

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No  
 to Mod. 97

PAGE 1 OF 1

|                              |                                   |
|------------------------------|-----------------------------------|
| PROJECT<br>Rocky Flats Plant | LOCATION<br>Rocky Flats, Colorado |
|------------------------------|-----------------------------------|

CONTRACTOR  
 The Dow Chemical Company

|                               |                                      |
|-------------------------------|--------------------------------------|
| CONTRACT NO.<br>AT(29-1)-1106 | DATE OF CONTRACT<br>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 29, 1965

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

1. 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 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:<br><br>Name: Lloyd M. Coshel Title: General Manager | DATE:<br><b>DEC 6 1965</b> |
|--|----------------------------|

|  |                             |
|--|-----------------------------|
| APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:<br><br>Name: Seth R. Woodcutt, Jr. Title: Manager, RFAO | DATE:<br><b>Dec 10 1965</b> |
|--|-----------------------------|

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 72  
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 June 14, 1965.

Appendix A, Part II, Section W - Overtime Meals, is added and reads as follows:

"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 8 consecutive hours."

AGREED TO FOR THE CONTRACTOR BY:

Name: *Lloyd M. Joshel*      Title: General Manager      Date: JAN 19 1966

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—  
NAME: *Seth R. Woodruff, Jr.*      TITLE: Area Mgr., RFAO      DATE: *Jan 21 1966*

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

INC  
 R 4, No  
 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 June 28, 1965

Appendix A, Part II, Section J - Shift Premium, Paragraph 2 to read:

A non-exempt employee who is assigned to work on a second, third or jump shift will receive shift premium pay as hereinafter provided:

|            |                           |                   |
|------------|---------------------------|-------------------|
| 1st Shift  | 7:45 a. m. to 3:45 p. m.  | None              |
| 2nd Shift  | 3:45 p. m. to 11:45 p. m. | \$26.00 per month |
| 3rd Shift  | 11:45 p. m. to 7:45 a. m. | \$35.00 per month |
| Jump Shift |                           | \$40.00 per month |

APPROVED FOR THE CONTRACTOR BY:

DATE:

*Lloyd M. Joshel*

JUN 24 1965

Name: Lloyd M. Joshel      Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

*Seth R. Woodruff, Jr.*

DATE

NAME

TITLE

Manager  
 Rocky Flats Area

JAN 17 1951

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 70  
to Mod. 92

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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. Part V, Appendix A, is revised to read in its entirety as follows:

- (1) Effective December 5, 1961, for Section E, Part V, and Section A, Part V, as Section A applies to Section E (except that the requirement contained in the preamble to Section E for prior approval of transfers by the General Manager shall not apply prior to July 1, 1965, and Paragraph 3. of Section A shall not apply to Paragraph 8. of Section E prior to July 1, 1965);
- (2) Effective July 1, 1965, for the balance of Part V, including Section A, as it applies to all sections other than Section E.

PART V

TRAVEL AND SUBSISTENCE EXPENSES; RELOCATION EXPENSES

A. General Provisions Applicable to Each Section of This Part V

1. Definitions for purposes of this Part V:

- a. "Dependents" shall mean persons who regularly reside with the employee and are considered to be members of his immediate household.
- b. "Travel expenses" shall mean expenses incurred for: transportation by common carrier; when approved by the Contractor, rental of cars including payments made for collision damage waivers; taxis; public transportation; tolls; parking fees; and gratuities. When use of the employee's private car is approved or required, the term shall mean: (i) an allowance of seven cents per mile, except when used for "local travel," i. e., travel within a radius of 100 miles of the Rocky Flats Plant in which case the allowance will be nine cents per mile;

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME

TITLE

DATE

## REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation

The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 11

- and (ii) shall include expenses incurred for tolls and parking fees.
- c. Except as otherwise provided, "subsistence expenses" shall mean lodging, meals, gratuities, laundry, dry cleaning and pressing, and charges for official telephone calls, telegrams and postage.
2. a. Costs allowable for expenses of transportation by air shall not exceed the costs of less-than-first-class air accommodations except when less-than-first-class accommodations are not reasonably available to meet necessary mission requirements, such as, where less-than-first-class accommodations would:
- (1) Require circuitous routing,
  - (2) Require travel during unreasonable hours,
  - (3) Greatly increase the duration of the flight,
  - (4) Result in additional costs which would offset the transportation savings.
- b. Costs allowable for expenses of transportation by rail may include first-class fare and expenses of Pullman accommodations.
- c. The Contractor may furnish travel insurance to employees traveling on official business at a cost not to exceed \$1.00 per trip.
3. All allowable expenses of the types covered by this Part V shall be supported by itemized accounts of the expenses submitted by the individuals who incurred them, documented by appropriate receipts such as stubs for transportation tickets, lodging and car rental receipts, etc. Full explanations will be furnished relative to receipts which are lost or are not available.

*Long*  
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation

The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 11

4. All travel outside the limits of the continental United States in connection with the performance of work under the contract shall have the prior approval of the AEC on a case-by-case basis.

B. Official Travel in Performance of the Contract Work

Reimbursement of reasonable travel and subsistence expenses incurred by employees regularly on the payroll of the Rocky Flats Division who are required to travel in connection with the performance of work under this contract shall be allowable costs.

C. Travel Performed in Connection with Employment Interviews

Reimbursement of reasonable travel and subsistence expenses incurred by individuals traveling at the request of the Contractor for the purpose of pre-employment interviews shall be allowable costs. The General Manager may authorize an individual performing such travel to be accompanied by his wife, in which case reimbursement of reasonable travel and subsistence expenses incurred by the individual for his wife also shall be allowable costs; provided that authorization for the wife to accompany shall be given only to those individuals being considered for exempt salaried position vacancies. It is expected that except in unusual circumstances the authorization for the wife to accompany the individual will be given on a selective basis to those to be interviewed for important managerial or important technical positions at the Rocky Flats Plant.

Reasonable costs incurred by the Contractor in furnishing meals to interviewees will be allowable.

D. Relocation Costs--All Individuals Recruited for Work Under This Contract and All Employees Except Those Covered By Section E

This Section applies to all individuals first becoming employees of the Contractor as recruits for work under this contract and to all individuals who were employees of the Contractor prior to their transfer to the Rocky Flats Plant other than those covered by Section E. Reimbursement to such employees of the following expenses incurred by the employees shall be allowable costs:

*Amf*  
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

**REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation**

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 4 of 11

1. Reasonable travel and subsistence expenses incurred by the employee in moving himself and his dependents to within commuting distance of the Rocky Flats Plant. Except where special circumstances exist dictating that the move of the employee and his dependents should be made by means of common carrier and the Manager of Industrial Relations approves travel by such means, the move of the employee and his family shall be by way of his personal car. The mileage to be used in computing the amount to be paid the employee for use of his car in making the move shall not exceed the number of miles as shown by the latest edition of Household Goods Carriers Bureau Atlas, of the most direct, practical route of travel at the time of the move from the employee's previous location to his new location.
  
2. Reasonable expenses, including packing and unpacking, of shipping household goods and personal effects by common or contract carrier to a location within commuting distance of the Rocky Flats Plant; provided that no reimbursement of expenses incurred for handling and shipping boats, livestock, firewood or other items not normally considered "household goods and personal effects" shall be allowable. Should it be necessary for the employee to store his household goods and personal effects because the housing he will occupy as his "permanent" residence at a location within commuting distance of the Rocky Flats Plant is not ready to receive the goods, reasonable expenses incurred by the employee for storage for a period not in excess of thirty days may be reimbursed.
  - a. Premiums paid by the Contractor for blanket coverage insuring household goods and personal effects of employees against loss or damage in shipment or storage shall be allowable; provided the insurance applied to the household goods and personal effects of the individual employee is reasonably commensurate with the value of that property.
  
3. Reasonable expenses incurred by the employee for himself and his dependents for subsistence expenses for a maximum of thirty days while securing the housing he will occupy as his "permanent" residence within commuting distance of the Rocky Flats Plant; provided that the General Manager authorizes

*Paul*  
Approved for Atomic Energy Commission by:

TITLE:

DATE: **SEAN**

## REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 5 of 11

the reimbursement; and provided further that, should the employee, through no fault of his own, be unable to secure such housing within the thirty-day period, such reasonable subsistence expenses may be reimbursed for such additional time as shall be authorized by the General Manager with the approval of the Contracting Officer.

E. Relocation Costs--Transferred Exempt Salaried Employees

This Section applies only to exempt salaried employees of the Contractor selected with the prior approval of the General Manager for transfer to the Rocky Flats Plant to fill managerial or technical positions. Reimbursement to such employees of the following expenses incurred by the employees shall be allowable costs:

1. Reasonable travel and subsistence expenses (except those covered by Paragraphs 8 e. and 8 j. of Section E) incurred by the employee for himself and his wife for one trip, not exceeding seven days in duration, to seek the housing he will occupy as his "permanent" residence within commuting distance of the Rocky Flats Plant; provided that such a trip is made prior to the move which is the subject of Paragraph 2 below.
2. Reasonable travel and subsistence expenses (except those covered by Paragraphs 8 e. and 8 j. of Section E) incurred by the employee in moving himself and his dependents to within commuting distance of the Rocky Flats Plant. Except where special circumstances exist dictating that the move of the employee and his dependents should be made by means of common carrier and the Manager of Industrial Relations approves travel by such means, the move of the employee and his family shall be by way of his personal car. The mileage to be used in computing the amount to be paid the employee for use of his car in making the move shall not exceed the number of miles as shown by the latest edition of Household Goods Carriers Bureau Atlas, of the most direct, practical route of travel at the time of the move from the employee's previous location to his new location.

*Lusk*  
Approved for Atomic Energy Commission by:

TITLE:

DATE:

## REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 6 of 11

3. Reasonable subsistence expenses (except those covered by Paragraphs 8 e. and 8 j. of Section E) incurred by the employee for himself and his dependents for a maximum of thirty days while occupying temporary living quarters within commuting distance of the Rocky Flats Plant waiting to move into housing which he will occupy as his "permanent" residence within commuting distance of the Rocky Flats Plant; providing the unavailability of the housing is due to circumstances beyond the employee's control such as delay in delivery of furniture.
4. Reasonable expenses, including packing and unpacking, of shipping household goods and personal effects by common or contract carrier to a location within commuting distance of the Rocky Flats Plant; provided that no reimbursement of expenses incurred for handling and shipping boats, livestock, firewood or other items not normally considered "household goods and personal effects" shall be allowable. Should it be necessary for the employee to store his household goods and personal effects because the housing he will occupy as his "permanent" residence at a location within commuting distance of the Rocky Flats Plant is not ready to receive the goods, reasonable expense incurred by the employee for storage for a period not in excess of thirty days may be reimbursed.
  - a. Premiums paid by the Contractor for blanket coverage insuring household goods and personal effects of employees against loss or damage in shipment or storage shall be allowable; provided the insurance applied to the household goods and personal effects of the individual employee is reasonably commensurate with the value of that property.
5. Fee paid to a real estate broker in connection with the sale of the employee's house at the location from which transferred; provided that the cost allowable for the fee shall not exceed six per cent of the sales price of the house, or \$3,000, whichever is less; and provided further that the house was put up for sale following notification to the employee that he was to be transferred to the Rocky Flats Division.
  - a. In lieu of reimbursement of a fee to a real estate broker, the Contractor may pay the employee two and one-half per cent of the sales price of the employee's house at the location from which transferred, or \$1,500, whichever

Approved for Atomic Energy Commission by:

TITLE:

DATE:

**REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation**

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 7 of 11

is less, if the employee sells his house himself within ninety days prior to, or thirty days after, the effective date of his transfer to the Rocky Flats Division.

6. Expense incurred by the employee for cancellation of a lease for the housing he occupied as a residence at the location from which transferred; provided that the cost allowable shall not exceed that portion of the cancellation charge which is attributable to the period beginning with the date the employee occupies the housing (whether rented or purchased) which will be his "permanent" residence within commuting distance of the Rocky Flats Plant.
7. Reasonable expenses for utilities and fuel, nominal yard care, property insurance, property taxes, mortgage interest and miscellaneous minor maintenance incurred by the employee in maintaining the house he owned and occupied as a residence at the location from which transferred, beginning with expenses incurred on and after the 61st day from the date he occupies (either as owner or renter) the housing which will be his "permanent" residence within commuting distance of the Rocky Flats Plant; provided that:
  - a. During the period commencing with the aforesaid 61st day and ending with the 300th day from the date he occupies said housing within commuting distance of the Rocky Flats Plant, the employee offers his house at the location from which transferred for sale at a price not in excess of the average of two independent appraisals;
  - b. During the period commencing with the 301st day from the date he occupies said housing within commuting distance of the Rocky Flats Plant, and ending with the 425th day from the date he occupies said housing or the date sold, whichever is sooner, the employee offers his house at the location from which transferred for sale at a price not in excess of 95 per cent of the average of two independent appraisals;
  - c. In local situations where it has been demonstrated that appraisal values are consistently and substantially higher than market saleability, the Contractor appropriately reduces the time

Approved for Atomic Energy Commission by:

TITLE:

DATE:

## REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 8 of 11

- periods, and the prices at which the employee must offer his house for sale, specified in a. and b. ;
- d. The employee does not refuse during the respective periods any offer equal to or greater than the price referred to in a. and b. as modified pursuant to c. ; and
  - e. Any expenses reimbursed the employee pursuant to this Paragraph 7 shall have been incurred by the employee during the period commencing with the aforesaid 61st day and ending the 425th day from the date he occupies said housing.
8. Reasonable and necessary miscellaneous legitimate expenses incurred by the employee as a direct result of the transfer, which either are not specifically covered elsewhere in this Section E, or which if of a type specifically covered, are incurred in amounts in excess of a limitation imposed by the paragraph dealing with the expense including, but not limited to such items as:
- a. Closing costs on sale of home (expense of abstract or title insurance, deed, prepayment penalties, documentary stamps, recording fees, notary costs, legal fees, discount points).
  - b. Preparation for shipment and installation of appliances.
  - c. Driver and auto licenses.
  - d. Shipping a car if move of employee and dependents is made by common carrier; shipping a second car.
  - e. Telephone and telegraph charges (applies to all phases of move).
  - f. Removal and installation of phones.
  - g. Removal and installation of carpeting and draperies.

*[Signature]*  
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 70 —ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 9 of 11

- h. Baby-sitting fees (applies to all phases of the move).
- i. Transportation and handling of household pets.
- j. Laundry, dry cleaning, and pressing (applies to all phases of the move).
- k. Appraisals required pursuant to Paragraph 7 above.
- l. Expenses of the type covered by Paragraph 7 above incurred during the period commencing with the date employee occupies (either as owner or renter) the housing which will be his "permanent" residence within commuting distance of the Rocky Flats Plant and ending with the 60th day thereafter.

For an employee who owned the premises he occupied as a residence at the location from which transferred at the time selected for transfer, the costs allowable for expenses reimbursed under this Paragraph 8 shall not exceed one month's salary, or \$1,500, whichever is less. For all others, the costs allowable for reimbursement of such expenses shall not exceed one-third of a month's salary or \$500, whichever is less.

**F. Temporary Assignment**

If it becomes necessary in connection with the performance of work under the contract to make temporary assignments, the Contractor shall obtain the prior approval of the Contracting Officer for each assignment and for the arrangements proposed for reimbursing the employee for expenses incurred incident to the assignment. The Contractor will submit a written justification to the Contracting Officer in advance for the assignment and the proposed reimbursement arrangements.

The term "temporary assignment" means assignment of an employee for a period of not less than one month nor in excess of twelve months to perform work under the contract at a location other than the Rocky Flats Plant and not within reasonable commuting distance of the employee's usual residence. The term

*[Signature]*  
Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 70 —ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 10 of 11

"employee" as used in this Section F means a person regularly on the payroll of the Rocky Flats Division.

G. Relocation Costs--Terminated Employees

1. The following expenses, if incurred within ninety days (or such longer period as may be approved in writing by the Contracting Officer) subsequent to the date of termination by The Dow Chemical Company of the employment at the Rocky Flats Plant of an individual because of lack of work, may be reimbursed by the Contractor; provided that such items of cost shall not be allowable if (i) the individual was not employed at the Rocky Flats Plant prior to October 15, 1965; (ii) an express oral or written understanding that the employee would be reimbursed for such expenses was not made a condition of employment; or (iii) the Contractor transfers the employee to another facility, subsidiary or affiliate of the Contractor.
  - a. Reasonable travel, food and lodging expenses incurred by the employee in moving himself and his dependents back to the location from which he was recruited or transferred for work in the performance of this contract or to a location of lesser distance. If the move was made by way of car, the mileage to be used in computing the amounts to be paid the individual for use of his car shall not exceed the number of miles, as shown by the latest edition of Household Goods Carriers Bureau Atlas, of the most direct, practical route at the time of the move between the individual's place of residence within commuting distance of the Rocky Flats Plant and the location from which he was recruited or transferred. If the individual moves to some location which is a greater distance from his place of residence within commuting distance of the Rocky Flats Plant than is the place from which recruited or transferred, the aforesaid expenses may be reimbursed up to an amount which is in the same ratio as the distance of the most direct route, as shown by the latest edition of the Household Goods Carriers Bureau Atlas, between his place of residence within commuting

*[Signature]*  
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE: *[Stamp]*

REIMBURSEMENT AUTHORIZATION NO. 70 —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 11 of 11

distance of the Rocky Flats Plant and the location from which recruited or transferred bears to the distance actually traveled in the move.

- b. Reasonable expenses, including packing and unpacking, of shipping the household goods and personal effects of the individual by common or contract carrier to a location from which he was recruited or transferred for work in the performance of this contract or to a location of lesser distance; provided that no reimbursement of expenses incurred in handling and shipping boats, livestock, firewood, automobile or other items not normally considered "household goods and personal effects" shall be allowable; and provided further that should the move be made to some location which is a greater distance from his place of residence within commuting distance of the Rocky Flats Plant than is the place from which recruited or transferred, the aforesaid expenses may be reimbursed up to an amount which is in the same ratio as the distance of the most direct route, as shown by the latest edition of the Household Goods Carriers Bureau Atlas, between his place of residence within commuting distance of the Rocky Flats Plant and the location from which recruited or transferred bears to the distance the household goods and personal effects were actually moved.
2. Before making reimbursement of expenses covered by this Section, the Contractor shall:
    - a. Obtain from the individual evidence establishing with reasonable certainty that the individual has completed the move; and
    - b. Secure from the individual a certification that (i) he has not and to the best of his knowledge will not receive reimbursement for expenses of the move from any other source; and (ii) agreement that, should the individual receive reimbursement for expenses of the move from some other source, he will return to the Contractor amounts paid him by the Contractor on account of expenses of the move.

Accepted for Atomic Energy Commission by:

*W. Woodruff, Jr.*  
W. Woodruff, Jr.

Manager, RFAO

Agreed to for the Contractor by:

*Lloyd M. Joshel*  
Lloyd M. Joshel

TITLE: General Manager

DATE: *17 Dec 51*

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

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

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 22, 1965**.

**Appendix A, Part VI, Section A - Group Insurance, Paragraph 1 revised as follows:**

1. 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 16 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 the 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:

DATE:



NOV 19 1965

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

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-



DATE

Nov 24 1965

NAME **Seth R. Woodruff Jr.** TITLE **Manager, RFAO**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. No. 68**  
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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 15, 1965.**

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

1. 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 10 on Policy 16740-G and Amendments 1 through 16 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.

Appendix A, Part VI, Section B, Pension and Profit Sharing Plan, Paragraph 1, Subparagraph a, is revised to change Schedule V to Schedule IV as follows:

- a. The Contractor maintains a Pension and Profit Sharing Program as set forth in the pamphlets entitled "Pension and Profit Sharing Plan" and "Supplemental Retirement Plan" which are included under Schedule IV and hereby made a part of the Appendix A for all eligible transferred employees.

*[Handwritten signature]*

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

**SECRET**

**REIMBURSEMENT AUTHORIZATION NO. \_\_\_\_\_—Continuation**

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

**Appendix A, SCHEDULES:**

Schedule IV - Group Insurance is hereby deleted, and  
Schedule V - Pension and Profit Sharing Plan is changed to read:

**SCHEDULE IV  
PENSION AND PROFIT SHARING PLAN**

Appendix A, Table of Contents, Page iv, is changed to read:

**SCHEDULES**

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| Schedule II Labor Agreement                 | 10              |
| Schedule III Overtime Chart                 | 11              |
| Schedule IV Pension and Profit Sharing Plan | 14              |

**APPROVED FOR THE CONTRACTOR BY:**

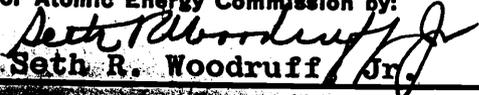
**DATE:**



Name: Lloyd M. Goshel Title: General Manager

NOV 17 1965

Approved for Atomic Energy Commission by:



Name: Seth R. Woodruff, Jr. TITLE: Manager, RFAO

Nov 18, 1965  
DATE: NOV 18 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. No. 67  
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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 **June 28, 1965**

Appendix A, Part VI, Section A - Group Insurance, Paragraph 1 revised as follows:

1. 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 as described in the attached Schedule IV, and 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 10 on Policy 16740-G and amendments 1 through 14 and 16 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 the 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 Reimbursement Authorization.

APPROVED FOR THE CONTRACTOR BY:



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

DATE:

**SEP 30 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-



NAME **Seth R. Woodruff, Jr.** TITLE **Manager, RFAO**

DATE

**Nov 16 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

No. *114* and  
to Mod. *92*

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

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 14 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*  
Name: **Lloyd M. Joshel** Title: **General Manager**

DATE:  
**DEC 6 1965**

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

DATE  
**Dec 6 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No 65  
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 November 1, 1965.

- 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:

$$\text{Range Median} = a / bx$$

Where (currently):

- a = \$250.00
- b = 3.90
- x = Evaluation Points

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

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

- Appendix A, Part II, Exempt and Nonexempt Salaried Employees, Sections D and G are amended as follows:
  - During the period November 1, 1965, through December 31, 1966, all references to Sections D and G to "twelve months" and to "twelve-month period" shall be deemed to be to fourteen months and to fourteen-month period. Thereafter, beginning January 1, 1967, these references shall be to twelve months and to twelve-month period.
  - Also during the period November 1, 1965, through December 31, 1966, the term "salary budget year" in Sections D and G shall cover such fourteen-month period. Thereafter, beginning January 1, 1967, this term shall refer to a twelve-month period.

AGREED TO FOR THE CONTRACTOR BY:

DATE:

*Clayton Joshel*  
Name:

Title: General Manager

DEC 17 1965

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

*Michael J. Sunderland*  
NAME Michael J. Sunderland

Acting Manager  
Rocky Flats Area

DATE Dec 17, 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO  
**R. A. No 64**  
**to Mod. 92**  
PAGE 1 OF 2 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 **December 6, 1965**

**Part II, Section N - Vacation Leave, Paragraph 1, to read:**

**1. Regular Vacation**

- a. After one year of continuous employment, salaried employees will become eligible for a paid vacation of fourteen working days. This first vacation must be completed during the remaining part of the calendar year after the employee first becomes eligible, except as outlined in subparagraphs c and d below, or where the eligibility date of an employee falls during the month of December, in which case vacation for which such employee would otherwise become eligible on that date, may be taken at such time during that month as his supervisor may approve.
- b. After the first anniversary of his hire, each salaried employee becomes entitled to fourteen days of vacation on or after each succeeding January 1st that the employee is on the payroll. This vacation must be taken during the calendar year in which the employee becomes entitled to the vacation or lost without payment therefor, except as outlined in subparagraphs c and d below.
- c. An employee may carry over up to five days of vacation from one calendar year to the next succeeding calendar year. (Note: for calendar year 1965 any employee may carry over up to six days of regular vacation into calendar year 1966.)

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—  
NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_ DATE: \_\_\_\_\_

REIMBURSEMENT AUTHORIZATION NO. \_\_\_\_\_ -Continuation

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

- d. By arrangement with his supervisor, an employee may borrow up to five days of regular vacation from the following year. If employment is terminated for any reason whatsoever prior to the date the employee would normally have become eligible for said vacation, the Contractor shall take reasonable steps to recover salary paid to such employee for the borrowed vacation.
- e. If an employee is laid off for lack of work, is retired under the Company retirement program, is granted a military leave of absence, or quits with five day's notice, he will be paid for any unused vacation and in addition will be paid for vacation earned during the year in which he terminates, on a pro-rated basis of one day per each full month worked since his last vacation eligibility date. However, if an employee is discharged for cause or quits without giving five day's notice, no vacation pay will be allowed.
- f. Effective January 1 of the year in which the employee completes twenty years of continuous service and each year thereafter, he is entitled to a total of seventeen days of regular vacation.

APPROVED FOR THE CONTRACTOR BY:

DATE:

*Lloyd M. Joshel*

Name: Lloyd M. Joshel Title: General Manager

DEC 6 1959

Approved by Atomic Energy Commission by:

*Michael J. Sunderland*  
Acting Manager

Rocky Flats Area, part Dec 1959

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 63  
 to Mod. 92

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

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 **September 6, 1965.**

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

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

**SCHEDULE OF MONTHLY SALARY RANGES FOR  
 NONEXEMPT SALARIED CLASSIFICATIONS**

| JOB CODE | CLASSIFICATION            | SALARY RANGE |         |
|----------|---------------------------|--------------|---------|
|          |                           | MINIMUM      | MAXIMUM |
| N-100    | Clerk I                   | \$ 289       | \$ 404  |
| 101      | File Clerk                |              |         |
| 102      | Mail Clerk                |              |         |
| N-110    | Operator I                | 289          | 404     |
| 111      | Ozalid Operator I         |              |         |
| N-200    | Clerk II                  | 315          | 441     |
| 201      | Administrative Clerk      |              |         |
| 202      | Classified Material Clerk |              |         |
| 204      | Reservations Clerk        |              |         |
| N-210    | Operator II               | 315          | 441     |
| 211      | Key Punch Operator        |              |         |
| 212      | Switchboard Operator      |              |         |
| N-220    | Stenographer              | 315          | 441     |

|   |                           |
|---|---------------------------|
| APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—<br><i>Wed</i> | DATE<br><b>SEP 6 1965</b> |
| TITLE   |                           |

## REIMBURSEMENT AUTHORIZATION NO. \_\_\_\_\_—Continuation

Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 Page 2 of 4

| JOB CODE | CLASSIFICATION                      | SALARY RANGE |         |
|----------|-------------------------------------|--------------|---------|
|          |                                     | MINIMUM      | MAXIMUM |
| N-300    | Clerk III                           | \$ 341       | \$ 478  |
|          | 301 Accounting Clerk                |              |         |
|          | 303 Purchasing Clerk                |              |         |
| N-310    | Operator III                        | 341          | 478     |
|          | 311 Senior Key Punch Operator       |              |         |
|          | 312 Teletype Operator               |              |         |
|          | 313 Tabulating Machine Operator III |              |         |
| N-320    | Junior Secretary                    | 341          | 478     |
| N-400    | Clerk IV                            | 370          | 517     |
|          | 401 Operations Clerk                |              |         |
|          | 402 Payroll Clerk                   |              |         |
| N-410    | Operator IV                         | 370          | 517     |
|          | 411 Reproduction Equipment Operator |              |         |
|          | 412 Senior Teletype Operator        |              |         |
| N-420    | Secretary                           | 370          | 517     |
| N-430    | Technician IV                       | 370          | 517     |
|          | 431 Technician IV                   |              |         |
| N-500    | Draftsman                           | 400          | 560     |
| N-510    | Operator V                          | 400          | 560     |
|          | 511 Tabulating Machine Operator V   |              |         |
| N-520    | Senior Secretary                    | 400          | 560     |
| N-530    | Technician V                        | 400          | 560     |
|          | 531 Medical Technician              |              |         |
| N-540    | Clerk V                             | 400          | 560     |
| N-600    | Administrative Secretary            | 435          | 609     |

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 4

| <u>JOB CODE</u> | <u>CLASSIFICATION</u>           | <u>SALARY MINIMUM</u> | <u>RANGE MAXIMUM</u> |
|-----------------|---------------------------------|-----------------------|----------------------|
| N-610           | Clerk VI                        | \$ 435                | \$ 609               |
| 611             | Accountant VI                   |                       |                      |
| 612             | Material Control Accountant VI  |                       |                      |
| 613             | Scheduler                       |                       |                      |
| 614             | Senior Clerk                    |                       |                      |
| N-620           | Nurse                           | 435                   | 609                  |
| N-630           | Operator VI                     | 435                   | 609                  |
| N-640           | Technician VI                   | 435                   | 609                  |
| 641             | Equipment and Armory Technician |                       |                      |
| 642             | Lock and Key Technician         |                       |                      |
| 643             | Technician VI                   |                       |                      |
| 644             | Industrial Illustrator          |                       |                      |
| 645             | Industrial Photographer         |                       |                      |
| 646             | Dispatching Officer             |                       |                      |
| N-700           | Clerk VII                       | 473                   | 661                  |
| 701             | Head Clerk                      |                       |                      |
| 702             | Scheduler-Expediter             |                       |                      |
| N-710           | Engineer-Draftsman              | 473                   | 661                  |
| N-720           | Head Nurse                      | 473                   | 661                  |
| N-750           | Junior Programmer               | 473                   | 661                  |
| N-760           | Shipment Officer                | 473                   | 661                  |
| N-770           | Operator VII                    | 473                   | 661                  |
| 771             | Head Key Punch Operator         |                       |                      |
| N-780           | Confidential Secretary          | 473                   | 661                  |
| N-790           | Tabulating Machine Operator VII | 473                   | 661                  |
| N-800           | Design Draftsman                | 514                   | 720                  |
| 801             | Tool Designer                   |                       |                      |
| 802             | Planner                         |                       |                      |

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 4

| JOB CODE | CLASSIFICATION   | SALARY RANGE |         |
|----------|--|--------------|---------|
|          |  | MINIMUM      | MAXIMUM |
| N-810    | Technician VIII  | \$ 514       | \$ 720  |
| 811      | Technician VIII  |              |         |
| 812      | Associate Chemist, Physicist,<br>Metallurgist, Cost Accountant, etc. |              |         |
| 813      | Senior Industrial Illustrator  |              |         |
| 814      | Senior Industrial Photographer                                       |              |         |
| 815      | Master Locksmith   |              |         |
| 816      | Associate Programmer   |              |         |

APPROVED FOR THE CONTRACTOR BY:

DATE:

*Lloyd M. Joshel*

SEP 8 1965

Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by:

*Alan M. ...*

TITLE: Alan M. ...

DATE:

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NC  
 R. A. NO. 100  
 100  
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|  |                                      |
|--|--------------------------------------|
| PROJECT<br>Rocky Flats Plant           | LOCATION<br>Rocky Flats, Colorado    |
| CONTRACTOR<br>The Dow Chemical Company |                                      |
| CONTRACT NO.<br>AT(29-1)-1106          | DATE OF CONTRACT<br>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 September 1, 1965.

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

1. Changes of Classifications, Titles and/or Points:

|     | Code  | Classification                 | Eval. Points |
|-----|-------|--------------------------------|--------------|
| Old | RF-2  | Accountability Representative  | 229          |
| New | RF-2  | Accountability Representative  | 201          |
| Old | RF-6  | Budget Supervisor              | 215          |
| New | RF-6  | Budget Supervisor              | 238          |
| Old | RF-23 | Senior Auditor                 | 149          |
| New | RF-23 | Senior Auditor                 | 186          |
| Old | RF-29 | Engineering Staff Specialist   | 205          |
| New | RF-29 | Principal Engineer             | 215          |
| Old | RF-50 | Superintendent, Maintenance    | 350          |
| New | RF-50 | Superintendent, Maintenance    | 377          |
| Old | RF-51 | Electric Shop Superintendent   | 222          |
| New | RF-51 | Electric Shop Superintendent   | 215          |
| Old | RF-52 | Instrument Shop Superintendent | 222          |
| New | RF-52 | Instrument Shop Superintendent | 238          |
| Old | RF-53 | Machine Shop Superintendent    | 222          |
| New | RF-53 | Machine Shop Superintendent    | 215          |
| Old | RF-54 | Pipe Shop Superintendent       | 222          |
| New | RF-54 | Craft Supervisor               | 215          |
| Old | RF-60 | Area Maintenance Supervisor    | 134          |
| New | RF-60 | Area Maintenance Supervisor    | 153          |

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

TITLE

**REIMBURSEMENT AUTHORIZATION NO. 62 —Continuation**

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

|     | <u>Code</u> | <u>Classification</u>                | <u>Eval. Points</u> |
|-----|-------------|--------------------------------------|---------------------|
| Old | RF-64       | Chief Construction Inspector         | 225                 |
| New | RF-64       | Facil. Inspection Superintendent     | 255                 |
| Old | RF-73       | Superintendent, Mfg. Assembly        | 354                 |
| New | RF-73       | Superintendent, Mfg. Assembly        | 328                 |
| Old | RF-79       | Supervisor, Chemical Operations      | 205                 |
| New | RF-79       | Supervisor, Chemical Operations      | 188                 |
| Old | RF-89       | Plant Services Superintendent        | 239                 |
| New | RF-89       | Plant Services Superintendent        | 252                 |
| Old | RF-99       | Production Control Superintendent    | 229                 |
| New | RF-99       | Production Control Superintendent    | 255                 |
| Old | RF-111      | Gen. Supt., Qlty. Cntl. & Accep.     | 375                 |
| New | RF-111      | Gen. Supt., Qlty. Cntl. & Accep.     | 362                 |
| Old | RF-119      | Security Director                    | 285                 |
| New | RF-119      | Security Director                    | 276                 |
| Old | RF-130      | Director of Research and Development | 571                 |
| New | RF-130      | Director of Research and Development | 557                 |
| Old | RF-131      | Metallurgical Research Director      | 354                 |
| New | RF-131      | Metallurgical Research Director      | 390                 |
| Old | RF-142      | Technical Information Officer        | 238                 |
| New | RF-142      | Technical Information Officer        | 224                 |
| Old | RF-149      | Health Physics Supervisor            | 222                 |
| New | RF-149      | Health Physics Supervisor            | 264                 |
| Old | RF-155      | Medical Services Supervisor          | 350                 |
| New | RF-155      | Medical Services Supervisor          | 362                 |
| Old | RF-156      | Physician                            | 246                 |
| New | RF-156      | Physician                            | 315                 |
| Old | RF-158      | Assistant Laboratory Director        | 285                 |
| New | RF-158      | Assistant Laboratory Director        | 264                 |

APPROVED for Atomic Energy Commission by:

TITLE

DATE

REIMBURSEMENT AUTHORIZATION NO. 62 — ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 3

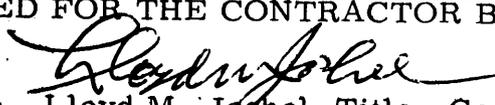
| Code       | Classification                     | Eval. Points |
|------------|------------------------------------|--------------|
| Old RF-159 | Chemical Research Director         | 339          |
| New RF-159 | Chemical Research Director         | 377          |
| Old RF-169 | Administrative Services Manager    | 477          |
| New RF-169 | Administrative Services Manager    | 447          |
| Old RF-174 | Quality Control Superintendent     | 325          |
| New RF-174 | Quality Control Superintendent     | 274          |
| Old RF-175 | Mfg. Technical Superintendent      | 304          |
| New RF-175 | Superintendent, Mfg. Technical     | 326          |
| Old RF-176 | Prod. Line Services Superintendent | 264          |
| New RF-176 | Prod. Line Services Superintendent | 315          |
| Old RF-186 | Supervisor, Quality Engineering    | 222          |
| New RF-186 | Quality Control Supervisor         | 200          |
| Old RF-204 | Superintendent, Quality Acceptance | 325          |
| New RF-204 | Superintendent, Quality Acceptance | 285          |

## 2. Addition of Classification Titles:

| Code   | Classification                           | Eval. Points |
|--------|--|--------------|
| RF-101 | Senior Quality Control Engineer          | 158          |
| RF-147 | Non-Destructive Testing Superintendent   | 264          |
| RF-194 | Facil., Util., & Planning Superintendent | 239          |
| RF-217 | Area Maintenance Superintendent          | 265          |
| RF-218 | Area Maintenance Supervisor              | 215          |
| RF-221 | Labor Relations Coordinator              | 158          |
| RF-223 | Senior Budget Analyst                    | 153          |

APPROVED FOR THE CONTRACTOR BY:

DATE


 Name: Lloyd M. Joshel Title: General Manager

AUG 27 1965

Approved for Atomic Energy Commission by:


 TITLE: Area Mgr

DATE

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 61  
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|   |   |
|---|---|
| <b>RECIPIENT</b><br>Rocky Flats Plant         | <b>LOCATION</b><br>Rocky Flats, Colorado    |
| <b>CONTRACTOR</b><br>The Dow Chemical Company |   |
| <b>CONTRACT NO.</b><br>AT(29-1)-1106          | <b>DATE OF CONTRACT</b><br>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 June 28, 1965

Appendix A, Part II, Section R, Separation Pay, Paragraph 2, is revised to read:

- Nonexempt employees whose employment at the Rocky Flats Plant is terminated by the Contractor for lack of work may be given separation pay as follows, provided that the individual is not transferred to another facility, subsidiary or affiliate of the Contractor:

| <u>Length of employment with the Contractor prior to effective date of termination</u> | <u>Amount of Separation Pay, to be computed at basic salary rate</u> |
|--|--|
| One month or more, but less than one year  | One week   |
| One year or more, but less than two years  | Two weeks  |
| Two years or more, but less than three years   | Three weeks  |
| Three years or more, but less than four years  | Four weeks   |
| Four years or more, but less than five years   | Five weeks   |
| Five years or more, but less than six years  | Six weeks  |
| Six years or more  | Seven weeks  |

AGREED TO FOR THE CONTRACTOR BY:

*Lloyd M. Joshel*  
Name: Lloyd M. Joshel Title: General Manager Date: SEP 30 1965

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:  
*Seth R. Woodruff, Jr.*  
Name: Seth R. Woodruff, Jr. Title: RFAO Area Manager DATE: Oct 1 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 60  
to Mod. 92  
PAGE 1 OF 1 PAGES

Rocky Flats Plant LOCATION Rocky Flats, Colorado

The Dow Chemical Company

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, 1965

Appendix A, Part IV, Section D - Medical Examination, is revised to read as follows:

D. Medical Examination

1. Routine industrial pre-employment, mandatory periodic, voluntary periodic and termination medical examinations provided by the Contractor are allowable costs. The Rocky Flats Plant medical facilities will be utilized to the fullest extent possible to conduct such examinations.
2. Periodic examination of key employees at offsite medical facilities in accordance with the Contractor's established Executive Health Examination Program described in the Contractor's letter dated May 16, 1962, is an allowable cost.

AGREED TO FOR THE CONTRACTOR BY:

Name: Lloyd M. Joshel Title: General Manager Date: August 30, 1965

NAME: Seth R. Woodruff, Jr. TITLE: RFAO Area Manager

DATE: August 30, 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 59  
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 June 28, 1965

1. The title to Section A of Appendix A, Part III is revised to read "Hourly-Paid Production and Maintenance Employees."
2. Appendix A, Part III, Section A, Paragraph 1, is revised to read as follows:

"1. Rates of Pay and Fringe Benefits

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 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 deductions, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of June 28, 1965, will be allowable."

AGREED TO FOR THE CONTRACTOR BY:

  
Name: Lloyd M. Coshel

Title: General Manager

Date: Aug. 12, 1965

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

  
NAME Seth R. Woodruff, Jr.

TITLE Area Mgr., RFAO

DATE

Aug 16, 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **RTA No. 48**  
 to Mod. 92

PAGE 1 OF 1 PAGES

CONTRACTOR: **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 **June 14, 1965**

Paragraphs 1 and 3 of Appendix A, Part II, Section O - Sick Leave, are revised to read in their entirety as follows:

1. No salary deductions are made if salaried employees are absent for reasonable periods due to illness or injury if the absence is approved as follows:

| <u>Absence Period</u>   | <u>Level of Approval</u>                |
|---|---|
| 8 hours or less in a pay period   | Authorized Supervisor                   |
| 40 hours or less, but more than 8 hours, in a pay period                            | Supervisor reporting to General Manager |
| More than 40 hours in a pay period, or more than 40 hours for one illness or injury | Manager of Industrial Relations         |

3. Payment of salary to an individual on sick leave for more than a total of 600 scheduled work hours per calendar year shall require Contracting Officer approval.

AGREED TO FOR THE CONTRACTOR BY:

*Lloyd M. Soshel*  
 Name: **Lloyd M. Soshel** Title: **General Manager** Date: **August 13, 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:  
*Seth R. Woodruff Jr.*  
 NAME: **Seth R. Woodruff Jr.** TITLE: **Area Manager RFAO** DATE: **Aug 13, 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. No. 57  
to Mod. 92**

PAGE **1** OF **2** 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 **June 28, 1965:**

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

**1. Deletion of Classification Titles:**

| <u>Code</u> | <u>Classification</u>           | <u>Eval. Points</u> |
|-------------|---------------------------------|---------------------|
| RF-15       | Industrial Engineer             | 117                 |
| RF-41       | Women's Employment Supervisor   | 153                 |
| RF-76       | Pu Fabrication Superintendent   | 264                 |
| RF-115      | Special Projects Engineer       | 150                 |
| RF-181      | Supervisor, U Chemistry         | 215                 |
| RF-189      | Production Control Supervisor   | 127                 |
| RF-209      | Special Services Assistant      | 104                 |
| RF-209      | Records Service Leader          | 123                 |
| RF-210      | Facilities Consultant           | 351                 |
| RF-212      | Manufacturing Consultant        | 351                 |
| RF-216      | Technical Employment Supervisor | 186                 |

**2. Changes of Classifications, Titles and/or Points:**

| <u>Code</u> | <u>Classification</u>            | <u>Eval. Points</u> |
|-------------|----------------------------------|---------------------|
| Old RF-4    | Computing Operations Supervisor  | 215                 |
| New RF-4    | Data Processing Supervisor       | 215                 |
| Old RF-32   | Design Engineer                  | 130                 |
| New RF-32   | Engineer                         | 130                 |
| Old RF-48   | Maintenance Aide                 | 92                  |
| New RF-48   | Administrative Aide              | 92                  |
| Old RF-74   | Misc. Fabrication Superintendent | 264                 |
| New RF-74   | Fabrication Superintendent       | 264                 |
| Old RF-205  | Technical Writing Supervisor     | 131                 |
| New RF-205  | Technical Writing Supervisor     | 181                 |

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 2

3. Addition of Classification Titles:

| <u>Code</u> | <u>Classification</u>              | <u>Eval. Points</u> |
|-------------|------------------------------------|---------------------|
| ✓ RF-88     | Gage Specialist                    | 130                 |
| ✓ RF-101    | Sr. Quality Control Engineer       | 158                 |
| RF-102      | Assistant Quality Control Engineer | 117                 |
| ✓ RF-109    | Gage Control Leader                | 170                 |
| ✓ RF-113    | Technical Writer-Editor            | 130                 |
| RF-118      | Sr. Technical Writer               | 117                 |
| ✓ RF-145    | Technical Editor                   | 172                 |
| RF-224      | Production Control Leader          | 117                 |
| ✓ RF-225    | Program Planning Engineer          | 158                 |
| ✓ RF-226    | Records Management Coordinator     | 131                 |
| ✓ RF-227    | Product Definition Supervisor      | 187                 |
| ✓ RF-228    | Special Services Supervisor        | 181                 |
| ✓ RF-239    | Industrial Engineer                | 149                 |
| ✓ RF-240    | Sr. Industrial Engineer            | 172                 |
| ✓ RF-241    | Fire Inspector                     | 119                 |
| ✓ RF-242    | Assistant Paymaster                | 130                 |
| ✓ RF-244    | Security Inspector                 | 110                 |

APPROVED FOR THE CONTRACTOR BY:

DATE:

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

Title: General Manager

July , 1965

Approved for Atomic Energy Commission by:

NAME: *Seth R. Woodruff*  
Seth R. Woodruff

TITLE: Manager, RFAO

DATE: *Aug*  
July 27/1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 56  
to Mod.

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|                              |                                   |
|------------------------------|-----------------------------------|
| PROJECT<br>Rocky Flats Plant | LOCATION<br>Rocky Flats, Colorado |
|------------------------------|-----------------------------------|

CONTRACTOR  
The Dow Chemical Company

|                               |                                      |
|-------------------------------|--------------------------------------|
| CONTRACT NO.<br>AT(29-1)-1106 | DATE OF CONTRACT<br>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 A, Group Insurance, Paragraph 1 revised as follows:

1. 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 as described in the attached Schedule IV, and 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 9 on Policy 16740-G and Amendments 1 through 14 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 the 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 Reimbursement Authorization.

APPROVED FOR THE CONTRACTOR BY:

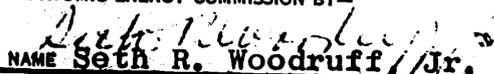
Date:



JUL 21 1965

Name: Lloyd M. Goshel Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-



NAME Seth R. Woodruff, Jr.

DATE

TITLE Manager, RFAC

7. 5/10/65

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 92  
to Mod. 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 June 28, 1965

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

1. 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 as described in the attached Schedule IV, and 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 9 on Policy 16740-G and Amendments 1 through 13 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 the 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 Reimbursement Authorization.

APPROVED FOR THE CONTRACTOR BY:

Date:

JUN 25 1965

Name: Lloyd M. Jeshel Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

7/15/65

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R.A. No.54 to  
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PAGE 1 OF 1 PAGES

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

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 **11-2-64**:

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

1. Addition of Classification Title:

| <u>Code Number</u> | <u>Classification Title</u> | <u>Eval. Points</u> |
|--------------------|-----------------------------|---------------------|
| RF-222             | Budget Analyst              | 130                 |

APPROVED FOR THE CONTRACTOR BY:

*Lloyd M. Joshel*

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

DATE:

**JUL 30 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

*Seth R. Woodruff*

NAME **Seth R. Woodruff, Jr.** TITLE **Manager, RFAO**

DATE

**8/2/65**

**SEAL ON 200**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. #53**  
to Mod. 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 **June 14, 1965**

Appendix A, Part IV is amended as follows:

1. Delete the Section designated "I - Special Holiday Allowance."
2. Renumber the Section designated "J" to "I - Length of Service Awards."

AGREED TO FOR THE CONTRACTOR BY:

Name: **Lloyd M. Joshel** Title: **General Manager** Date: **July 22, 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

**Seth R. Woodruff**  
NAME **Seth R. Woodruff** Sr.

Area Manager

TITLE **RFAO**

DATE  
**July 22, 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R.A. No. 52  
to Mod. 92

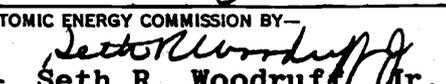
PAGE 1 OF 1 PAGES

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

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 1, 1964:**

**Appendix A, Part VI, Section A - Group Insurance, Paragraph 1 revised as follows:**

1. 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 as described in the attached Schedule IV, and 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 9 on Policy 16740-G and amendments 1 through 12 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 the 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 Reimbursement Authorization.

|   |                    |
|---|--------------------|
| APPROVED FOR THE CONTRACTOR BY:   | DATE:              |
| <br>Name: <b>Lloyd M. Joshel</b> Title: <b>General Manager</b>   | <b>JUN 29 1965</b> |
| APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:   | DATE:              |
| <br>NAME <b>Seth R. Woodruff, Jr.</b> TITLE <b>Manager, RFAO</b> | <b>7/12/65</b>     |

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO.  
**R.A. No. 51  
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 1, 1965**

Appendix A, Schedule I, Part C, is revised as follows:

Add to Hourly Wage Rate Schedule for Plant Protection Personnel:

CLASSIFICATION      Effective February 1, 1965      HOURLY RATE

|                     |           |           |        |
|---------------------|-----------|-----------|--------|
| Security Dispatcher |           | \$3.16(3) | \$3.26 |
| Master Sergeant     |           | \$3.01(3) | \$3.11 |
| Senior Sergeant     | \$2.76(3) | \$2.86(3) | \$2.96 |
| Patrolman           | \$2.62(2) | \$2.72(3) | \$2.82 |

Effective June 27, 1966

|                     |           |           |        |
|---------------------|-----------|-----------|--------|
| Security Dispatcher |           | \$3.24(3) | \$3.34 |
| Master Sergeant     |           | \$3.09(3) | \$3.19 |
| Senior Sergeant     | \$2.84(3) | \$2.94(3) | \$3.04 |
| Patrolman           | \$2.70(2) | \$2.80(3) | \$2.90 |

Effective June 26, 1967

|                     |           |           |        |
|---------------------|-----------|-----------|--------|
| Security Dispatcher |           | \$3.32(3) | \$3.42 |
| Master Sergeant     |           | \$3.17(3) | \$3.27 |
| Senior Sergeant     | \$2.92(3) | \$3.02(3) | \$3.12 |
| Patrolman           | \$2.78(2) | \$2.88(3) | \$2.98 |

(Figures in parenthesis indicate number of months to be served at each rate before advancing to the next rate within a classification.)

APPROVED FOR THE CONTRACTOR BY:

DATE:

*Lloyd M. Joshel*

Name: **Lloyd M. Joshel**

Title: **General Manager**

**June 25, 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

DATE

NAME

*Seth R. Woodruff, Jr.*  
**Seth R. Woodruff, Jr.**

TITLE **Manager, RFAO**

**June 30, 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO.  
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to Mod. 92

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Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

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 June 1, 1965

Appendix A, Part II, Section Q - Military Service and Military Training  
(Title changed and new paragraph 3 added) to read:

Q. Military Service, Military Training and Peace Corps Service

3. Peace Corps Service

An employee accepted for service in the Peace Corps may be granted a leave of absence without pay up to a maximum of two years while so serving. If within 30 days following termination of such leave of absence, the individual makes application for re-employment and is re-employed by the Contractor within six months of the date of the application, the individual shall be entitled to be recredited with that length of service or longevity of service to which he was entitled to be credited on the effective date of the leave of absence.

APPROVED FOR THE CONTRACTOR BY:

Date:

Name: Lloyd M. Jospe Title: General Manager

JUN 16 1965

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

JUNE 30, 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 49  
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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 September 1, 1965

Appendix A, Part I, Section C, Paragraph 2 is amended by:

a. Revising the introductory sentence to read in its entirety as follows:

"Employees may be refunded 90 per cent of tuition costs for courses started on or subsequent to September 1, 1965, subject to the following conditions:"

b. Revising subparagraph b. to read in its entirety as follows:

"b. The courses are:

- (1) Directly related to the individual employee's current position or to a position to which he can reasonably aspire; or
- (2) Required for attainment of a high school diploma; or
- (3) Required for completion of the approved curriculum developed for the particular employee leading to a degree directly related to the employee's current position or to a position to which he can reasonably aspire. Courses not directly related to the employee's current position or to a position to which he can reasonably aspire may be authorized and qualify for the refund if they are certified by the assigned faculty advisor as required or qualifying electives in the curriculum developed for the particular employee leading to a degree so directly related.

*Ruf*  
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 2

c. Revising subparagraph f. to read in its entirety as follows:

"f. Total of refunds paid to any employee will not exceed \$250 in any fiscal year."

d. Revising subparagraph i. to read in its entirety as follows:

"i. The refund shall be paid to the employee after the completion of the particular semester, session or term, as appropriate, provided that the employee shall have submitted a certification from the institution that a grade of "B" or better was received by him in the particular course or courses taken."

APPROVED FOR THE CONTRACTOR BY:

*Lloyd M. Joshel*

Name: Lloyd M. Joshel Title: General Manager

DATE:

MAY 19 1965

Approved for Atomic Energy Commission by:

*Scott R. Woodruff*

TITLE: Area Mgr RFAO

NAME:

DATE:

*June 24 1965*

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. No. 48  
to Mod. 92

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|  |                                      |
|--|--------------------------------------|
| PROJECT<br>Rocky Flats Plant           | LOCATION<br>Rocky Flats, Colorado    |
| CONTRACTOR<br>The Dow Chemical Company |                                      |
| CONTRACT NO.<br>AT(29-1)-1106          | DATE OF CONTRACT<br>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 March 1, 1965

Appendix A, Part IV, is amended by the addition of a new section, designated "J", as follows:

J. Length of Service Awards

The contractor has a length of service award program pursuant to which (i) pins are given to male employees after 10 years of service and for each additional 5 years of service thereafter, (ii) a pin, brooch or bracelet, at the option of the employee, is given to female employees after 10 years of service and for each additional 5 years of service thereafter, and (iii) watches are given to employees after 35 years of service. Costs incurred by the contractor for such awards shall be allowable subject to the following limitations:

1. Costs to be allowed for pins, brooches and bracelets, including any engraving, shall not exceed the costs for these items shown in the contractor's description of its program dated May 4, 1965.
2. Costs to be allowed for a watch, including any engraving, shall not exceed that portion of the cost of the watch, as set forth in the contractor's description of the program referred to above, which is in the same ratio as the employee's years of service under the contract bear to 35.
3. Awards are to individuals who at the time he or she became eligible for the award was a regularly assigned employee of the Rocky Flats Division.

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 2

Should there be revisions in the contractor's program which result in increases in the cost of awards, the Contracting Officer may establish, effective on the date of the revision in the program, new limitations on allowability under 1. and 2. above reflecting the increases.

AGREED TO FOR THE CONTRACTOR BY:

*Lloyd M. Joshel*  
Name: Lloyd M. Joshel Title: General Manager Date: May 4, 1965

Approved for Atomic Energy Commission by:  
*Seth R. Woodruff, Jr.*  
Name: Seth R. Woodruff, Jr. Area Manager Title: Rocky Flats Area Ofc. DATE: May 21, 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
REIMBURSEMENT AUTHORIZATION

NO. R.A. No. 47  
to Mod. 92

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|  |                                      |
|--|--------------------------------------|
| PROJECT<br>Rocky Flats Plant           | LOCATION<br>Rocky Flats, Colorado    |
| CONTRACTOR<br>The Dow Chemical Company |                                      |
| CONTRACT NO.<br>AT(29-1)-1106          | DATE OF CONTRACT<br>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 1, 1965

Appendix A, Part V, is amended by the addition of a new section, designated "E", as follows:

E. Temporary Assignment

If it becomes necessary in connection with the performance of work under the contract to make temporary assignments, the contractor shall obtain the prior approval of the Contracting Officer for each assignment and for the arrangements proposed for reimbursing the employee for costs incurred incident to the assignment. The contractor will submit a written justification for the assignment and the proposed reimbursement arrangements.

The term "temporary assignment" means assignment of an employee for a period of not less than one month nor in excess of twelve months to perform work under the contract at a location other than the Rocky Flats Plant and not within reasonable commuting distance of the employee's usual residence. Notwithstanding any other provision of Part V, the term "employee" as used in this Section E. means a person regularly on the payroll of the Rocky Flats Division.

AGREED TO FOR THE CONTRACTOR BY:

*Lloyd M. Joshel*  
Name: Lloyd M. Joshel Title: General Manager Date: May 4, 1965

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—  
*Seth R. Woodruff, Jr.*  
NAME Seth R. Woodruff, Jr. TITLE RFAO DATE May 5, 1965

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. No. 46  
to Mod. 92**  
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|   |   |
|---|---|
| PROJECT<br><b>Rocky Flats Plant</b>           | LOCATION<br><b>Rocky Flats, Colorado</b>    |
| CONTRACTOR<br><b>The Dow Chemical Company</b> |   |
| CONTRACT NO.<br><b>AT(29-1)-1106</b>          | DATE OF CONTRACT<br><b>January 18, 1951</b> |

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 **March 1, 1965**:

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

**1. Deletion of Classification Titles**

| <u>Code</u> | <u>Classification</u>             | <u>Eval. Points</u> |
|-------------|-----------------------------------|---------------------|
| RF-208      | Metallurgical Research Supervisor | 296                 |
| RF-203      | Research & Development Supervisor | 241                 |

**2. Addition of Classification Titles**

| <u>Code</u> | <u>Classification</u>                             | <u>Eval. Points</u> |
|-------------|---|---------------------|
| RF-230      | Chemist, Physicist, Engineer, etc.                | 130                 |
| RF-231      | Senior (Chemist, Physicist, Engineer, etc.)       | 158                 |
| RF-236      | Research Leader                                   | 187                 |
| RF-232      | Research (Chemist, Physicist, Engineer, etc.)     | 198                 |
| RF-237      | Research Supervisor                               | 239                 |
| RF-233      | Sr. Research (Chemist, Physicist, Engineer, etc.) | 241                 |
| RF-238      | Sr. Research Supervisor                           | 285                 |
| RF-234      | Associate Scientist                               | 304                 |
| RF-235      | Research Scientist                                | 376                 |

|   |                                   |
|---|-----------------------------------|
| APPROVED FOR THE CONTRACTOR BY:<br><br><i>Lloyd M. Joshel</i><br>Name: <b>Lloyd M. Joshel</b> Title: <b>General Manager</b>                     | DATE:<br><br><b>Feb. 24, 1965</b> |
| APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:<br><br><i>Seth R. Woodruff Jr.</i><br>NAME <b>Seth R. Woodruff Jr.</b> TITLE <b>Manager, REAO</b> | DATE<br><b>Apr 2, 1965</b>        |

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R. A. No. 45**  
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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 1, 1965**

Appendix A, Part III, is revised to add the following new Section E:

- E. When the Contractor schedules a reduction in the work force in any hourly classification, any employee in that classification who volunteers to take layoff from the plant out of seniority order may be paid severance pay as though he had been involuntarily laid off. The Contractor may make the full payment in a lump sum. **Such employee shall lose all recall rights.** No employee who retires from active work under any retirement program of the Contractor shall be afforded an opportunity to volunteer to accept layoff. For all other purposes and in all other respects, including any entitlement pursuant to Paragraph 3., Section D., Part V of Appendix A to reimbursement of expenses of returning the individual, his dependents and household goods to his former home or to a location of equivalent distance, said employee shall be deemed to have voluntarily resigned.

APPROVED FOR THE CONTRACTOR BY:

*Lloyd M. Joshel*

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

DATE:

**February 25, 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

*Keith R. Woodhuff Jr.*

NAME TITLE **Thgo. RFA**

DATE

**Mar 11, 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. No. 44**  
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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 4, 1965**

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

1. Changes of Classifications, Titles and/or Points:

| <u>Code</u> | <u>Classification</u>           | <u>Evaluation Points</u> |
|-------------|---------------------------------|--------------------------|
| Old RF-173  | Manufacturing Manager           | 639                      |
| New RF-173  | Manufacturing Manager           | 669                      |
| Old RF-69   | General Services Manager        | 531                      |
| New RF-69   | General Services Manager        | 557                      |
| Old RF-144  | Technical Services Manager      | 494                      |
| New RF-144  | Technical Services Manager      | 477                      |
| Old RF-169  | Product Manager                 | 494                      |
| New RF-169  | Administrative Services Manager | 477                      |

APPROVED FOR THE CONTRACTOR BY:

DATE:

Name: **Lloyd M. Joshel**

Title: **General Manager**

**Jan. 5, 1965**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

NAME

**Seth R. Woodruff**

TITLE **Manager, RFAO**

DATE

**Jan. 19, 1965**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NOV  
**R.A. No. 43**  
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**Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

**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 **11-1-64**

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:

Where (currently): Range Median = a + bx  
 a = \$240.00  
 b = 3.80  
 x = Evaluation Points

The values of "a" and "b" may be changed from time to time in accordance with Section G of Part II

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

APPROVED FOR THE CONTRACTOR BY:

DATE:

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

Title: **General Manager**

**Oct. 30, 1964**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—  
*Seth R. Woodruff, Jr.*  
 NAME **Seth R. Woodruff, Jr.**

TITLE **Manager, RFAO**

DATE  
**JAN 11, 1965**  
**Oct 1964**

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R.A. No. 42**  
**to Mod. 92**

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**Rocky Flats Plant**

LOCATION

**Rocky Flats, Colorado**

**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 7, 1964**

**Appendix A, Schedule I, Part C, is revised as follows:**

**Hourly Wage Rate Schedule for Plant Protection Personnel**

|                            |                  |                  |               |
|----------------------------|------------------|------------------|---------------|
| <b>Security Dispatcher</b> |                  | <b>\$3.15(3)</b> | <b>\$3.25</b> |
| <b>Master Sergeant</b>     |                  | <b>\$3.00(3)</b> | <b>\$3.10</b> |
| <b>Senior Sergeant</b>     | <b>\$2.75(3)</b> | <b>\$2.85(3)</b> | <b>\$2.95</b> |
| <b>Patrolman</b>           | <b>\$2.61(2)</b> | <b>\$2.71(3)</b> | <b>\$2.81</b> |

(Figures in parenthesis indicate number of months to be served at each rate before advancing to the next rate within a classification.)

**APPROVED FOR THE CONTRACTOR BY:**

**DATE:**

*Lloyd M. Joshel*

**Name: Lloyd M. Joshel**

**Title: General Manager**

**Dec. 15, 1964**

**APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:**

**NAME**

*Seth R. Woodruff, Jr.*  
**Seth R. Woodruff, Jr.**

**TITLE**

**Manager, RFAO**

**DATE**

*Dec 15 1964*

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. 7 N  
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|  |                                      |
|--|--------------------------------------|
| Rocky Flats Plant                      | LOCATION<br>Rocky Flats, Colorado    |
| CONTRACTOR<br>The Dow Chemical Company |                                      |
| CONTRACT NO.<br>AT(29-1)-1106          | DATE OF CONTRACT<br>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 **October 12, 1964**

Appendix A, Schedule I, Part C, is revised as follows:

**Hourly Wage Rate Schedule for Plant Protection Personnel**

|                     |           |           |        |
|---------------------|-----------|-----------|--------|
| Security Dispatcher |           | \$3.08(3) | \$3.18 |
| Master Sergeant     |           | \$2.93(3) | \$3.03 |
| Senior Sergeant     | \$2.68(3) | \$2.78(3) | \$2.88 |
| Patrolman           | \$2.54(2) | \$2.64(3) | \$2.74 |

(Figures in parenthesis indicate number of months to be served at each rate before advancing to the next rate within a classification).

APPROVED FOR THE CONTRACTOR BY: *R.P. Hansen* Date:  
 Name: *Lloyd M. Joshel* Title: General Manager October 30, 1964

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *Michael S. Sunderland* DATE  
 NAME: Michael S. Sunderland TITLE: Acting Manager October 30, 1964

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO.  
**R.A. No. 40**  
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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 **October 13, 1964**

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

**1. Deletion of Classification Titles:**

| <u>Code</u> | <u>Classification</u>                             | <u>Evaluation Points</u> |
|-------------|---|--------------------------|
| RF-9        | Lead Industrial Engineer                          | 131                      |
| RF-10       | Senior Statistician                               | 145                      |
| RF-12       | Statistical QC Chemist                            | 135                      |
| RF-14       | Statistician                                      | 123                      |
| RF-56       | Miscellaneous Maintenance<br>Shop Superintendent  | 158                      |
| RF-58       | Maintenance Foreman                               | 134                      |
| RF-59       | Maintenance Foreman                               | 116                      |
| RF-61       | Estimator Checker                                 | 114                      |
| RF-67       | Service Foreman                                   | 116                      |
| RF-68       | Service Foreman                                   | 100                      |
| RF-80       | Production Department<br>Assistant Superintendent | 175                      |
| RF-93       | Area Utilities Foreman                            | 104                      |
| RF-94       | Production Services Foreman                       | 100                      |
| RF-101      | Material Control Foreman                          | 100                      |
| RF-102      | Production Development Leader                     | 158                      |
| RF-104      | Plant Engineer                                    | 130                      |
| RF-113      | Head Inspector                                    | 134                      |
| RF-118      | Inspection Coordinator                            | 116                      |
| RF-129      | Shipment Coordinator                              | 110                      |
| RF-145      | Supervisor, Quality Evaluation                    | 255                      |
| RF-154      | Radiation Engineer                                | 158                      |
| RF-184      | Am Supervisor                                     | 187                      |
| RF-185      | Machining Supervisor                              | 187                      |

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE