

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

Revised
to Mod. 197

PAGE 1 OF 3 PAGES

PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
CONTRACTOR The Dow Chemical Company	
CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **February 15, 1967**

The first paragraph of Appendix A is amended by the addition of the following sentence:

"The policies and schedules of this Appendix A shall also apply to all Contractor employees regularly assigned to the Albuquerque Plant operated by the Contractor for the Commission."

The following new Section Y is added to Part II, Appendix A:

Y. Special Provisions for Category J Employees:

An employee of ACF Industries, Inc. (hereinafter called "ACFI") who resigns from the Albuquerque Plant operated by ACFI for the Commission to accept employment with the Contractor on Category J work will receive the benefits specified elsewhere in this Appendix A except as such benefits may be increased as set forth below:

- Training and Educational Assistance: ACFI service will be recognized for the service requirements of the Training and Educational Assistance programs of the Contractor. All other provisions of Sections C and D, Part I of this Appendix A will apply.
- Vacation Leave: An ACFI employee who has not reached his 1967 anniversary date at the time of hire by the Contractor will be granted a vacation allowance to the nearest half-day on a prorated basis for the period from the ACFI 1967 anniversary date to December 31, 1967. On January 1, 1968, and on the first day of subsequent calendar years, additional vacation allowance will be granted based on the Service Years to be attained during the given calendar year, as determined by the chart set forth below, using Total Dow and ACFI Service or Dow Service only, whichever provides the greater vacation,

Ref
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 94 — Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 6

An ACFI employee who has reached his 1967 anniversary date at the time of hire by the Contractor will be entitled to one day of vacation for the balance of 1967. On January 1, 1968 pro rata vacation allowance will be granted for the period from his ACFI 1968 anniversary date through December 31, 1968. On January 1, 1969, and on the first day of subsequent calendar years, a vacation allowance will be granted based on the Service Years to be attained during the given calendar year, as determined by the chart set forth below, using Total Dow and ACFI Service or Dow Service only, whichever provides the greater vacation.

Service Years	Vacation Based on Total Dow and ACFI Service	Vacation Based only on Dow Service	Service Years	Vacation Based on Total Dow and ACFI Service	Vacation Based only on Dow Service
0	0 days	1 day	9	15 days	16 days
1	10	(7-9-11)*	10-14	15	17
2	10	12	15	16	18
3	10	13	16	17	18
4	10	14	17	18	18
5	11	16	18	19	18
6	12	16	19	20	18
7	13	16	20-29	20	22
8	14	16	30 and up	20	23

*Vacation days granted depend on month of hire as given in Section N of this Part II.

All other provisions of Section N, Part II of this Appendix A will apply.

3. Separation Pay: The total of ACFI service and Dow service will be recognized by the Contractor in computing separation pay per Section R, Part II of this Appendix A. All other provisions of Section R, Part II of this Appendix A will apply.

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Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 6

4. Relocation Costs

- a. Nonexempt and hourly employees formerly employed by ACFI will be eligible for the benefits provided in Section D, Part V of this Appendix A.
- b. The benefits provided by Section E, Part V of this Appendix A may be granted to exempt salaried employees formerly employed by ACFI and who accept managerial or technical positions with the Contractor.
- c. The Contractor will honor a return-move agreement an employee may have had with ACFI in accordance with the return-move provisions of the Dow employment offer executed by the employee. Only those expenses actually incurred by an employee in accordance with the above-mentioned agreements are reimbursable.

APPROVED FOR THE CONTRACTOR BY:

Date:

Richard J. Jochel

Title: General Manager

MAY 8 1967

Approved for Atomic Energy Commission by:

Manager
Rocky Flats Area Office

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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R. A. No. 92
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
CONTRACTOR The Dow Chemical Company	
CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective April 12, 1967

Appendix A is revised by the addition of the following new Sections C and D to Part VI and by the indicated changes in Parts II and III.

C. Special Early Retirement Program

This Section C limited to salaried employees shall be operative only during the period July 1, 1967 to June 30, 1968, during which period no more than twelve employees shall be retired hereunder, it being the intent of the parties that the program provided for herein be conducted on an experimental basis. The parties further agree to confer in good faith prior to April 30, 1968 regarding the desirability of extending the period of the program provided for herein, either in its present or in an altered form, beyond June 30, 1968.

1. These conditions must be met for the early retirement of an employee:
 - a. The Contractor shall determine that early retirement of the employee will reduce costs and/or enhance the efficient performance of the contract work and that it would be inequitable under all the circumstances to discharge the employee;
 - b. The employee (i) is salaried, (ii) is 52 years of age or older, (iii) has a minimum of 12 years of continuous service with the Contractor, (iv) has been employed for work under this contract for at least three continuous years immediately preceding the effective date of the early retirement; (v) is not eligible for benefits under the "disability or undue hardship" provision of any pension plan.
 - c. Each proposal to place an employee on early retirement will be subject to prior consultation with the Contracting Officer.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY— <i>[Signature]</i>	DATE
NAME	TITLE

REIMBURSEMENT AUTHORIZATION NO. 92 — Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2

2. a. The gross amount payable to an employee placed on early retirement is to be computed by applying the stated percentage to the annual basic salary in effect immediately preceding the date of early retirement in accordance with the following schedule:

Age at birthday nearest effective date of early retirement	Percentage of Annual Basic Salary
65	0%
64	30
63	60
62	90
61	120
60	150
59	160
58	165
57	170
56	175
55	180
54	190
53	200
52	210

Where such sum of money would amount to more than \$25,000 when computed according to the above table, the Contractor shall on an individual basis determine whether or not to limit the amount of such sum to \$25,000 or such other amount greater than \$25,000 but less than the amount computed according to the table.

- b. Of the gross amount computed in accordance with 2. a. above, there shall be allowable under the contract, subject to the limitations set forth below, that portion which is in the same ratio as the employee's total cumulative basic salary while employed under this contract bears to his total cumulative basic salary during the entire period of his employment by the Contractor.

Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 92 — Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 6

(1) Limitations:

- (a) Should an employee placed on early retirement be employed subsequently by the Contractor or any of its affiliates or subsidiaries all sums previously allowed under this Section C shall thereupon become unallowable and promptly repaid by the Contractor to the Government.
- (b) No special early retirement benefits covered by this Section C may be granted to any employee whose employment is terminated by the Contractor for lack of work.
- (c) The gross amount computed in accordance with 2. a. above shall be paid in monthly installments. Payments may start at any time between the early retirement date and age 70 but once they start are to be continued until the total amount of money has been paid or until the early retired employee shall be deceased. Payments shall not exceed 50% per year of the salary in effect at the time of early retirement. Payments shall be terminated at death. The exact method of payment shall be determined by the company in its sole discretion but after consultation with the employee.

3. Upon early retirement, the employee will be paid for all vacation due him. The employee will also be presented the next service award to which he would have become entitled, including the watch, if applicable.

D. Separation or severance pay shall not be paid to any employee retiring from active work under the provisions of any of the pension or retirement plans described in Sections B or C of this Part VI.

Section E, Part III, is deleted in its entirety.

Atomic Energy Commission by:

TITLE:

DATE:

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Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 4 of 4

Paragraph 1, Section R, Part II, is revised in its entirety to read:

"1. An exempt employee whose services are no longer needed under this contract and who did not resign and was not discharged for cause, and did not retire under a pension or retirement plan of the Contractor, shall receive a separation pay allowance of one month's basic salary for services of one year or less plus one week's pay at his basic salary rate for each full year of service over one year."

Paragraph 4, Section R, Part II, is deleted in its entirety, and a new Paragraph 4 is added to read:

"4. Whenever used in this Section R, the term 'services' shall mean and be limited to services performed by an employee under this contract."

APPROVED FOR THE CONTRACTOR BY:

DATE:

William J. Jochel

General Manager

4-21-67

Atomic Energy Commission by:

Woodruff, Jr.

TITLE: **Manager
Rocky Flats Area**

DATE: **April 21, 1967**

UNITED STATES ATOMIC ENERGY COMMISSION
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company

CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **November 21, 1966.**

Appendix A, Part II, Sections I, J, K, L, M, N, P, T and W are revised as follows:

I. Computation of Salary for Partial Pay Period

An employee who does not work for an entire pay period shall, unless he is on leave with pay during the portion of the pay period he does not work, be paid only a pro-rata salary for work performed; provided, however, that nothing herein shall limit payment to an employee for shift premium and overtime as elsewhere provided for in this Appendix A. The following formula shall be used in determining the straight time daily wage of salaried employees except salaried employees on the 24-hour platoon schedule shift:

$$\text{Daily Wage} = \frac{\text{Basic Salary} \times 12 \times 14}{365 \times 10}$$

The straight time daily wage of salaried employees on the 24-hour platoon schedule shift shall be determined by the formula:

$$\text{Daily Wage} = \frac{\text{Basic Salary} \times 12 \times 8}{52 \times 21}$$

J. Shift Premium

7. Salaried employees required to work a 24-hour platoon schedule shift shall be excluded from the above provisions of Section J.

Handwritten signature

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

STANDARD

REIMBURSEMENT AUTHORIZATION NO. 91 —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2 of 8

K. Requirements for Commission Approval Respecting Overtime

- 1. Basic Workweek: For purpose of this contract, the basic workweek is a 40-hour week consisting of five basic workdays of eight hours each within a designated period of seven consecutive days considered as a unit when pay is computed.

The 24-hour platoon schedule shall consist of a combination of five 72-hour weeks (including scheduled 8-hour sleep periods) and three 48-hour weeks (including scheduled 8-hour sleep periods) during an eight-week cycle. This schedule will average 63 hours per week for the eight-week cycle.

- 4. Salaried employees required to work a 24-hour platoon schedule shall be excluded from Paragraph 2, Section K.

L. Computation of Overtime

1. Exempt Employees

- d. The provisions of this section shall not apply to exempt employees assigned to the 24-hour platoon schedule. Such employees shall receive a differential equal to 15 percent of their basic salary in lieu of all payments for overtime, shift premium and holiday pay.

M. Holidays

- 7. This Section M does not apply to exempt salaried employees working the 24-hour platoon schedule.

N. Vacation Leave

- 3. Salaried employees working the 24-hour platoon schedule will be eligible for vacation as follows:

Truck
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 91 —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 8

N. Vacation Leave (continued)

<u>Years of Service Attained During Calendar Year</u>	<u>Days of Vacation Available on Jan 1 Each Year</u>	<u>Maximum Days May Borrow</u>	<u>Maximum Days May Carry Over</u>
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(Hired After January 1, 1967)

0	1	3	1
1 (Jan-Apr)	6½	3	3
1 (May-Aug)	5½	3	3
1 (Sep-Dec)	4½	3	3
2	7	3	3
3	7½	3	3

(Hired Before January 1, 1967)

1	8	3	3
2	8	3	3
3	8	3	3

(Regardless of Hire Date)

4	8	3	3
5 through 9	9	3	5½
10 through 14	9½	3	5½
15 through 19	10	3	5½
20 through 29	12	5½	11
30 and over	12½	5½	11

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 91 —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 4 of 6

N. Vacation Leave (continued)

The provisions of Paragraphs 2.e, 2.f and 2.h above shall apply to this Paragraph 3. The provisions of Paragraph 2.g above shall apply to this Paragraph 3 but shall be calculated on a pro-rata basis in accordance with the above schedule.

P. Excused Absence

2. Payment of salary for excused absences which exceed a total of 40 scheduled work hours per calendar year for any employee, excluding 24 hours maximum (48 hours maximum for salaried employees assigned to the 24-hour platoon schedule) granted for funeral leave for each death in the employee's immediate family, shall require Contracting Officer approval.

T. Voting Time

Except as hereinafter provided, all salaried employees who are registered to vote and who are scheduled to work on a voting day may be allowed not more than two hours off with pay for the purpose of voting in local, state, and federal elections. If a nonexempt employee is required to travel an excessive distance in order to vote, such employee may be allowed an additional absence but without pay.

Salaried employees required to work a 24-hour platoon schedule shift, who are registered to vote and who are scheduled to work on a voting day, shall be excluded from the above paragraph and shall instead be allowed not more than four hours off with pay for the purpose of voting in local, state and federal elections.

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 91 —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 5 of 5

W. Overtime Meals

The Contractor may furnish meals to employees requested to and who do work in excess of 10 consecutive hours after the start of their regularly scheduled work hours. Additional meals may be made available every four hours thereafter. The Contractor may furnish a breakfast to day workers who are requested to and who do work more than two hours before their normal starting time. When overtime work includes a meal period, such time will be counted as time worked in computing overtime pay. Meals will not be furnished to exempt employees when being compensated for time worked in excess of eight consecutive hours.

Salaried employees required to work a 24-hour platoon schedule shift shall be excluded from the above paragraph.

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

APR 13 1967

Approved for Atomic Energy Commission by:

Arthur Woodruff
Name: Woodruff, Ar.

Manager

TITLE: Rocky Flats Area Office

DATE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **RA No. 100-100**

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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **January 16, 1967.**

Appendix A, Schedule I, Part A, Series RF is revised as follows:

1. Addition of Classifications

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-269	Electrical Maintenance Supt	246
RF-287	Mechanical Maintenance Supt	246
RF-270	Patent Officer	224
RF-271	Equipment Program Administrator	181
RF-273	Technical Information Supervisor	181
RF-274	Employee Benefits Supervisor	181
RF-272	Sr Construction Inspector	158

2. Deletion of Classifications

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-52	Instrument Shop Superintendent	238
RF-142	Technical Information Officer	224
RF-55	Sheet Metal Shop Superintendent	222
RF-44	Employee Benefits Leader	158

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

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Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2

3. Change of Classifications

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-131	Metallurgical Research Director	390
New	RF-131	Materials Technology Rsrch Director	390
Old	RF-159	Chemical Research Director	377
New	RF-159	Chemistry & Physics Rsrch Director	377

APPROVED FOR THE CONTRACTOR BY:

[Signature]
Gerald M. Jeshel

Title: General Manager

DATE:

MAR 21 1967

Approved by _____
Atomic Energy Commission by

[Signature]
Woodruff, Jr.

Title: Area Manager

Rocky Flats Area Office, March 23 1967

UNITED STATES ATOMIC ENERGY COMMISSION
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
CONTRACTOR The Dow Chemical Company	
CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective December 23, 1966

Add new Section X to Part II of Appendix A to read:

X. Special Holiday Allowance

Any salaried employee working the 7:45 a. m. to 4:15 p. m. shift who can be spared from his job without adversely affecting plant operations may be excused from work at no loss of pay as early as 3:00 p. m. on one but not both workdays of December 23, 1966 and December 30, 1966. Notwithstanding other provisions of this Appendix A, employees on vacation on these dates will not be allowed extra time off or extra pay because of this provision.

APPROVED FOR THE CONTRACTOR BY:

Name: *Lloyd M. Joshel*
Lloyd M. Joshel Title: General Manager

Date: JAN 12 1967

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Michael J. Sunderland
Michael J. Sunderland
Acting Manager
RFAO

DATE
Jan 30 1967

UNITED STATES ATOMIC ENERGY COMMISSION
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company
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CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective October 24, 1966

Change Part IV, Section H, paragraph 4, and add paragraph 5, to read:

- The Contractor may sponsor official business dinners for recognition of Rocky Flats employees' contributions to improvement or savings programs such as the Work Simplification program. Only an employee or guest whose attendance is requested by the Contractor shall be provided a dinner free of charge. The Industrial Relations Manager will review and select eligible candidates, dependent on the improvement or savings contribution submitted and adopted. Costs incurred will not exceed \$2500 per year.
- Costs incurred under paragraphs 1, 2, 3 and 4 above, shall be reasonable and will be reported annually to the Commission.



APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel
Name: Lloyd M. Joshel Title: General Manager

JAN 17 1967
Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

Michael J. Sunderland
NAME: Michael J. Sunderland

Acting Manager
TITLE: RFAO

DATE
Jan 30 1967

UNITED STATES ATOMIC ENERGY COMMISSION
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PROJECT: Rocky Flats Plant LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

CONTRACT NO.: AT(29-1)-1106 DATE OF CONTRACT: January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective November 1, 1966.

- Appendix A, Schedule I, Part A, Series RF, Salary Ranges is revised as follows:

Salary Ranges for the above classifications will be based on the following formula.

Range Median = a + bx The values of "a" and "b" may be changed from time to time in accordance with Section G of Part II.

Where (currently):
a = \$255.00
b = \$ 4.05
x = Evaluation Points

Range Maximum = Median plus 20%
Range Minimum = Median minus 20%

- Appendix A, Schedule I, Part B, Series N, is revised as follows:

SCHEDULE I
PART B - SERIES C
THE DOW CHEMICAL COMPANY
ROCKY FLATS PLANT
CONTRACT NO. AT(29-1)-1106

SCHEDULE OF MONTHLY SALARY RANGES FOR
NONEXEMPT CLERICAL SALARIED CLASSIFICATIONS

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-100	Clerk 1	\$ 297	\$ 416
101	File Clerk 1		
102	Mail Clerk 1		

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 87 — Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2 of 6

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-110 111	Operator 1 Ozolid Operator 1	\$ 297	\$ 416
C-200 203 204 205	Clerk 2 Administrative Clerk Reservation Clerk Classified Material Clerk	324	454
C-210 212 213	Operator 2 Keypunch Operator Switchboard Operator	324	454
C-220	Stenographer	324	454
C-300 301 302	Clerk 3 Accounting Clerk Purchasing Clerk	351	492
C-310 311 312	Operator 3 Teletype Operator Sr. Keypunch Operator	351	492
C-320	Junior Secretary	351	492
C-400 401	Clerk 4 Payroll Clerk	381	533
C-410 411 412	Operator 4 Sr. Teletype Operator Reproduction Equipment Operator	381	533
C-420	Secretary	381	533
C-500	Clerk 5	412	577
C-510	Operator 5	412	577

Approved for Atomic Energy Commission by:

TITLE:

DATE:

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Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 3 of 7

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-520	Sr. Secretary	\$ 412	\$ 577
C-600	Clerk 6	448	627
601	Sr. Clerk		
602	Accountant 6		
603	Material Control Accountant 6		
604	Scheduler		
C-620	Administrative Secretary	448	627

Atomic Energy Commission by:

TITLE:

DATE:

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SCHEDULE I
PART B - SERIES T
THE DOW CHEMICAL COMPANY
ROCKY FLATS PLANT
CONTRACT NO. AT(29-1)-1106

SCHEDULE OF MONTHLY SALARY RANGES FOR
NONEXEMPT VOCATIONAL-TECHNICAL SALARIED CLASSIFICATIONS

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-100	Technician Trainee	\$ 403	\$ 564
T-110	Operator Trainee	403	564
	111 Tab Machine Operator Trainee		
T-120	Special Trainee	403	564
T-200	Technician C	436	611
	201 Medical Technician		
T-210	Operator C	436	611
	211 Tabulating Machine Operator C		
T-220	Specialist C	436	611
	227 Draftsman		
T-300	Technician B	474	664
	301 Equipment and Armory Technician		
	302 Lock and Key Technician		
	303 (R&D, Lab, and other "Technical") Technician B		
T-310	Operator B	474	664
T-320	Specialist B	474	664
	322 Dispatching Officer		
	324 Industrial Illustrator		
	325 Industrial Photographer		
	328 Nurse		

Atomic Energy Commission by:

TITLE:

DATE:

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JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-410	Operator A	\$ 515	\$ 721
411	Tabulating Machine Operator A		
412	Head Key punch Operator		
T-420	Specialist A	515	721
421	Junior Programmer		
422	Shipment Officer		
423	Scheduler-Expediter		
425	Head Clerk		
426	Confidential Secretary		
427	Engineer-Draftsman		
428	Head Nurse		
T-500	Master Technician	560	785
501	(R&D, Lab, and other "Technical") Technician		
T-520	Specialist	560	785
521	Associate (Chemist, Physicist, Programmer, etc.)		
522	Master Locksmith		
523	Planner		
524	Sr. Industrial Illustrator		
525	Sr. Industrial Photographer		
526	Tool Designer		
527	Design Draftsman		

3. Appendix A, Part II, Sections D and G:

This Reimbursement Authorization deletes those portions of RA No. 65 which were to become effective on January 1, 1967.

4. Appendix A, Part II, Section G is amended as follows:

- a. All references in Section G to 14 months and to 14-month period shall be deemed to be 12 months and 12-month period.

Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 87 — Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 6

b. The term "salary budget year" in Section G shall refer to a 12-month period.

5. Appendix A, Part II, Sections D, E, and F are revised in their entirety to read:

D. Salary Increase Fund; Merit Increase (Nonexempt Salaried Employees)

1. Prior to the end of a budget year a fund shall be established with the approval of the Commission, for the succeeding budget year which shall cover the costs of salary increases to be granted that year resulting from merit increases and increases resulting from changes in the minima of the ranges or from a general economic increase, except as otherwise specifically provided in this Appendix A. The amount of the fund shall be such as to permit the Contractor to maintain a reasonable competitive position with respect to the local labor market in which it must compete for nonexempt salaried employees. The Contractor and the Commission shall agree upon the survey sources and benchmarks which are to be used in determining the relationship of nonexempt salary levels at the Rocky Flats Plant to those being paid by others in the labor market in which the Contractor competes.

2. Merit increases may be granted at any time during any budget year. No nonexempt salaried employee may, except with the prior written approval of the Commission, receive during any budget year merit increases which total more than 10 percent of his basic salary at the beginning of the budget year.

3. Merit increases granted under this Part II, Section H (Progression Increases) shall not be deducted from the salary increase fund.

Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 87 —Continuation

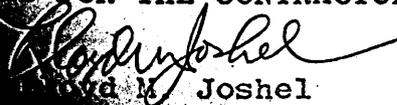
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E. Promotional Increases (Nonexempt Employees)

A promotional increase may be granted to an employee who is promoted to a higher position or whose position is reevaluated upward. A promotional increase may not exceed 15 percent of the employee's basic salary immediately preceding the increase, except with prior written approval of the Commission.

F. Adjustment of Salary Ranges (Nonexempt Salaried Employees)

It is recognized that it will probably be necessary to adjust nonexempt salary ranges annually. Contractor proposals to adjust nonexempt salary ranges to reflect economic conditions of the market shall be adequately supported by the survey data drawn from mutually selected survey sources in the local labor market in which the Contractor normally recruits for employees. The survey data shall be sufficiently comprehensive to permit a representative finding for manufacturing industries. It must be demonstrated that range adjustments are necessary to retain a reasonable competitive position in this market.

APPROVED FOR THE CONTRACTOR BY:  David M. Joshel Title: General Manager	DATE: NOV 17 1966
Approved by:  [Name] TITLE: Assistant Manager for Admin., ALO	DATE: 12/15/66

Form AEC-94
(7-50)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NC R. A. K. S.
to Mod. 92

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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company	
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CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **October 14, 1964**

Appendix A, Part VI, Section A, is revised in its entirety as follows:

A. Group Insurance

1. There shall be allowable under the contract the costs incurred by the Contractor for its share of premiums paid for coverage under contributory group insurance policies numbers 16740-G and 16741-G, as amended, issued by Metropolitan Life Insurance Company, for individuals having the status, for purposes of the insurance policies, of employees at the Rocky Flats Plant; provided that the insurance policies and amendments thereof shall have the written approval of the Commission; and provided further that, with respect to a retired employee who was employed at the Rocky Flats Plant for a period of less than five years, allowable costs for the Contractor's share of the premiums shall be that portion of the Contractor's share paid for such employee which the employee's years of service at the Rocky Flats Plant bear to his total years of service as a participating employee under the group insurance policies.
2. Dividends, return premiums, and other credits and allowances accrued under the group insurance policies shall be applied in reduction of allowable costs under this contract to the extent permitted by law in that

<i>Thuy</i> APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—		DATE
NAME	TITLE	

REIMBURSEMENT AUTHORIZATION NO. 86 — Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2

proportion which the allowable group insurance costs for each policy bears to total contractor contributions under each policy for the periods during which such dividends, return premiums, or other credits and allowances accrued.

- 3. The contractor will provide the Commission with such data and information as may be required by the Commission in order to determine the allowability of costs incurred for group insurance policies.

APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

Date: DEC 15 1956

Approved for Atomic Energy Commission by:

[Signature]

TITLE: Manager, RFAO

DATE: DEC 15 1956

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

R. A. No.
10-1106-92

PAGE 1 OF 1 PAGES

PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR
The Dow Chemical Company

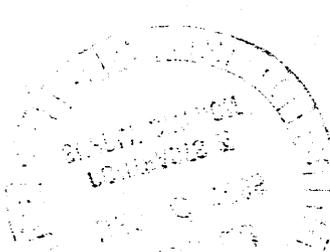
CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **November 1, 1966**

Appendix A, Part VI, Section B, Pension and Profit Sharing Plan, Paragraph 2a is revised as follows:

2. Rocky Flats Plan

- a. The Contractor maintains a Pension Program for all employees as defined in subparagraph 11 of Article I of Group Annuity Contract Number 437, issued to the Contractor by the Metropolitan Life Insurance Company, dated June 27, 1956, and effective July 1, 1954. The Pension Program, which is controlled by said Group Annuity Contract Number 437 and amendments 1 through 16 thereto, is on file with and has been approved by the Commission for application to this Contract and is incorporated herein by reference and made a part of this Appendix A. Such Group Annuity Contract may, with the prior approval of the Commission, be modified from time to time by agreements between the Contractor and the insurer. Modifications to such Contract shall be accompanied by Reimbursement Authorization.



APPROVED FOR THE CONTRACTOR BY: *Lloyd M. Joshel* Date: **NOV 18 1966**
Name: **Lloyd M. Joshel** Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *Seth R. Woodruff Jr.* DATE: **November 28, 1966**
NAME: **Seth R. Woodruff Jr.** TITLE: **Manager, RFAO**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

RA No. _____
 To Mod. _____
 PAGE 1 OF 1 PAGE

PROJECT: **Rocky Flats Plant** LOCATION: **Rocky Flats, Colorado**

CONTRACTOR: **The Dow Chemical Company**

CONTRACT NO.: **AT(29-1)-1106** DATE OF CONTRACT: **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective on the dates indicated:

Amendments 1 through 11 on Policy 16740-G and Amendments 1 through 18 on Policy 16741-G as previously authorized through November 29, 1965. Amendment 22 on Policy 16741-G effective May 1, 1964.

Appendix A, Part VI, Section A, Paragraph 1 is revised as follows:

- The Contractor maintains a contributory Group Insurance Plan for all employees who wish voluntarily to participate in the Plan. The terms and conditions of the Plan are controlled by Group Insurance Policies 16740-G and 16741-G issued to the Contractor by the Metropolitan Life Insurance Company on January 1, 1955. The group insurance policies, including Amendments 1 through 11 on Policy 16740-G and Amendments 1 through 18 and 22 on Policy 16741-G, are on file with and have been approved by the Commission for application to this Contract and are incorporated herein by reference and made a part of this Appendix A. Such group insurance policies may, with prior approval of the Commission, be modified from time to time by agreements between the Contractor and the insurer. Modifications to such policies shall be accomplished by amendments which are made a part of this Contract by reference in this paragraph.

APPROVED FOR THE CONTRACTOR BY:

D. M. Bassler

Name: **D. M. Bassler** Title: **Acting General Manager**

DATE:

SEP 8 1966

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

John W. ...

Area Manager

TITLE **RFAO**

DATE

September 13 1966

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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Mod. No. 42

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Rocky Flats Plant

Rocky Flats, Colorado

CONTRACTOR
The Dow Chemical Company

CONTRACT NO.
AT(29-1)-1106

DATE OF CONTRACT
January 1, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective October 10, 1966

The following paragraphs are revised to read:

1. The words, "Employee Relations Manager," are substituted for the words, "Manager of Industrial Relations," in the following provisions of Appendix A:
Part I, Section C., paragraph 2. d.
Part I, Section D., paragraphs 2. a., 3. a., and 3. d. (1)
Part II, Section M., paragraph 5.
Part II, Section O., paragraph 1.
Part V, Section D., paragraph 1.
Part V, Section E., paragraph 2.
2. The words, "Education Director," are substituted for the words, "Education and Training Supervisor," in paragraph 2. d., Section C., Part I, Appendix A.

APPROVED FOR THE CONTRACTOR BY:

Date:

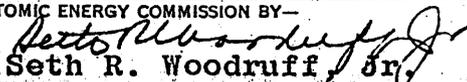


NOV 11 1966

Name: Lloyd M. Joshel Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME



Seth R. Woodruff, Jr.

TITLE Manager, RFAO

DATE

November 15, 1966

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 82
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PROJECT

Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective July 1, 1966

Part I, Section D. is revised to read:

"D. Educational Assistance Program for Degree Candidates

1. Adjustment of Work Schedules

Under certain conditions, the work schedules of employees may be adjusted in order for them to obtain course work that is not available to them after working hours. Three major considerations will generally be used to appraise individual situations:

- a. To what extent would rescheduling the employee's work hours affect operations of the department?
- b. How will the additional education help the man with his personal development?
- c. How will it help him with respect to his work for Dow at Rocky Flats?

Work schedules should be adjusted so that employees continue working on a full-time basis if possible.

2. Educational Leave of Absence Without Pay

- a. A request for an educational leave of absence without pay shall be recommended by the employee's supervisor and

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2 of 6

the employee's department head and have the approval of the Manager of Industrial Relations. This recommendation will include a statement of the willingness on the part of the department head to reemploy, or the willingness of another department head to reemploy where the other department would be able to make better use of the employee's talents on reemployment.

- b. The employee shall have at least two full years of full-time employment by the Contractor at the Rocky Flats Plant prior to the inception of the leave of absence.
- c. The leave shall not exceed a maximum of two years.
- d. The employee shall be within two years of attaining his B. S., M. S., or Ph. D. degree at the inception of the leave of absence.
- e. For the benefit of both the employee and the Contractor the employee will take the usual physical examination upon returning to work with the Contractor.
- f. At the start of the educational leave of absence the employee will be paid in full for all unused vacation. Upon returning to work at the expiration or termination of the educational leave, he will be eligible for all regular vacation earned in the calendar year in which he started his leave, based on one day per month for each full month of employment in the calendar year in which he started his educational leave.
- g. On return to employment with the Contractor at the expiration or termination of his educational leave, the employee will receive his former service credits, but he shall not receive vacation or service credits while on educational leave.
- h. Requests for leaves of absence shall transmit the following information as it applies to the individual's case:

RP
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 3 of 6

- (1) Dates of the leave requested.
- (2) A brief résumé' of the candidate's employment record with the Contractor.
- (3) A list of courses carrying degree credit previously completed by the candidate with grades received.
- (4) A plan of study showing course work necessary before completing all requirements for the degree.
- (5) Evidence that the candidate has been accepted for study toward the desired degree by the educational institution of his choice.

- i. The candidate will be informed of the action on his request by copies of correspondence which implement the conditions of the leave.

3. Loan-Scholarship Program

There shall be allowable under the contract the costs hereinafter specified, which are incurred by the Contractor in accordance with this Subsection 3., for participation by employees of the Rocky Flats Plant in the Contractor's Loan-Scholarship Program.

- a. The selection of a Rocky Flats Plant employee for participation in the Contractor's corporate-wide competition for loan-scholarships shall be approved by the Manager of Industrial Relations, Rocky Flats Plant, and the Contracting Officer.
- b. A recipient of a loan-scholarship:
 - (1) shall have not more than two years' study remaining in order to be eligible for either a Bachelor's, Master's or Doctor's degree;

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 4 of 6

- (2) shall be eligible for, and be granted, an educational leave of absence in accordance with Subsection 2. above;
 - (3) shall have a position available for him with the Rocky Flats Plant upon completion of his educational leave of absence and receipt of his degree.
- c. No more than two Rocky Flats Plant employees may be selected each calendar year as recipients of loan-scholarships.
- d. The Contractor may, using funds advanced under the contract, loan to an employee selected to receive a loan-scholarship, up to \$3,000 if the educational leave of absence granted is for a nine-month academic year, up to \$4,000 if the educational leave of absence is for a twelve-month academic year, and up to \$8,000 if the educational leave of absence granted is for two years, provided that a binding written agreement is entered into between the Contractor and the employee which includes these features:
- (1) payment to the employee of the proceeds of the loan shall be in installments of not in excess of \$1,000 each, the first installment to be paid at the inception of the leave of absence and succeeding installments to be paid at the end of each three months' period thereafter; provided that no such succeeding installment shall be payable unless the Manager of Industrial Relations finds that the employee is making satisfactory progress;
 - (2) the amount actually loaned the employee shall be repayable by the employee in five equal annual installments, the first installment falling due on the last day of the first full year following the

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ — Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 5 of 6

expiration or termination of the employee's educational leave of absence; provided that if the individual was regularly employed at the Rocky Flats Plant during the annual period to which a particular installment is related, repayment by the employee of 20% of that installment may be deemed to have discharged the individual's obligation to repay the portion of the principal of the loan represented by the installment;

- (3) The employee shall pay interest on the amount actually loaned the employee at a rate equivalent to that specified by the Contractor for scholarship loans made to non-Rocky Flats Plant employees as a result of the same competition, commencing with the year which begins the day immediately following the day the educational leave of absence expires or is terminated, the interest being due and payable with the respective installments of principal and computed on the then unpaid balance; provided that if the individual was regularly employed at the Rocky Flats Plant during the particular annual period for which interest is thus due and payable, payment of interest for that annual period shall be deemed to have been waived and the individual's obligation to pay said interest discharged.
- (4) The unpaid balance of the amount loaned, or any installment thereof, may be repaid by the employee at any time; provided that interest payable at the time of said repayment, and not waiveable pursuant to d. (3) above, is tendered by the employee along with the repayment.

e. Amounts loaned to individuals pursuant to d. above, and not required to be repaid pursuant to d. (2) above, shall constitute allowable costs under the contract; provided

DE
Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 6 of 6

that no installment of a loan paid to an employee following issuance of a notice of termination by either party pursuant to the article of the contract entitled "Termination" shall be an allowable cost. Repayments of amounts loaned, and payments of interest, received by the Contractor shall be deposited in a Special Bank Account maintained by the Contractor pursuant to the article of the contract entitled "Payments and Advances."

- 4. No employee granted educational leave in accordance with Section D. shall be eligible for participation in any training program pursuant to Section C. while on such leave."

AGREED TO FOR THE CONTRACTOR BY:

J G Epp
Name: J. G. Epp

Title: Acting General Manager Date: *Sept 14, 1966*

Approved for Atomic Energy Commission by:

Seth R Woodruff
Seth R. Woodruff, Jr.

TITLE: Area Mgr., RFAO

DATE: September 16, 1966

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **RA No. 81**
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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 29, 1966**.

Appendix A, Schedule I, Part A, Series RF, is revised as follows:

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Addition of Classifications		
RF-266	Industrial Relations Manager	494
RF-267	Division Services Manager	494
RF-268	Employee Relations Manager	354
2. Deletion of Classifications:		
RF-258	General Services Manager	534
RF-261	Division Services Manager	430
RF-35	Industrial Relations Manager	375

APPROVED FOR THE CONTRACTOR BY: *Lloyd M. Joshel* DATE: **AUG 17 1966**
 Name: **Lloyd M. Joshel** Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY- *Walter R. Woodruff* DATE: **September 14 1966**
 NAME: **Walter R. Woodruff** TITLE: **RFAO**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **RA No 80**
to Mod. 92

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PROJECT: **Rocky Flats Plant** LOCATION: **Rocky Flats, Colorado**

CONTRACTOR: **The Dow Chemical Company**

CONTRACT NO.: **AT(29-1)-1106** DATE OF CONTRACT: **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 15, 1966**.

Appendix A, Schedule I, Part A, Series RF, is revised as follows:

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Addition of Classifications:		
RF-264	Technical Staff Assistant	215
RF-265	Labor Relations Specialist	175
RF-263	Foundry Supervisor	172
RF-262	() Supervisor	158
2. Deletion of Classification:		
RF-179	Administrative Assistant	182

APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel
 Name: **Lloyd M. Joshel**

Title: **General Manager**

DATE:

AUG 18 1966

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

[Signature]
 NAME: _____

AREA MANAGER
 RFAO
 TITLE

DATE

SEP 15 1966

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

REIMBURSEMENT AUTHORIZATION
No. 1006 97

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PROJECT: **Rocky Flats Plant** LOCATION: **Rocky Flats, Colorado**

CONTRACTOR: **The Dow Chemical Company**

CONTRACT NO.: **AT(29-1)-1106** DATE OF CONTRACT: **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **April 11, 1966**

1. Part III, Sections A, B and C are deleted and replaced by the following Sections A, B, C and D. Sections D and E of Part III are relettered E and F, respectively.

"A. Labor Negotiations

The status of existing wage and fringe benefits currently in effect at the Rocky Flats Plant will be compared with those existing in the Denver-Boulder labor market or other markets in which the Contractor competes for labor. In order to be aware of potential union demands, wages and fringes at other plants and installations, as well as recent union settlements outside the Denver-Boulder area, will be noted. Preliminary to any original or renewal negotiations concerning a labor agreement, the Contractor will review with the Commission any union proposal which can be expected to increase existing costs for wages and fringe benefits in effect under this contract. The Commission and the Contractor will then jointly evolve perimeters within which the Contractor will be authorized to negotiate.

"B. Hourly-Paid Production and Maintenance Employees

Hourly-Paid Production and Maintenance employees shall be covered by this Part III. Payments of wages not in excess of those provided for in the agreement dated June 28, 1965, between The Dow Chemical Company, Rocky Flats Division, and the United Mine Workers of America - District 50, Local 15440 will be allowable. Such agreement is attached as Schedule II and by this reference is hereby made a part of this Appendix. In accordance with the "Settlement Agreement" reached in

Handwritten signature

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 3

connection with the foregoing agreement of June 28, 1965, payment to employees of the bargaining unit of 8 cents per hour in addition to that amount paid them per hour during the period February 1, 1965 through June 28, 1965, will also be allowable. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of June 28, 1965, will be allowable.

"C. Hourly-Paid Plant Protection Employees

Hourly-Paid Plant Protection employees shall be covered by this Part III. Payment of wages not in excess of those provided for in the agreement dated April 11, 1966 between The Dow Chemical Company, Rocky Flats Division, and the International Guards Union of America, Local No. 64, will be allowable. Such agreement is attached as Schedule V and by this reference is hereby made a part of this Appendix. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of April 11, 1966 will be allowable.

"D. Requirements for Commission Approval Respecting Overtime

Requirements of Commission approval respecting overtime shall be as heretofore provided under Part II, Section K of this Appendix."

Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 3

2. Add Schedule V to read:

SCHEDULE V
LABOR AGREEMENT
BETWEEN
THE DOW CHEMICAL COMPANY
Rocky Flats Division
and
Local No. 64
INTERNATIONAL GUARDS UNION OF AMERICA
Effective:
April 11, 1966

3. Delete Schedule I, Part C, Hourly Wage Rate Schedule for Plant Protection Personnel.

APPROVED FOR THE CONTRACTOR BY:

Date:

Name: Lloyd M. Joshel Title: General Manager

JUN 21 1966

Approved for Atomic Energy Commission by:

Name: Robert Woodruff, Jr. TITLE: Manager, RFAO

DATE: August 11, 1966

Form AEC-304
(3-5-66)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **May 9, 1966.**

Appendix A, Schedule I, Part A, Series RF, is revised as follows:

1. Changes:

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-173	Manufacturing Manager	669
New	RF-259	Manufacturing Manager	639
Old	RF-69	General Services Manager	557
New	RF-258	General Services Manager	534

2. Deletions:

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
	RF-144	Technical Services Manager	477
	RF-169	Administrative Services Manager	447
	RF-16	Chief Accountant	284

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

STANDARD

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2 of 2

3. Additions:

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-260	Quality Manager	514
RF-261	Division Services Manager	430
RF-257	Controller	326

APPROVED FOR THE CONTRACTOR BY:

DATE:

Name: *Lloyd M. Joshel*
Lloyd M. Joshel

Title: General Manager

MAY 9 1966

Approved for Atomic Energy Commission by:

Robert R. Woodruff, Jr.
Robert R. Woodruff, Jr.

TITLE: Area Manager, RFAO

JUN 7 1966

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
CONTRACTOR The Dow Chemical Company	
CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **May 2, 1966.**

Appendix A, Schedule I, Part A, Series RF, is revised as follows:

1. Changes of Classification Titles:

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-71	General Supt, Fabrication	405
New	RF-71	General Supt of Fabrication	405
Old	RF-178	General Supt, Metal Production	405
New	RF-178	General Supt of Metal Production	405
Old	RF-50	Superintendent, Maintenance	377
New	RF-50	General Supt of Maintenance	377
Old	RF-35	Manager, Industrial Relations	375
New	RF-35	Industrial Relations Manager	375
Old	RF-155	Medical Services Supervisor	362
New	RF-155	Medical Director	362
Old	RF-25	Chief Engineer	354
New	RF-25	Facilities Engineering Manager	354
Old	RF-26	Supt, Product Engineering	340
New	RF-26	Product Engineering Manager	340

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. _____ Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-148	Superintendent, Health Physics	328
New	RF-148	Health Physics Manager	328
Old	RF-73	Supt, Manufacturing Assembly	328
New	RF-73	Assembly Manager	328
Old	RF-175	Supt, Manufacturing Technical	326
New	RF-175	Manufacturing Technical Manager	326
Old	RF-176	Production Line Services Supt	315
New	RF-176	Production Line Services Manager	315
Old	RF-204	Supt, Quality Acceptance	285
New	RF-204	Quality Acceptance Manager	285
Old	RF-238	Sr Research Supervisor	285
New	RF-238	Sr Research Manager	285
Old	RF-174	Quality Control Superintendent	274
New	RF-174	Quality Control Manager	274
Old	RF-105	Purchasing Agent	264
New	RF-105	Purchasing Manager	264
Old	RF-27	Engineering Group Supervisor	264
New	RF-27	Engineering Group Manager	264
Old	RF-147	Non-Destructive Testing Supt	264
New	RF-147	Non-Destructive Testing Manager	264
Old	RF-149	Health Physics Supervisor	264
New	RF-149	Health Physics Operations Manager	264

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 3 of 6

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-99	Production Control Supt	255
New	RF-99	Production Control Manager	255
Old	RF-89	Plant Services Superintendent	252
New	RF-89	Plant Services Manager	252
Old	RF-195	Supervisor, Project Engineering	249
New	RF-195	Product Engineering Group Manager	249
Old	RF-237	Research Supervisor	239
New	RF-237	Research Manager	239
Old	RF-36	Labor Relations Supervisor	239
New	RF-36	Labor Relations Manager	239
Old	RF-37	Safety & Loss Prevention Supt	239
New	RF-37	Safety & Loss Prevention Manager	239
Old	RF-194	Facil, Util, & Planning Supt	239
New	RF-194	Facilities Planning Manager	239
Old	RF-38	Supervisor, Employee Services	238
New	RF-38	Administrative Services Manager	238
Old	RF-39	Employment Superintendent	238
New	RF-39	Employment Manager	238
Old	RF-81	Assistant Pu Fabrication Supt	229
New	RF-81	Assistant Fabrication Supt	229
Old	RF-133	Development Supervisor	222
New	RF-133	Technical Group Manager	222

Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 4 of 6

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-43	Education & Training Supervisor	222
New	RF-43	Education Director	222
Old	RF-193	Standards Laboratory Supervisor	222
New	RF-193	Standards Laboratory Director	222
Old	RF-5	Computing Development Supervisor	215
New	RF-5	Computation Laboratory Manager	215
Old	RF-90	Supervisor, Area Utilities	215
New	RF-90	Area Utilities Superintendent	215
Old	RF-218	Area Maintenance Supervisor	215
New	RF-218	Bldg _____ Maintenance Supt	215
Old	RF-150	Electronics Shop Supervisor	215
New	RF-150	Health Physics Electronics Manager	215
Old	RF-161	Analytical Laboratory Supervisor	215
New	RF-161	() Laboratory Director	215
Old	RF-54	Craft Supervisor	215
New	RF-54	() Shop Superintendent	215
Old	RF-182	Supervisor, General Assembly	215
New	RF-182	Assembly Superintendent	215

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2. Deletion of Classifications

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-111	Gen Supt, Quality Control & Accep	362
RF-132	Technical Staff Supervisor	278
RF-64	Facilities Inspection Supt	255
RF-77	Pu Assembly Superintendent	246
RF-6	Budget Supervisor	238
RF-82	Supervisor, U Fabrication	229
RF-160	Radiographic Laboratory Supvr	222
RF-170	Lead Engineer	222
RF-120	Assistant Director of Security	220
RF-3	Industrial Engineering Supt	215
RF-4	Data Processing Supervisor	215
RF-53	Machine Shop Superintendent	215
RF-51	Electric Shop Superintendent	215
RF-17	Assistant Chief Accountant	201
RF-183	U Foundry Supervisor	195
RF-152	Health Physics Laboratory Leader	171
RF-46	General Employment Supervisor	130
RF-63	Maintenance Engineer	130
RF-242	Assistant Paymaster	130
RF-13	Prodn Control & Planning Engineer	126
RF-70	Confidential Secretary	101

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3. Addition of Classifications:

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-250	Nuclear Safety Director	306
RF-245	Assistant Controller	264
RF-247	Data Processing Manager	264
RF-249	Information Director	246
RF-253	Industrial Engineering Manager	246
RF-252	Facilities Inspection Manager	238
RF-251	Radiation Dosimetry Manager	215
RF-255	Industrial Hygiene Manager	215
RF-256	NDT Operations Superintendent	215
RF-246	Budget Director	201
RF-248	General Accounting Supervisor	181
RF-254	() Staff Assistant	181

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

MAY 2 1966

Approved for Atomic Energy Commission by:

W. Woodruff, Jr.
Name: W. Woodruff, Jr.
Title: Area Manager, RFAO

JUN 1966
DATE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. *100*
Revised No. *100*
to Mod. *100*

PAGE **1** OF **1** PAGE

PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **July 1, 1965**

Appendix A, Part VI, Section B, Pension and Profit Sharing Plan, Paragraph 2a is revised as follows:

2. Rocky Flats Plan

- a. The Contractor maintains a Pension Program for all employees as defined in subparagraph 11 of Article I of Group Annuity Contract Number 437, issued to the Contractor by the Metropolitan Life Insurance Company, dated June 27, 1956, and effective July 1, 1954. The Pension Program, which is controlled by said Group Annuity Contract Number 437 and amendments 1 through 15 thereto, is on file with and has been approved by the Commission for application to this Contract and is incorporated herein by reference and made a part of this Appendix A. Such Group Annuity Contract may, with the prior approval of the Commission, be modified from time to time by agreements between the Contractor and the insurer. Modifications to such Contract shall be accompanied by Reimbursement Authorization.

APPROVED FOR THE CONTRACTOR BY:

Date:

Lloyd M. Goshel
Name: **Lloyd M. Goshel**

Title: **General Manager**

APR 7 1966

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

DATE

Seth H. Woodruff, Jr.
Name: **Seth H. Woodruff, Jr.**

TITLE **Manager, RFAO**

APR 11 1966

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. No. 75
to Mod. 92**

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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **February 21, 1966**

Part II, Section N - Vacation Leave, to read:

1. Salaried employees hired on or after January 1, 1967
 - a. An employee will be eligible for one day of vacation during the calendar year in which hired.
 - b. Effective January 1 of the year in which the employee should complete one year of continuous service he is entitled to the following vacation:

<u>Month of Hire</u>	<u>Vacation</u>
January through April	11 days
May through August	9 days
September through December	7 days

- c. Effective January 1 of the years in which the employee should complete two and three years of continuous service he is entitled to twelve and thirteen days of vacation, respectively.
- d. Effective January 1 of the year in which the employee should complete four or more years of continuous service he is entitled to the days of vacation provided in paragraph 2 below.
- e. During the calendar years described in subparagraphs a, b and c above, an employee may borrow up to five days vacation from the following year by prior arrangement with his supervisor or may carry over up to five days of unused vacation from one calendar year to the next calendar year.

[Handwritten signature]

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME

TITLE

DATE

REIMBURSEMENT

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 6

f. All other applicable vacation rules shall be in accordance with paragraph 2 below.

2. Salaried employees hired before January 1, 1967

a. An employee hired during 1966 will be eligible for one day of vacation during Calendar Year 1966 and may, with supervisory approval, borrow up to five days of vacation from the following year or carry over this one day of vacation, if not used, from Calendar Year 1966 to Calendar Year 1967.

b. An employee hired prior to January 1, 1966 and who will complete five or more years of service in 1966 will be eligible for one day of vacation during Calendar Year 1966 over and above the vacation granted under the former vacation plan.

c. Beginning January 1, 1967, on January 1 of the year in which the employee should complete the various years of continuous service listed below he shall be entitled to the days of vacation shown. Also listed are the number of vacation days an employee either may borrow from the following year by prior arrangement with his supervisor or may carry over from one calendar year to the next calendar year.

<u>Years of Service Attained during Calendar Year</u>	<u>Days of Vacation Available on Jan. 1 Each Year</u>	<u>Maximum Days May Borrow</u>	<u>Maximum Days May Carry Over</u>
1 through 4	14	5	5
5 through 9	16	5	10
10 through 14	17	5	10
15 through 19	18	5	10
20 through 29	22	10	20
30 and over	23	10	20

d. To convert from the former vacation plan to this new plan, the following formula will be used to determine the total number of vacation days to be credited on January 1, 1967 to employees for calendar year 1967:

$$V_t = V_1 + M_1(X) - M_2 + R_1 - R_2$$

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 4

V_t = Total vacation days to be credited January 1, 1967.

V_1 = Vacation from schedule in subparagraph c above.

Years of Service
Attained in CY-67

X = 0% for 1, 2, 3, 4 and 5
20% for 6, 11, 16, 21, 26, etc.
40% for 7, 12, 17, 22, 27, etc.
60% for 8, 13, 18, 23, 28, etc.
80% for 9, 14, 19, 24, 29, etc.
100% for 10, 15, 20, 25, 30, etc.

M_1 = Last block of merit vacation days allowed under former plan.

M_2 = Merit vacation days used from last block of former plan.

R_1 = Regular vacation days under former plan carried over from 1966 to 1967.

R_2 = Regular vacation days under former plan borrowed from 1967 and used in 1966.

- e. Except for the vacation days allowed as carry-over from one calendar year to the next, any vacation must be taken during the calendar year in which the employee becomes entitled to the vacation or lost without payment therefor.
- f. If employment is terminated for any reason prior to the date the employee would normally have become eligible for said vacation, the Contractor will take reasonable steps to recover salary paid to such employee for borrowed vacation.
- g. If an employee is laid off for lack of work, is granted a military leave of absence, or quits with five days' notice, he will be paid for any unused vacation and in addition will be paid for vacation earned at the rate of one day per each full month worked during the year in which he terminates.

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 4 of 6

If an employee is retired under a Company retirement plan he will be paid for any unused vacation and vacation earned at the rate of one day per each full month worked during the year in which he retires. In addition, he will be paid accredited vacation pay based on his continuous employment as follows:

S	V	S	V	S	V
0- 59 mo.	0 days	216-227 mo.	3 days	384-395 mo.	10 days
60- 71	4	228-239	0	396-407	5
72- 83	3	240-251	16	408-419	0
84- 95	2	252-263	12	420-431	20
96-107	1	264-275	8	432-443	15
108-119	0	276-287	4	444-455	10
120-131	8	288-299	0	456-467	5
132-143	6	300-311	16	468-479	0
144-155	4	312-323	12	480-491	20
156-167	2	324-335	8	492-503	15
168-179	0	336-347	4	504-515	10
180-191	12	348-359	0	516-527	5
192-203	9	360-371	20	528-539	0
204-215	6	372-383	15		

S = Continuous service at time or retirement
V = Accredited vacation days pay

However, if an employee is discharged for cause or quits without giving five days' notice, no vacation pay will be allowed.

h. Absences allowed under this Section N shall be considered hours worked for purposes of computing overtime pay.

APPROVED FOR THE CONTRACTOR BY:

Name: Lloyd M. Joshel Title: General Manager

Date: APR 14 1956

Approved for Atomic Energy Commission by:
Beth R. Woodruff, Jr.

Manager, REAO

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. No. 74**
to Mod. 92

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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

CONTRACT NO. **AT(29-1)-1106** DATE OF CONTRACT **January 18, 1951**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **January 1, 1966**

Appendix A, Part II, Section P - Excused Absence, to read:

P. Excused Absence

1. A salaried employee necessarily absent from work for a reasonable period for personal reasons including, but not restricted to, death or serious illness in his immediate family, or attendance in court other than under Section S below, will receive no deduction in salary if the absence is approved as follows:

<u>Absence in a Pay Period</u>	<u>Level of Approval</u>
Less than 8 hours	Authorized Supervisor
8 through 20 hours	Supervisor reporting to General Manager
40 hours or less, but more than 20 hours	General Manager
More than 40 hours	Contracting Officer

2. Payment of salary for excused absences which exceed a total of 40 scheduled work hours per calendar year for any employee, excluding 24 hours maximum granted for funeral leave for each death in the employee's immediate family, shall require Contracting Officer approval.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

SURGEON

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2

- 3. For purposes of excused absence for funeral leave, the members of the employee's immediate family are considered to be the employee's spouse, child, father, mother, sister, brother, mother-in-law, father-in-law, grandfather, grandmother, foster parents and legal guardians. Special consideration to allow funeral leave for deaths of family members other than those given above will be given if such member served a role to the employee similar to those normally served by those listed above. Such requests are to be submitted to the Contracting Officer for approval.
- 4. Absences allowed under this Section P shall be considered as hours worked for purposes of computing overtime pay.

APPROVED FOR THE CONTRACTOR BY:

[Signature]
Name: Eliot M. Joshel Title: General Manager

APR 15 1966
Date:

Approved for Atomic Energy Commission by:

[Signature]
Title: Manager, RFAO

DATE: APR 15 1966