thereof on their expense accounts.

SCHEDULE 3

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

BASE EMPLOYMENT RATE FOR TECHNICALLY TRAINED EMPLOYEES

EFFECTIVE FEBRUARY 9, 1953

1. \$300.00 per month - A.B. degree with near minimum requirements.
2. \$310.00 per month - B.S. in Accounting or related major.
3. \$340.00 per month - B.S. degree in Engineering or Science.
4. \$340.00 per month - B.S. in Business Administration and an M.B.A.
5. \$375.00 per month - M.S. degree obtained by attending one year of post graduate school.
6. \$375.00 per month - B.S. in Chemistry or Chemical Engineering and one year of Business Administration.
7. \$390.00 per month - M.S. degree obtained by a two-year assistantship during which time laboratory work or teaching was done.
8. \$415.00 per month - B.S. in Chemistry or Chemical Engineering with an M.B.A.
9. \$500.00 per month - Ph.D. degree without related work experience, assistantship or fellowship.

Additional Values:

Military Service - \$5.00 for each six months of completed service (except V-12) to a \$15.00 maximum.

High Scholarship - Ranging from \$5.00 to \$20.00.

Experience - Up to \$5.00 per month additional salary for every three months of experience, providing it is of value in relation to the position for which applicant is being employed. Very little, if any, credit would be given in excess of \$40.00. For example: If a mechanical engineer were being employed in a shop engineering group, and if he had had two years of experience in general shop practice, \$20.00 to \$40.00 per month could be added to the starting rate.

### SCHEDULE 3

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

#### BASE EMPLOYMENT RATE FOR TECHNICALLY TRAINED EMPLOYEES

EFFECTIVE JANUARY 18, 1951 TO FEBRUARY 8, 1953

1. \$294.25 per month - A.B. degree with near minimum requirements.
2. \$305.00 per month - B.S. in Accounting or related major.
3. \$326.00 per month - B.S. degree in Engineering or Science.
4. \$330.00 per month - B.S. in Business Administration and M.B.A.
5. \$355.00 per month - M.S. degree obtained by attending one year of post graduate school.
6. \$355.00 per month - B.S. in Chemistry or Chemical Engineering and one year of Business Administration.
7. \$378.00 per month - M.S. degree obtained by a two-year assistantship during which time laboratory work or teaching was done.
8. \$400.00 per month - B.S. in Chemistry or Chemical Engineering with an M.B.A.
9. \$475.00 per month - Ph.D. degree without related work experience, assistantship or fellowship.

#### Additional Values:

Military Service - \$5.00 for each six months of completed service (except V-12) to a \$15.00 maximum.

High Scholarship - Ranging from \$5.00 to \$20.00.

Experience - Up to \$5.00 per month additional salary for every three months of experience, providing it is of value in relation to the position for which the applicant is being employed. Very little, if any, credit would be given in excess of \$40.00. For example: If a mechanical engineer were being employed in a shop engineering group, and if he had had two years of experience in general shop practice, \$20.00 to \$40.00 per month could be added to the starting rate.

SCHEDULE 4

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

<u>CLASSIFICATION</u>	<u>RATE</u>	
	<u>HIRING</u>	<u>JOB</u>
<u>Grade III (Contd.)</u>		
Electrician Helper		
Auto Mechanic Helper		
Instrument Repairman Helper		
Sheetmetal Helper		
Carpenter Helper		
Pipefitter Helper		
Apprentice Welder		
Fire Fighter & Fire Equipment Man		
Winch Truck Driver		
Machinist Helper		
<u>Grade IV</u>	\$1.50 (3)	\$1.60 (3) \$1.70
Asst. Chemical Operator		
Drill Press Operator		
Laundry Machine Man - IV		
Monitor - IV		
Electronics Repairman		
Laboratory Assistant		
Boiler Operator - Ventilation Operator		
Production Record Clerk		
Tool Repairman		
Glass Worker Helper		
Sandblaster		
Light Equipment Operator		
Dispatcher		
Stock Clerk		
<u>Grade V</u>	\$1.70 (3)	\$1.80
Bench Drill Press Operator		
DU-All Saw Operator		
Chemical Operator - V		
Monitor - V		
Tool Repairman		
Stock Clerk		
(C working conditions)		
Brush Painter		
Heavy Equipment Operator		

SCHEDULE 4

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

<u>CLASSIFICATION</u>	<u>RATE</u>	
	<u>HIRING</u>	<u>JOB</u>
<u>Grade V (Contd.)</u>		
Receiving Clerk		
Boiler Operator		
Ventilation Operator		
<u>Grade VI</u>	\$1.80 (3)	\$1.90
Surface Grinder Operator		
Tool Grinder		
Shaper Operator		
Milling Machine Operator - VI Rigger		
(Normal conditions)		
Lathe Operator - VI		
(Normal conditions)		
Assistant Inspector		
Pipe Coverer		
Chemical Operator - VI		
Electronics Technician		
Laboratory Technician		
Roofer		
Spray Painter		
Mobile Crane Operator		
<u>Grade VII</u>	\$1.90 (3)	\$2.00
Production Machinist - VII		
(Normal conditions)		
Milling Machine Operator - VII		
(B working conditions)		
Lathe Operator - VII		
(B working conditions)		
Chemical Operator - VII		
Machinist-Maintenance		
Tile and Glass Man		
Electrician (Maint.)		
Auto Mechanic (Maint.)		
Sheetmetal Worker (Maint.)		
Carpenter (Maint.)		
Pipefitter (Maint.)		
Instrument Repairman		
Welder-Maintenance		
Trap and Valve Repairman		

SCHEDULE 4

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

<u>CLASSIFICATION</u>	<u>RATE</u>	
	<u>HIRING</u>	<u>JOB</u>
<u>Grade VIII</u>	\$2.00 (6)	\$2.10
Production Machinist - VIII (B working conditions) Factory Maintenance Man Senior Laboratory Technician Lineman Glass Worker Special Machinist (Precision Shop) Machine Set-up Man Toolmaker - VIII (Maint. Shop)		
<u>Grade IX</u>	\$2.10 (6)	\$2.20
Production Machinist - IX (C working conditions) Final Inspector - IX Model Maker Instrument Processman Die Repairer		
<u>Grade X</u>	\$2.20 (6)	\$2.30
Toolmaker - X Final Inspector - X Mason Master Glass Worker		

Sub-Foreman - 20 cents above highest paid man under him.  
Crew Leader - 10 cents above highest paid man in crew.  
Head Operator - 10 cents above highest paid man in crew.  
Head Monitor - 10 cents above Monitor - V.

SCHEDULE 4

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

AGREEMENT BETWEEN THE DOW CHEMICAL COMPANY, ROCKY FLATS PLANT,  
AND THE DENVER METAL TRADES COUNCIL, A.F. OF L.

EFFECTIVE MAY 18, 1953

Booklet  
not  
Copied

SCHEDULE 5

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE MAY 17, 1954

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>			
Captain (Foreman)	Salaried			
Senior Lieutenant	Salaried			
Lieutenant	Salaried			
Master Sergeant	\$2.10	(3)	\$2.20	
Senior Sergeant	\$1.87	(3)	\$1.97	(3) \$2.07
Patrolman	\$1.74	(2)	\$1.84	(3) \$1.94

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

Revised by Reimbursement Auth. No. 14, Modification No. 19, 21  
dated 6-4-54

SCHEDULE 5

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE NOVEMBER 13, 1952 TO FEBRUARY 8, 1953

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>		
Captain (Foreman)	\$2.00 (6)	\$2.10 (6)	\$2.20
Senior Lieutenant	\$1.90 (3)	\$2.00	
Lieutenant	\$1.80 (3)	\$1.90	

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

These rates, effective dates as indicated, were approved to be made retroactive to July 30, 1952.

SCHEDULE 5

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE NOVEMBER 13, 1952 TO FEBRUARY 8, 1953

CLASSIFICATION

HOURLY RATE

Master Sergeant	\$1.70 (3)	\$1.80		
Senior Sergeant	\$1.50 (3)	\$1.60 (3)	\$1.70	
Sergeant	\$1.40 (2)	\$1.50 (3)	\$1.60	
Patrolman	\$1.40 (2)	\$1.50 (3)	\$1.60	

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

These rates, effective dates as indicated, were approved to be made retroactive to July 30, 1952.

SCHEDULE 5

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(295)-5106

HOURLY WAGE RATE SCHEDULE FOR PLANT EMPLOYEES

EFFECTIVE JANUARY 18, 1961 TO JULY 28, 1962

CLASSIFICATION

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>	
Captain (Foreman)	\$2.20	(2)
Senior Lieutenant	\$1.85	(2)
Lieutenant	\$1.50	(2)
Master Sergeant	\$1.70	(3)
Senior Sergeant	\$1.65	(3)
Sergeant	\$1.50	(3)
Patrolman	\$1.50	(3)

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

SCHEDULE 6

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

HOURLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE JANUARY 11, 1954

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>	
RFW-48	General Cook	\$1.50 (3)	\$1.63
RFW-49	Assistant Cook	\$1.40 (3)	\$1.50
RFW-54	Cafeteria Worker	\$1.31 (3)	\$1.40

Note: Figure in parenthesis indicates time in months before increase to next rate.

SEALS

SCHEDULE 6

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

WEEKLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE JULY 23, 1953

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>WEEKLY RATE</u>		
RFW-48	General Cook	\$60.00	(3)	\$65.00
*RFW-49	Assistant Cook	56.00	(3)	60.00
RFW-51	Meat Cutter (Male)	70.00	(3)	75.00
			(6)	80.00
RFW-54	Cafeteria Worker	52.20	(3)	56.00
RFW-55	Cafeteria Helper	48.02	(1)	52.20

Note: Figure in parenthesis indicates time in months before increase to next rate.

Mod. No. 12 - Revised 10/1/53

\* ~~Revised by Reimbursement Authorization No. 9 dated 10/21/53~~

SALE

SCHEDULE 5

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE JULY 30, 1952 TO NOVEMBER 12, 1952

CLASSIFICATION

HOURLY RATE

Captain (Foreman)	\$1.90 (6)	\$2.00 (6)	\$2.10
Senior Lieutenant	\$1.80 (3)	\$1.90	
Lieutenant	\$1.70 (9)	\$1.80	
Master Sergeant	\$1.60 (3)	\$1.70	
Senior Sergeant	\$1.50 (3)	\$1.60	
Sergeant	\$1.40 (3)	\$1.60	
Patrolman	\$1.40 (3)	\$1.50	

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

SCHEDULE 6

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

WEEKLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE JANUARY 18, 1951 TO FEBRUARY 8, 1953

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>WEEKLY RATE</u>	
RFW-48	General Cook	\$55.00 (3)	\$60.00
RFW-49	Second Cook	48.00 (3)	52.00
RFW-50	Pastry Cook	50.00 (3)	55.00
RFW-51	Meat Cutter (Male)	65.00 (3)	70.00
		(6)	75.00
RFW-52	Salad Girl	48.00 (3)	52.00
RFW-53	Plant Truck Girl	48.00 (3)	52.00
RFW-54	Counter Girl	48.00 (3)	52.00
RFW-55	General Helper	46.00 (3)	50.00

Note: Figure in parenthesis indicates time in months before increase to next rate.

SCHEDULE 6

THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT NO. AT(29-1)-1106

WEEKLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE FEBRUARY 9, 1953 TO JULY 22, 1953

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>WEEKLY RATE</u>		
RFW-48	General Cook	\$57.42	(3)	\$62.64
RFW-49	Second Cook	50.11	(3)	54.29
RFW-50	Pastry Cook	52.20	(3)	57.42
RFW-51	Meat Cutter (Male)	67.86	(3)	73.08
			(6)	78.30
RFW-52	Salad Girl	50.11	(3)	54.29
RFW-53	Plant Truck Girl	50.11	(3)	54.29
RFW-54	Counter Girl	50.11	(3)	54.29
RFW-55	General Helper	48.02	(3)	52.20

Note: Figure in parenthesis indicates time in months before increase to next rate.

Exhibit A

Appendix A

Contract AT-(29-1)-1106

<u>Base Monthly Salary</u>	<u>Over- time</u>	<u>HOURLY RATE</u>		<u>48-HOUR WEEK</u>		<u>46½-HOUR WEEK</u>	
		<u>Straight Time</u>	<u>Over- time</u>	<u>Added Mo. Pay</u>	<u>Total Mo. Pay</u>	<u>Added Mo. Pay</u>	<u>Totaal Mo. Pay</u>
\$450.	1.5	2.589	3.884	135.00	585.00	109.70	559..70
455.	1.472	2.619	3.855	133.95	588.95	108.88	563..88
460.	1.444	2.647	3.822	132.85	592.85	107.95	567..95
465.	1.417	2.675	3.790	131.78	596.78	107.04	572..04
470.	1.389	2.704	3.756	130.57	600.57	106.08	576..08
475.	1.361	2.733	3.720	129.30	604.30	105.07	580..07
480.	1.333	2.762	3.682	127.97	607.97	103.99	583..99
485.	1.306	2.790	3.644	126.68	611.68	102.92	587..92
490.	1.278	2.819	3.603	125.24	615.24	101.76	591..76
95.	1.25	2.848	3.560	123.75	618.75	100.55	595..55
500.	1.222	2.877	3.516	122.22	622.22	99.31	599..31
505.	1.194	2.905	3.469	120.59	625.59	97.98	602..98
510.	1.167	2.934	3.424	119.03	629.03	96.71	606..71
515.	1.139	2.963	3.375	117.32	632.32	95.32	610..32
520.	1.111	2.992	3.324	115.54	635.54	93.88	613..88
525.	1.083	3.021	3.272	113.72	638.72	92.41	617..41
530.	1.056	3.049	3.220	111.94	641.94	90.95	620..95
535.	1.028	3.078	3.164	110.00	645.00	89.36	624..36
540.	1.	3.107	3.107	108.00	648.00	87.75	627..75
545.	.972	3.136	3.048	105.95	650.95	86.09	631..09
550.	.944	3.164	2.987	103.84	653.84	84.36	634..36
555.	.917	3.193	2.928	101.79	656.79	82.70	637..70
560.	.889	3.222	2.864	99.57	659.57	80.89	640..89
565.	.861	3.251	2.799	97.29	662.29	79.06	644..06
570.	.833	3.279	2.731	94.96	664.96	77.13	647..13
75.	.806	3.308	2.666	92.69	667.69	75.30	650..30
80.	.778	3.337	2.596	90.25	670.25	73.32	653..32
585.	.750	3.366	2.525	87.75	672.75	71.32	656..32
590.	.722	3.395	2.451	85.20	675.20	69.23	659..23
595.	.694	3.423	2.376	82.59	677.59	67.11	662..11
600.	.667	3.452	2.302	80.04	680.04	65.02	665..02
605.	.639	3.481	2.224	77.32	682.32	62.81	667..81
610.	.611	3.510	2.145	74.54	684.54	60.58	670..58
615.	.583	3.538	2.063	71.70	686.70	58.27	673..27
620.	.556	3.567	1.983	68.94	688.94	56.01	676..01
625.	.528	3.596	1.899	66.00	691.00	53.64	678..64
630.	.5	3.625	1.813	63.00	693.00	51.21	681..21
635.	.472	3.653	1.724	59.94	694.94	48.69	683..69
640.	.444	3.682	1.635	56.83	696.83	46.18	686..18
645.	.417	3.711	1.547	53.79	698.79	43.69	688..69

<u>Base Monthly Salary</u>	<u>Over- time</u>	<u>HOURLY RATE</u>		<u>48-HOUR WEEK</u>		<u>46<sup>1</sup>-HOUR WEEK</u>	
		<u>Straight Time</u>	<u>Over- time</u>	<u>Added Mo. Pay</u>	<u>Total Mo. Pay</u>	<u>Added Mo. Pay</u>	<u>Total Mo. Pay</u>
\$650	.389	3.740	1.455	50.57	700.57	41.10	691.10
655	.361	3.768	1.360	47.29	702.29	38.41	693.41
660	.333	3.797	1.264	43.96	703.96	35.70	695.70
665	.305	3.826	1.167	40.57	705.57	32.96	697.96
670	.278	3.855	1.072	37.25	707.25	30.27	700.27
675	.250	3.884	.971	33.75	708.75	27.42	702.42
680	.222	3.912	.868	30.19	710.19	24.52	704.52
685	.194	3.941	.765	26.58	711.58	21.60	706.60
690	.167	3.970	.663	23.05	713.05	18.73	708.73
695	.139	3.999	.556	19.32	714.32	15.70	710.70
700	.111	4.027	.447	15.54	715.54	12.63	712.63
705	.083	4.056	.337	11.70	716.70	9.52	714.52
710	.056	4.085	.229	7.95	717.95	6.47	716.47
715	.028	4.114	.115	4.00	719.00	3.25	718.25
720	.0	4.142	.0	.00	720.00	.00	720.00

**U. S. DEPARTMENT OF LABOR  
OFFICE OF THE SECRETARY  
WASHINGTON**

Decision No. O-4094

OCT 13 1954

Date: 10-13-54

**DECISION OF THE SECRETARY**

This case is before the Department of Labor pursuant to a request for a wage predetermination as required by law applicable to the work described on the attached wage schedule.

A study has been made of wage conditions in the locality and on the basis of information assembled by the Department of Labor the wage rates listed on the attached schedule are hereby determined by the Secretary of Labor as the prevailing (or, in the case of the Federal Airport Act, as the minimum) rates of wages for the described classes of labor in accordance with applicable law.

**LAW REFERENCES AND SPECIAL PROVISIONS**

<input checked="" type="checkbox"/>	DB	Davis-Bacon Act, as amended, 40 U. S. C. 276 (a) et seq.
<input type="checkbox"/>	FHA	National Housing Act, as amended, 12 U. S. C. 1703 et seq.
<input type="checkbox"/>	PHA	Housing Act of 1949, as amended, 42 U. S. C. 1401 et seq.
<input type="checkbox"/>	FAA	Federal Airport Act of 1946, as amended, 49 U. S. C. 1101 et seq.
<input type="checkbox"/>	HSC	Hospital Survey and Construction Act of 1946, 42 U. S. C. 291 et seq.
<input type="checkbox"/>	SCA	School Survey and Construction Act of 1950, 20 U. S. C. 251 et seq.
<input type="checkbox"/>	CFS	Defense Housing and Community Facilities and Services Act of 1951, as amended, 42 U. S. C. 1592i.
<input type="checkbox"/>	REC	Reorganization Plan Number 14 of 1950, 5 U. S. C. 133z-15.
<input type="checkbox"/>		Regulations of the Secretary of Labor, Part 5, Title 29, Subtitle A, Code of Federal Regulations.

This wage determination decision and any modifications thereof during the period prior to the stated expiration date shall be used during such period and made a part of every contract for performance of the described work as provided by applicable law and regulations of the Secretary of Labor, and the wage rates contained in this decision, unless modified, shall be the minimum wage rates to be paid under any such contract by contractors and subcontractors on the work.

Under the Davis-Bacon Act the contracting officer shall require that any class of laborers and mechanics not listed in the Secretary's decision, which will be employed on the contract, shall be classified or reclassified by the contractor or subcontractor conformably to the Secretary's decision and a report of the administrative action taken in such cases shall be transmitted by the agency to the Secretary of Labor. In the event the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers and mechanics to be used, the question, accompanied by the recommendation of the contracting officer, shall be referred to the Secretary of Labor for final determination. Where classification of laborers and mechanics which were not included in the original decision are desired under any statutes other than the Davis-Bacon Act, a supplementary wage determination shall be requested by the Agency Head.

The wage rates contained in this decision are straight hourly wage rates. In some areas management and labor organizations in the construction industry have collectively bargained for health and welfare fund contributions. Such contributions are not included in wage rates determined by the Secretary of Labor for construction projects.

The Department of Labor the wage rates listed on the attached schedule are hereby determined by the Secretary of Labor as the prevailing (or, in the case of the Federal Airport Act, as the minimum) rates of wages for the described classes of labor in accordance with applicable law.

## LAW REFERENCES AND SPECIAL PROVISIONS

X DB	Davis-Bacon Act, as amended, 40 U. S. C. 276 (a) et seq.
FHA	National Housing Act, as amended, 12 U. S. C. 1703 et seq.
PHA	Housing Act of 1949, as amended, 42 U. S. C. 1401 et seq.
FAA	Federal Airport Act of 1946, as amended, 49 U. S. C. 1101 et seq.
HSC	Hospital Survey and Construction Act of 1946, 42 U. S. C. 291 et seq.
SCA	School Survey and Construction Act of 1950, 20 U. S. C. 251 et seq.
CFS	Defense Housing and Community Facilities and Services Act of 1951, as amended, 42 U. S. C. 1592i.
REO	Reorganization Plan Number 14 of 1950, 5 U. S. C. 133z-15.
	Regulations of the Secretary of Labor, Part 5, Title 29, Subtitle A, Code of Federal Regulations.

This wage determination decision and any modifications thereof during the period prior to the stated expiration date shall be used during such period and made a part of every contract for performance of the described work as provided by applicable law and regulations of the Secretary of Labor, and the wage rates contained in this decision, unless modified, shall be the minimum wage rates to be paid under any such contract by contractors and subcontractors on the work.

Under the Davis-Bacon Act the contracting officer shall require that any class of laborers and mechanics not listed in the Secretary's decision, which will be employed on the contract, shall be classified or reclassified by the contractor or subcontractor conformably to the Secretary's decision and a report of the administrative action taken in such cases shall be transmitted by the agency to the Secretary of Labor. In the event the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers and mechanics to be used, the question, accompanied by the recommendation of the contracting officer, shall be referred to the Secretary of Labor for final determination. Where classification of laborers and mechanics which were not included in the original decision are desired under any statutes other than the Davis-Bacon Act, a supplementary wage determination shall be requested by the Agency Head.

The wage rates contained in this decision are straight hourly wage rates. In some areas management and labor organizations in the construction industry have collectively bargained for health and welfare fund contributions. Such contributions are not included in wage rates determined by the Secretary of Labor for construction projects.

By direction of the Secretary of Labor,

Solicitor of Labor

Attachment

WORK:

Construction to existing plant consisting of alterations  
 existing facilities or structures as required. Incidental  
 action within plant.

DATE OF DECISION

10-18-54

EXPIRES

1-15-55

SUPERSEDES DECISION NO.

CITY OR OTHER DESCRIPTION

Denver-Boulder area. Rates obtained from Denver Building  
 Trades Council which will help staff jobs.

Colorado

Jefferson

10-001.

1-u

	Per Hour		Per Hour
Asbestos workers	\$3.00	Painters, brush	\$2.60
" " improvers:		" spray (subject to the	
1st year	2.10	practice prevailing in	2.925
2nd year	2.25	the area)	2.925
3rd year	2.40	" Swing stage	2.925
4th year	2.55	Sand blasting	
Boilermakers	3.00		
" helpers	2.75	Pipe fitters	3.05
Bricklayers	3.50	Plasterers	3.30
Carpenters	2.85	Plumbers	3.05
Cement masons:		Power equipment operators:	
Cement masons	2.85	Air compressor	2.61
Cement masons working with		Asphalt plant	2.61
composition material	2.975	Brakeman	2.00
Cement masons working on scaffold,		Bulldozer, scraper	2.61
swing stage or temporary		Crushing plant, batch plant	2.61
platform over 25 ft. high	3.10	Distributor (bituminous surface)	2.61
Electricians	3.00	Finishing machine (cement,	
Drain layer	2.15	concrete, pavement)	2.61
" " on pipe 8" or over	2.40	Fireman, oiler and batch plant	
Elevator constructors	3.16	scale operator	2.00
" " helpers	2.21	Industrial motorman	2.61
Glazier	2.50	Hoist (1 drum)	2.61
Ironworkers:		" (2 or more drums)	2.78
Structural	2.85	Mechanic, heavy duty	2.61
Ornamental	2.85	" helper	2.00
Reinforcing	2.85	Mixer, (1 cu. yd. or over)	2.78
Insulation mechanics		" (less than 1 cu. yd.)	2.61
Laborers:		Motor grader	2.61
Mason tender, brick tender,	2.275	Pump	2.61
plasterer tender, cement		Roller	2.61
mason tender		Tournapull	2.61
Power-operated tool such as		Shovel, crane, derrick, dragline	2.78
jackhammer, baroo hammer,		Tractor, over 35 hp.	2.00
tamper, vibrator, pavement		" 35 hp. or less	2.00
breaker, spader, hammer and		Trenching machine	2.61
drill, sander and self-		Drill operator	2.61
propelled concrete buggy	2.225		

	<u>Per Hour</u>		<u>Per Hour</u>
Asbestos workers	\$3.00	Painters, brush	\$2.60
" " improvers:		" spray (subject to the	
1st year	2.10	practice prevailing in	2.925
2nd year	2.25	the area)	2.925
3rd year	2.40	" Swing stage	2.925
4th year	2.55	Sand blasting	2.925
Oilermakers	3.00		
" helpers	2.75		
Bricklayers	3.50	Pipe fitters	3.05
Carpenters	2.85	Plasterers	3.30
Cement masons:		Plumbers	3.05
Cement masons	2.85	Power equipment operators:	
Cement masons working with		Air compressor	2.61
composition material	2.975	Asphalt plant	2.61
Cement masons working on scaffold,		Brakeman	2.00
swing stage or temporary		Bulldozer, scraper	2.61
platform over 25 ft. high	3.10	Crushing plant, batch plant	2.61
Electricians	3.00	Distributor (bituminous surface)	2.61
Rain layer	2.15	Finishing machine (cement,	
" " on pipe 8" or over	2.40	concrete, pavement)	2.61
Elevator constructors	3.16	Fireman, oiler and batch plant	
" " helpers	2.21	scale operator	2.00
Painter	2.50	Industrial motorman	2.61
Ironworkers:		Hoist (1 drum)	2.61
Structural	2.85	" (2 or more drums)	2.78
Ornamental	2.85	Mechanic, heavy duty	2.61
Reinforcing	2.85	" helper	2.00
Insulation mechanics		Mixer, (1 cu. yd. or over)	2.78
Laborers:		" (less than 1 cu. yd.)	2.61
Mason tender, brick tender,	2.275	Motor grader	2.61
plasterer tender, cement		Pump	2.61
mason tender		Roller	2.61
Power-operated tool such as		Tournapull	2.61
jackhammer, barco hammer,		Shovel, crane, derrick, dragline	2.78
tamper, vibrator, pavement		Tractor, over 35 hp.	2.61
breaker, spader, hammer and		" 35 hp. or less	2.00
drill, sander and self-		Trenching machine	2.61
propelled concrete buggy	2.225	Drill operator	2.61
Construction labor	1.875	Roofers	2.85
Others	3.30	Sheet metal worker	2.95
Marble setters	3.20	Soft floor layers (linoleum)	2.57
" " helpers	2.05	Stone mason	3.50
Overweight	2.775	Terrazzo workers	3.20
		" " helpers	2.05
		Tile setters	3.20
		" " helpers	2.05

10-15-1  
L-3

Per Hour

Per Hour

**Truck drivers:**

Truck drivers:	
Truck	\$1.90
Under 6 yds. hauled	2.00
6 yds. to 13 yds. hauled	2.10
13 yds. to 20 yds. hauled	2.20
Over 20 yds. hauled	2.30
Flat rack	2.00
Semi-flat rack truck and highboy	2.10
Koehring dumper	2.10
Trailer carrier	2.10
Concrete mixer truck to 5 yds.	2.10
Concrete mixer truck 5 yds. and over	2.20
Lowboy	2.20

**Truck drivers: (contd.)**

Winch pole and "A" frame truck	\$2.35
Euclids and similar equipment in tandem	2.40
Water truck	2.00
Semi-water truck	2.10
Warehouseman (greaser, tire and service man)	2.00
Truck mechanic	2.25
" " helper	1.90
Material checker	2.05
Dumper, spotter - scaleman (same rate as driver)	

Apprentice Schedule

	Interval	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
Craft											
Bricklayers	6 mos.	30	40	50	60	75	80				
"	4th yr.	(\$1.00 per day less than journeymen's rate)									
Carpenters	6 mos.	55	60	65	70	75	80	85	90		
Electricians	6 mos.	40	45	50	55	60	65	70	75		
Ironworkers	6 mos.	66-2/3	72-1/2	80	90						
Ironman	6 mos.	\$1.76	1.83	1.95	2.06	2.18	2.30				
Painters	3 mos.	45	50								
"	6 mos.		55	60	65	70	75	80	90		
Pipe fitters	6 mos.	40	45	50	55	60	65	70	75	80	90
Plumbers	6 mos.	40	45	50	55	60	65	70	75	80	90
Roofers	year	60	70	80							
Sheet metal	6 mos.	40	45	50	55	60	65	70	80		

\*The apprentice rate is by percentage of the journeymen's rate unless otherwise indicated.

PENSION

and

PROFIT SHARING

PLAN

THE MORGAN CHEMICAL COMPANY

1980-1981

**expanded  
life insurance for  
salaried employees**

Booklet Not Copied

**THE DOW CHEMICAL COMPANY**

**OCTOBER, 1953**

Exhibit C  
Inventories, I  
Contract # (721) 1106

Booklet Not  
Copied

Group Insurance  
Plan Data  
Employee



Revised October 1958

THE DOW CHEMICAL COMPANY

ROCKY HILL, CT