

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

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

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

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
Old RF-4	Data Processing Supervisor	215 ✓
New RF-4	Computing Operations Supervisor	215
Old RF-5	Statistics & Applied Math Supervisor	215 ✓
New RF-5	Computing Development Supervisor	215
Old RF-6	Budgeting & Scheduling Supervisor	215
New RF-6	Budget Supervisor	215
Old RF-38	Supervisor, Administrative Services	238 ✓
New RF-38	Supervisor, Employee Services	238
Old RF-44	Employee Services Leader	158
New RF-44	Employee Benefits Leader	158
Old RF-72	Pu Chemistry Superintendent	264 ✓
New RF-72	Chemical Operations Superintendent	264
Old RF-79	Supervisor, Pu Chemistry	205
New RF-79	Supervisor, Chemical Operations	205
Old RF-83	Inspection Foreman	158
New RF-83	General Foreman	181 ✓
Old RF-85	Production Foreman	134
New RF-85	Foreman (Journeyman)	134 ✓
Old RF-86	Production Foreman	114
New RF-86	Foreman (Semi-Skilled)	116
Old RF-87	Production Foreman	100
New RF-87	Foreman (Unskilled)	100 ✓
Old RF-122	Reproduction Supervisor	131
New RF-122	Graphic Arts Supervisor	131 ✓
Old RF-123	Document Control Supervisor	131
New RF-123	Records Service Supervisor	131
Old RF-124	Identification & Communications Supervisor	134
New RF-124	Security Clearance & Education Supervisor	134 ✓

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

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3. Addition of Classification Titles:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-8	Programming Supervisor	158 ✓
RF-25	Chief Engineer	354
RF-47	Sr. Wage & Salary Analyst	181 ✓
RF-84	Technical Foreman	158
RF-111	General Superintendent, Quality Control & Acceptance	375
RF-209	Records Service Leader	123

APPROVED FOR THE CONTRACTOR BY:

Date:

Name: *L. M. Joshel*
L. M. Joshel

Title: General Manager

Sept. 23, 1964

Approved for Atomic Energy Commission by:

NAME: *Seth R. Woodruff, Jr.*
Seth R. Woodruff, Jr.

TITLE: Manager, RFAO

DATE Oct. 13, 1964

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R.A. #39 to
 Mod. 92**

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PROJECT

Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 10, 1964**.

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

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

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
Old RF-193	Supervisor, SSRL	215
New RF-193	Standards Lab Supervisor	222

APPROVED FOR THE CONTRACTOR BY:

Date:

Luther Evans

Name: **Luther Evans**

Title: **General Manager**

Sept. 11, 1964

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

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

actg
 TITLE **Manager, RFAC**

DATE

Sept 11, 1964

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R.A. #3860**
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 **July 27, 1964**.

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-142	Technical Information Officer	215
New RF-142	Technical Information Officer	238

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

Name: **Luther Evans** Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Seth R. Woodruff, Jr.

Name: **Seth R. Woodruff, Jr.** Title: **Manager, RFAO**

Date:

Sept. 1, 1964

DATE

Sept. 14, 1964

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **July 27, 1964.**

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

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

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
Old RF-210	Engineering Consultant	375
New RF-210	Facilities Consultant	351
Old RF-211	General Services Consultant	447
New RF-211	General Services Consultant	315
Old RF-212	Manufacturing Consultant	405
New RF-212	Manufacturing Consultant	351

APPROVED FOR THE CONTRACTOR BY:

Date:

Luther Evans

Name: **Luther Evans**

Title: **General Manager**

July 27, 1964

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

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

TITLE **Manager, RFAO**

August 12, 1964

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R-4-136**
to Mod. 92

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

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 10, 1964**

Appendix A, Part II, Section J is revised to incorporate new Paragraph 6:

"6. Exempt and non-exempt employees required to work an odd schedule shift whose scheduled workweek includes Saturday and/or Sunday, regardless of hours of work, for five (5) consecutive days a workweek extending a minimum of four (4) weeks, shall receive premium pay in the amount of \$35.00 per month."

Appendix A, Part II, Section M is revised to incorporate new Paragraph 4 as follows, and to redesignate previous Paragraphs 4 and 5 as Paragraphs 5 and 6:

"4. When a holiday as listed in Paragraph 1 falls on the scheduled day off of a salaried employee working a continuous shift schedule, such employee shall receive eight (8) hours pay at his basic salary plus applicable premiums in lieu of time off."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

8-14-64

Name: **Luther Evans** Title: **General Manager** Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

Seth R. Woodruff, Jr.

DATE **8-14-64**

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

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R.A. #35**
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 **July 13, 1964**

Appendix A, Part I, Section C, Paragraph 2.d is revised as follows:

"d. Each course shall be approved by the Manager of Industrial Relations or the Education and Training Supervisor."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

Name: **Luther Evans**

Title: **General Manager**

Date: **7-8-64**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Seth R. Woodruff Jr.

Name: **Seth R. Woodruff Jr.**

Title: **Area Manager**

DATE

7-8-64

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. # 34 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 8, 1964**

Appendix A, Part II, Section B, Paragraph 2, is revised to delete the reference to Part C of Schedule I, as follows:

"2. The job classifications, which term in this Appendix A is used as being synonymous with the word "positions", the monthly salary ranges for all non-exempt job classifications and the evaluation points for all exempt job classifications shall be in accordance with Schedule I, Parts A and B, attached to and hereby made a part of this Appendix A. The salary range for exempt salaried employees will be based on the formula set forth in Schedule I, Part A. No part of the basic salary paid to an employee in excess of the salary range of his position shall be an allowable cost unless approved by the Commission. As used in this Part II, the term "basic salary" shall mean the straight time monthly compensation, exclusive of premium or other compensation."

Appendix A, Part III, Section B, Paragraph 1 is revised to change the reference from Section D, Schedule I to Section C, Schedule I, as follows:

"1. Wage rates for hourly-paid Plant Protection Employees shall be in accordance with Schedule I, Part C, which is attached hereto and made a part of this Appendix."

Appendix A, Schedule I, Part D is revised to change the heading identification to Part C, as follows:

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

"SCHEDULE I
PART C
THE DOW CHEMICAL COMPANY
ROCKY FLATS PLANT
CONTRACT AT(29-1)-1106

Hourly Wage Rate Schedule for Plant Protection Personnel

Effective July 1, 1962

<u>CLASSIFICATION</u>		<u>HOURLY RATE</u>	
Master Sergeant		\$2.84(3)	\$2.94
Senior Sergeant	\$2.64 (3)	\$2.70(3)	\$2.80
Patrolman	\$2.46 (2)	\$2.56(3)	\$2.66

Effective August 12, 1963

Master Sergeant		\$2.91(3)	\$3.01
Senior Sergeant	\$2.66 (3)	\$2.76(3)	\$2.86
Patrolman	\$2.52 (2)	\$2.62(3)	\$2.72

Effective August 10, 1964

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:

Luther Evans 6-30-64

Name: Luther Evans Title: General Manager Date: _____

Approved for Atomic Energy Commission by:

[Signature]
Name: Woodruff, Jr.

TITLE: Area Manager, RFAO DATE: 5/1/64

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. 433 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 8, 1964**

Appendix A, Schedule I, Part C, Series RFC is hereby deleted, and Appendix A, Schedule I, Part B, Series RFN is revised as follows:

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
N-100	Clerk I	\$ 275	\$ 385
	101 File Clerk	275	385
	102 Mail Clerk	275	385
N-200	Clerk II	300	420
	201 Administrative Clerk	300	420
	202 Classified Material Clerk	300	420
	203 Office Cashier	300	420
	204 Reservations Clerk	300	420
N-210	Operator II	300	420
	211 Key Punch Operator	300	420
	212 Switchboard Operator	300	420
N-300	Clerk III	325	455
	301 Accounting Clerk	325	455
	302 Payroll Clerk	325	455
	303 Purchasing Clerk	325	455
N-310	Operator III	325	455
	311 Senior Key Punch Operator	325	455
	312 Teletype Operator	325	455
N-320	Stenographer	325	455
N-400	Clerk IV	350	495
	401 Operations Clerk	350	495
N-410	Operator IV	350	495
	411 Reproduction Equipment Opr	350	495
	412 Senior Teletype Operator	350	495

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 3

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
N-420	Senior Stenographer	\$ 350	\$ 495
N-430	Technician IV	350	495
	431 Technician IV	350	495
N-500	Draftsman	380	535
N-510	Operator V	380	535
	511 Tab Machine Operator V	380	535
N-520	Secretary	380	535
N-530	Technician V	380	535
	531 Medical Technician	380	535
N-600	Administrative Secretary	415	580
N-610	Clerk VI	415	580
	611 Accountant VI	415	580
	612 Mat'l Control Accountant VI	415	580
	613 Scheduler	415	580
	614 Senior Clerk	415	580
N-620	Nurse	415	580
N-630	Operator VI	415	580
	631 Tab Machine Operator VI	415	580
N-640	Technician VI	415	580
	641 Equipment & Armory Techn	415	580
	642 Lock & Key Technician	415	580
	643 Technician VI	415	580
N-700	Clerk VII	450	630
	701 Head Clerk	450	630
	702 Scheduler-Expediter	450	630
N-710	Engineer-Draftsman	450	630
N-720	Head Nurse	450	630
N-730	Industrial Illustrator	450	630
N-740	Industrial Photographer	450	630
N-750	Junior Programmer	450	630

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 3

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
N-800	Design Draftsman	\$ 490	\$ 685
	801 Tool Designer	490	685
N-810	Technician VIII	490	685
	811 Technician VIII	490	685
	812 Chemist, Physicist, Metallurgist, etc.	490	685

APPROVED FOR THE CONTRACTOR BY:

Luther Evans 6-25-64

Name: Luther Evans Title: General Manager Date:

Approved for Atomic Energy Commission by:

Michael J. Sunderland 6/25/64
 NAME: Michael J. Sunderland TITLE: Acting Manager, RFA

FORM AEC-99
(7-55)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

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

The following revision, or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **May 14, 1964**

Appendix A, Part 5, Section A, is revised to incorporate the following new Paragraph 4, as follows:

"4. Official travel outside the continental United States performed by employees of the Contractor in connection with work under this contract requires advance approval by the Commission on a case-by-case basis. Costs incurred for such travel shall be allowable only to the extent provided in Section A of this Part 5. For such travel, regulations and procedures of the Commission shall govern and be observed by the traveler."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans 5-14-64

Name: **Luther Evans** Title: **General Manager** Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Michael V. Sunderland DATE *5/14/64*
Name: **Michael V. Sunderland** TITLE **Acting Manager, RSC**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. #31
to Mod. 92

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Rocky Flats Plant

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 **November 25, 1963**

Part IV of Appendix A is revised to incorporate the following new Section I:

"I. Special Holiday Allowance

Pursuant to Presidential Proclamation 3561; Executive Order No. 11128 and TWX communications of November 24 and December 2, 1963 issued by the Manager AEC-ALO, November 25, 1963 was observed as a National Day of Mourning for John F. Kennedy, late President of the United States. For purposes of pay computation only, a maximum of four (4) hours during the day shift on November 25, 1963, may be treated as a "recognized holiday" for employees of the contractor at the Rocky Flats Plant. This authorization does not apply, however, to those employees necessary for essential operation of the plant.

Notwithstanding other provisions of this Appendix A or negotiated labor agreements between the contractor and bargaining units at the plant to the contrary, employees on vacation during November 25, 1963 shall not be allowed extra time off or extra pay because of this provision."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans 5-1464

Name: Luther Evans

Title: General Manager

Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Michael J. Sunderland
NAME: Michael J. Sunderland

TITLE: Acting Manager, RFA

DATE

5/14/64

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. #30
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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **May 1, 1964**

Appendix A, Part II, Section U is revised as follows:

"U. Supplemental Merit Plan

The Contractor has a supplemental merit plan to provide cash payments to salaried employees in recognition of consistent performance above and beyond a job well done. In all cases such awards shall be limited to a maximum of three months salary. These payments shall have no effect on either the recipient's normal salary or his salary range.

The budget for this program is established by the executive committee of The Dow Chemical Company as part of the merit budget for use within the merit budget year and is designated as a separate and specific percentage of the annual payroll.

The prior approval of the contracting officer will be secured for awards to those employees whose cash payment plus base salary is \$25,000.00 per year or more."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans 5/1/64

Name: **Luther Evans** Title: **General Manager** Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—
Seth R. Woodruff, Jr. DATE *5/1/64*
 NAME **Seth R. Woodruff, Jr.** TITLE **Area Manager** RFACTION

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. #29
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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 **January 1, 1964**

Appendix A, Part II, is revised to add the following Section V:

"V. Summer Employment Program

The Contractor has a program for summer employment of college students.

1. Employees under this program shall be paid in accordance with the following schedule applied to the current Technical Personnel Employment Rates.

<u>Schooling Status</u>		<u>% of applicable base rate rounded to nearest \$5.00</u>		
1.	1 yr. towards bachelor's degree	65%	of bachelor's base	
2.	2 yrs. " " "	75%	" " "	
3.	3 yrs. " " "	85%	" " "	
4.	4 yrs. (without degree)	90%	" " "	
5.	Bachelor	95%	" " "	
6.	1 yr. graduate study	88%	of Master's	"
7.	2 yrs " " or Master's	92%	" " "	
8.	PhD minus 1 yr.	Individual consideration		

In addition to the calculated base rates, adders may be applied as follows:

Applicable summer experience	\$5/mo. for each summer
" full time	\$10-\$15/mo for each year
Non-applicable experience	\$0
Military experience	\$10 maximum
Quality factor	Up to \$20 maximum can be applied to not more than 25% of job offers

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

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

The Contractor will furnish the Commission the applicable base rates prior to each summer employment period.

- 2. Employees under this program shall receive compensation for the holidays as outlined in Section M, Holidays.
- 3. Employees under this program shall be compensated for transportation to and from home or school at the rate of 7¢ per mile at the beginning and end of employment."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans 1-8-64
Name: Luther Evans Title, General Manager Date:

Approved for Atomic Energy Commission by:
Seth R. Woodruff, Jr. 1-8-64
NAME: Seth R. Woodruff, Jr. TITLE Area Manager, RFAO DATE:

SECRET

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. # 28 to
Mod. 92

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Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

The Dow Chemical Company

DATE OF CONTRACT

(29-1)-1106

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor approved as an allowable cost, effective **November 1, 1963**

Appendix A, Part II, is revised to incorporate Section U as follows:

"U. Cash Award Program

The Contractor has a cash award program to provide cash payments to salaried employees in recognition of outstanding contributions above and beyond a job well done. In all cases such awards shall be limited to a maximum of three months salary. Cash awards shall have no effect on either the recipient's normal salary or his salary range.

The budget for this program is established by the executive committee of The Dow Chemical Company as part of the merit budget for use within the merit budget year and is designated as a separate and specific percentage of the annual payroll.

The prior approval of the contracting officer will be secured for awards to those employees whose cash award plus base salary is \$25,000.00 per year or more."

APPROVED FOR THE CONTRACTOR BY:

NAME: Luther Evans

Title: General Manager

Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

NAME: Seth R. Woberuff, Jr.

TITLE: Area Manager, RFAO

DATE

12/19/63

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. # 27
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 October 31, 1963

Part I of Appendix A is revised to include a new Section D to read as follows:

"D. Educational Assistance Program for Degree Candidates

1. Adjustment of Work Schedules

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

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

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

2. Educational Leave of Absence

- a. A request for an educational leave of absence shall be recommended by the employee's supervisor and the employee's department head to the Manager of Industrial Relations. This recommendation will include a willingness on the part of the department head to re-employ, or the willingness of another department head to re-employ where the employee will be able to make better use of his technical education.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 27 —Continuation

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

- b. The employee shall have at least one full year of full-time employment by the Company at Rocky Flats.
- c. The leave shall not exceed a maximum of one year.
- d. The employee shall be within one year of attaining his B.S., M.S., or Ph.D. degree.
- e. For the benefit of both the employee and the Company, the employee will take the usual physical examination upon returning to work with the Company.
- f. At the start of the educational leave of absence the employee will be paid in full for all unused vacation. Upon returning to work he will be eligible for all regular vacation earned in the calendar year in which he started his leave, based on one day per month for each full month of employment in the year in which he started his educational leave.
- g. On return to employment with the Company immediately following his educational leave, the employee will receive his former service credits, but he shall not build up vacation or service credits while on educational leave.
- h. Requests for leaves of absence shall transmit the following information as it applies to the individual's case:
 - (1) Dates of the leave requested
 - (2) A brief resume of the candidate's employment record with Dow
 - (3) A list of courses carrying graduate credit completed by the candidate with grades received
 - (4) A plan of study showing course work necessary before completing all requirements for the degree
 - (5) Evidence that the candidate has been accepted for study toward the desired degree by the university of his choice.

Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 27 —Continuation

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

- i. The candidate will be informed of the action on his request by copies of correspondence which implement the conditions of the leave.
- j. In those cases where financial assistance is required (see paragraphs 3. and 4. below), the candidate will be responsible for all costs that are not covered by the conditions of his leave.

3. Extension Program Assistance to Candidates for the M.S. Degree

- a. Employees holding Bachelor degrees frequently are able to take extension courses forming the basis of Master degrees in their home communities, but, in order to qualify for such degrees, they must arrange to take a summer term of residence work on a college campus.
- b. Since absence from his Dow job for a major portion of one summer and the assumption of added personal expenses are required by the candidate, the Company will pay his regular salary for that part of the summer term not covered by his vacation allowance, in no case to exceed ten weeks. No more than two Rocky Flats employees may be authorized financial assistance under this M.S. assistance program each year.
- c. The employee to be helped must be eligible for and agree to use his full vacation due as part of the summer term and must obtain an educational leave of absence (see h. (1)-(5)). In addition, the employee must agree to remain in the employ of the Company at Rocky Flats for one year after his return to work.
- d. The candidate is responsible for all other costs of his M.S. program.

4. Dow Employee Fellowship Program for Ph.D. Degree

- a. Employees may request a fellowship for the final year of work for the Ph.D. degree.
- b. The request, including a leave of absence request (see h. (1)-(5)), must be approved by the employee's supervisor and department head.

Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 27 —Continuation

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

The employee specifies the dates of the leave and provides a brief resume of his Dow employment record, with transcripts and supporting letters from the university of his choice to the effect that he:

- (1) has met language requirements for the Ph.D. degree
- (2) has passed qualifying examinations admitting him as a doctoral candidate
- (3) has been accepted by a professor for a definite thesis assignment
- (4) has a reasonable expectation of completing his work within one year of leave.

c. The Manager of Industrial Relations will review each request and, on approval, will recommend it to the Corporate Director of College Relations for a fellowship. If the number of recommendations exceeds the number of available fellowships, the department or division promising to re-employ may provide a fellowship of \$150 per month. Only one fellowship may be granted at Rocky Flats each school year and the candidate is responsible for all other costs of his Ph.D. program.

d. Candidates must have completed two years of Dow service at Rocky Flats, not including military or other leave, in order to apply. The employee must agree to remain in the employ of the Company at Rocky Flats one year after his return to work.

e. Applications must be filed with the Manager of Industrial Relations by October 31 for the following year.

5. No employee participating in the benefits provided in Paragraphs 2, 3 or 4 of this Rocky Flats Educational Assistance Program shall be eligible for training assistance as otherwise provided in Section C of this Part I of Appendix A.

APPROVED FOR THE CONTRACTOR BY:

Name: Luther Evans

Title: General Manager Date: 12-11-63

Approved for Atomic Energy Commission by:

NAME: Seth R. Woodruff, Jr.

TITLE: Area Manager, RFAO DATE: 12/12/63

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. #26
 to Mod. 92

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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR
 The Dow Chemical Company

CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective November 1, 1963

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	The values of "a" and "b" may
a = \$235.00	b = 3.70	be changed from time to time in
x = Evaluation Points		accordance with Section G of
		Part II

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

APPROVED FOR THE CONTRACTOR BY

Date

Luther Evans

10-28-63

Name: Luther Evans

Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY

DATE

Seth R. Woodruff, Jr.
 NAME Seth R. Woodruff, Jr.

Area Manager

TITLE RFAO

OCT 28 1963

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. No. 25
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 **November 11, 1963**

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

1. Addition of Classification Title:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-46	General Employment Supervisor	130

2. Changes of Classification, Titles and/or Points:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
✓ Old RF-79	Ass't Pu Chemistry Superintendent	229
✓ New RF-79	Supervisor Pu Chemistry	205
✓ Old RF-108	Ass't Traffic Manager	158
✓ New RF-108	Traffic Manager	158
✓ Old RF-155	Medical Services Supervisor	304
✓ New RF-155	Medical Services Supervisor	350

APPROVED FOR THE CONTRACTOR BY:

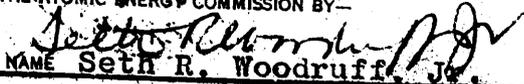
Date:



Name: Luther Evans Title: General Manager

November 13, 1963

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:



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

DATE: November 13, 1963

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.

R. A. #24

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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, 1963

Appendix A, Part IV, Section H, is revised as follows:

"H. Business Luncheons

1. The Contractor may sponsor official business luncheons related to work performance under the Contract at the Rocky Flats Plant. Only an employee whose attendance at such a luncheon is requested by the Contractor, shall be provided such a luncheon free of charge.
2. During the course of union contract negotiations and on other special occasions, the Contractor may provide union representatives with a lunch free of charge either at the Rocky Flats Plant or in the Denver, Colorado area.
3. Once each year the Contractor may sponsor official business luncheons or dinners for recognition of Rocky Flats Plant employees who have graduated from an indentured apprenticeship program. Only an employee or guest whose attendance is requested by the Contractor shall be provided a luncheon or dinner free of charge.
4. Costs incurred under paragraphs 1, 2 and 3 above, shall be reasonable and will be reported annually to the Commission."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans
Name: Luther Evans

Title: General Manager

Date: 10-21-63

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Beth R. Woodruff, Jr.
NAME: Beth R. Woodruff, Jr.

TITLE: Area Manager, RFAO

DATE

SEAL

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. #23 to
Mod. 92

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PROJECT
Rocky Flats Plant

LOCATION
Rocky Flats, Colorado

CONTRACTOR
The Dow Chemical Company

CONTRACT NO.
AT(29-1)-1106

DATE OF CONTRACT
January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective August 26, 1963

Part II, Section L, Paragraphs 2a., 2b., 2c., and 2d. of Appendix A are revised as follows:

"2. Nonexempt Employees

- a. Except as provided in subparagraphs b. and d. below, a nonexempt salaried employee shall be paid at the rate of one and one-half (1-1/2) times his basic hourly rate plus shift premium, if applicable, for all hours worked in excess of eight in any one basic workday or forty hours in any one workweek, calculated on both a daily and weekly basis with payment of the higher amount so derived, but in no event shall the same period of time be paid for twice. The basic hourly rate is the straight-time daily wage divided by eight.
- b. A nonexempt salaried employee may be paid one and one-half (1-1/2) times the basic hourly rate for all hours worked on the employee's first scheduled day of rest and two times the basic hourly rate may be paid for all hours worked on the employee's second scheduled day of rest; provided, that he worked the first scheduled day of rest during the same basic workweek.
- c. Nonexempt salaried employees when required to report to work outside their regularly scheduled working hours

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 23 —Continuation

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

will be paid not less than four hours' pay at straight time, when such call-in requires the employee to make an extra round trip to the Plant.

d. The following hours shall be considered as hours worked for the purpose of calculating overtime pay:

- (1) Hours actually worked.
- (2) Hours allowed for a holiday recognized or observed as provided in Section M below.
- (3) Hours allowed for such other absences as are specifically provided in this Appendix A as being considered as hours of work for the purposes of calculating overtime pay.

APPROVED FOR THE CONTRACTOR BY:

Luther Evans
Name: Luther Evans

Title: General Manager Date:

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

Area
Manager, RFA
TITLE

DATE: *9/11/54*

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. #22 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 September 5, 1963.

Appendix A, Part V, Section D, Paragraph 2., is revised as follows:

- "2. Subject to written approval of the Manager of Industrial Relations, such employees may also be reimbursed for the reasonable expenses of shipping their household goods and effects by common or contract carrier from their former residences to their new residences within commuting distance from the Rocky Flats Plant, including insurance coverage commensurate with the value of such household goods, but in no event to exceed a premium of \$50.00."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

Name: Luther Evans

Title: General Manager Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

Seth R. Woodruff, Jr.
NAME Seth R. Woodruff, Jr.

Area
TITLE Manager, RFAO

DATE

10/14/63

UNITED STATES ATOMIC ENERGY COMMISSION

REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 21
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
CONTRACTOR The Dow Chemical Company	
CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 12, 1963**

Appendix A, Schedule 1, Part A, Series RF, revised as follows:

1. Addition of Classification Titles:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-211	General Services Consultant	447
RF-212	Manufacturing Consultant	405
RF-210	Engineering Consultant	375
RF-216	Technical Employment Supervisor	186
RF-214	Senior Education Specialist	158
RF-215	Education Specialist	130
RF-213	Labor Relations Assistant	130
RF-209	Special Services Assistant	104

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

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
Old RF-69	Assistant General Manager, Services	591
New RF-69	General Services Manager	531
Old RF-169	Product Manager	447
New RF-169	Product Manager	494
Old RF-207	Facilities Utilization & Planning Director	349
New RF-207	Facilities Manager	494
Old RF-131	Superintendent, Technical Metallurgy	354
New RF-131	Metallurgical Research Director	354

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME

TITLE

DATE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

Revis. No. to Mod. 92
PAGE 2 OF 3 PAGES

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 12, 1963**

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
Old RF-157	Analytical Laboratory Director	354
New RF-157	Laboratory Director	354
Old RF-159	Analytical Development Supervisor	278
New RF-159	Chemical Research Director	339
Old RF-208	Metallurgical Research Supervisor	262
New RF-208	Metallurgical Research Supervisor	296
Old RF-16	Chief Accountant	264
New RF-16	Chief Accountant	284
Old RF-195	Supervisor, Project Engineering	222
New RF-195	Supervisor, Project Engineering	249
Old RF-37	Safety Supervisor	215
New RF-37	Safety and Loss Prevention Superintendent	239
Old RF-38	Administrative Services Supervisor	215
New RF-38	Supervisor, Administrative Services	238
Old RF-39	Supervisor, Employment	215
New RF-39	Employment Superintendent	238
Old RF-43	Education and Training Supervisor	158
New RF-43	Education and Training Supervisor	222
Old RF-41	Women's Employment Supervisor	141
New RF-41	Women's Employment Supervisor	153

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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

PAGE **3** OF **3** PAGES

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **August 12, 1963**

3. Delete:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-1	Business Manager	557
RF-47	General Superintendent, Maintenance, Construction and Service	447
RF-147	Director Health Physics	400
RF-25	Chief Engineer	390
RF-111	Supervisor, Quality Acceptance	246
RF-201	Industrial Psychologist	220
RF-114	Special Projects Leader	193
RF-8	Programming Supervisor	147
RF-197	Assistant Superintendent Maintenance	264
RF-109	Production Superintendent	255
RF-194	Industrial Relations Staff Assistant	222
RF-84	Production Foreman	139
RF-46	Employee Services Coordinator	114
RF-88	Section Services Engineer	215

APPROVED FOR THE CONTRACTOR BY:

Date:

Luther Evans
Name: **Luther Evans**

Title: **General Manager**

September 10, 1963

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Michael J. Sunderland
NAME **Michael J. Sunderland**

Acting Manager,
TITLE **RFAO**

DATE

September 10, 1963

UNITED STATES ATOMIC ENERGY COMMISSION REIMBURSEMENT AUTHORIZATION	NO. RYA #17 to Mod. 92
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company

CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective January 1, 1963.

Part I, Section C. of Appendix A is revised to incorporate the following new paragraph 3:

"3. In addition to in-plant job training, as otherwise provided in Paragraph 1. of this Section C., craft apprentices may be enrolled by the Contractor in courses offered by the International Correspondence School, to the extent that such courses are approved by the Colorado State Board for Vocational Education and meet basic standards as established by the Federal Committee on Apprenticeship. The cost of International Correspondence School courses, and the number of apprentices enrolled in each course by the Contractor, shall be subject to the prior written approval of the Contracting Officer."

APPROVED FOR THE CONTRACTOR BY:


 Name: Luther Evans Title: General Manager Date: 1/23/63

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:  Name: Seth R. Woodruff, Jr. Title: Manager, RFAO	DATE JAN 23 1963
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UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. No. 16
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 **December 10, 1962**

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

1. Change of Classification Title

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-130	Director of Research and Development	571
RF-144	Technical Services Manager	494

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

Name: **Luther Evans**

Title: **General Manager**

Date:

December 11, 1962

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Seth R. Woodruff, Jr.

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

Manager, RFAO

DATE

December 11, 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R.A. No. 15**
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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, 1962**

Appendix A, Schedule 1, Part A, Series RF Salary Ranges revised as follows:

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

Where (currently): $\text{Range Median} = a + bx$
 $a = \$225.00$
 $b = 3.70$
 $x = \text{Evaluation Points}$

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 *Luther Evans* Date **10-31-62**
 Name: **Luther Evans** Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY *[Signature]* DATE **11/2/62**
 Name: **William B. Woodruff, Jr.** TITLE **Manager, RFAO**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NOTE: R.A. No. 14
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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 3, 1962.

Part II, Section N., Paragraph 1.d. is revised as follows:

"d. Effective January 1 of the year in which the employee completes twenty (20) years of continuous service and each year thereafter, he is entitled to a total of sixteen (16) days of regular vacation."

Part II, Section N., Paragraph 2.a. is revised to incorporate the following new subparagraph (5): (The current subparagraphs (5) and (6) are thereby renumbered (6) and (7) respectively.)

"(5) After thirty (30) years of continuous employment, he shall be entitled to twenty-five (25) additional days of vacation for each ensuing five year period thereafter and which shall be taken at any time during each of the ensuing five year periods."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans 11-9-62

Name: Luther Evans

Title:

Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

Beth R. Woodruff
NAME: Beth R. Woodruff, Jr.

Manager,
TITLE RFAO

DATE NOV 13 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. No. 13
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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 5, 1962

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

1. Addition of Classification Titles:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-198	Maintenance Staff Assistant	224
RF-199	Lead Property Accountant	130

2. Change of Classifications, Titles and/or Points:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-75	Precision Shop Supervisor	195
RF-51	Electric Shop Superintendent	222
RF-52	Instrument Shop Superintendent	222
RF-44	Employee Services Leader	158
RF-18	Lead Cost Accountant	153

APPROVED FOR THE CONTRACTOR BY

Luther Evans

Name: Luther Evans

Title: General Manager

Date

11-9-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY

Seth R. Woodruff Jr.

NAME Seth R. Woodruff Jr.

TITLE Manager, RFAO

DATE

NOV 17 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. 1012
to Mod. 92

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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company

CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **October 22, 1962**

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

Addition of Classification Title:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-197	Assistant Superintendent, Maintenance	264

APPROVED FOR THE CONTRACTOR BY:

Luther Evans
Name: Luther Evans

Title: General Manager

Date

11-9-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

Seth R. Woodruff, Jr.
Name: Seth R. Woodruff, Jr.

TITLE: Manager, RFAO

DATE

NOV 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. # 11
 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 July 1, 1962.

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

Change of Classification Titles and/or Points:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-47	General Superintendent, Maintenance, Construction and Service	447
RF-71	General Superintendent, Fabrication	405
RF-178	General Superintendent, Metal Production	405
RF-25	Chief Engineer	390
RF-73	Superintendent, Manufacturing Assembly	354
RF-131	Superintendent, Technical Metallurgy	354
RF-157	Analytical Laboratory Director	354
RF-148	Superintendent, Health Physics	328
RF-26	Superintendent, Product Engineering	326
RF-174	Superintendent, Quality Control	318
RF-175	Manufacturing Technical Superintendent	304
RF-119	Security Director	285
RF-16	Chief Accountant	264
RF-22	Chief Auditor	264
RF-105	Purchasing Agent	264
RF-176	Production Line Services Superintendent	264
RF-99	Production Control Superintendent	229
RF-2	Accountability Representative	229
RF-4	Data Processing Supervisor	215
RF-5	Statistics and Applied Mathematics Supervisor	215

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

SALONER

REIMBURSEMENT AUTHORIZATION NO. 11 —Continuation

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

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-3	Industrial Engineering Superintendent	215
RF-6	Budgeting and Scheduling Supervisor	215
RF-142	Technical Information Officer	215
RF-179	Administrative Assistant	182
RF-177	Motion Picture Specialist	158

APPROVED FOR THE CONTRACTOR BY:

Date:

Luther Evans

11-9-62

Name: Luther Evans

Title: General Manager

Approved for Atomic Energy Commission by:

Robert R. Woodruff

TITLE: Manager, RFAO

DATE:

NOV 13 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

PAGE 1 OF 1 PAGES

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

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **November 1, 1962**

Appendix A, Schedule 1, Part B is changed as follows:

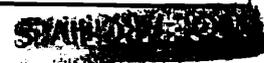
Change of salary rate:

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
RFN-40	Assistant Product Inspector		*567

*Single Rate Job

APPROVED FOR THE CONTRACTOR BY *Luther Evans* 11-2-62 Date
Name: Luther Evans Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY *Seth R. Woodruff, Jr.* DATE 1962
NAME Seth R. Woodruff, Jr. TITLE Manager, RFAO



FORM AEC-30
(3-50)

UNITED STATES ATOMIC ENERGY COMMISSION

REIMBURSEMENT AUTHORIZATION

NO. 177-1009
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PAGE 1 OF 1 PAGES

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **November 12, 1962**

Appendix A, Schedule 1, Part C, is changed as follows:

Deletion, change and additions to job classifications:

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
Delete: RFC-18	Insurance Clerk		
Change: RFC-19	Office Cashier	\$325	\$438
Add: RFC-9	Insurance Clerk	301	407
RFC-21	Senior Insurance Clerk	390	527

APPROVED FOR THE CONTRACTOR BY <i>Luther Evans</i>	Date 11-2-62
Name: Luther Evans	Title: General Manager
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY <i>Seth R. Woodruff, Jr.</i>	DATE NOV 5 1962
NAME: Seth R. Woodruff, Jr.	TITLE: Manager, RFAO

HWABC-86
(3-50)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 8
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 July 9, 1962

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

1. Change of Classification Titles and/or Points:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF 50	Superintendent, Maintenance	350
RF 72	Pu Chemistry Superintendent	264
RF 74	Misc. Fabrication Superintendent	264
RF 76	Pu Fabrication Superintendent	264
RF 145	Supervisor, Quality Evaluation	255
RF 77	Pu Assembly Superintendent	246
RF 78	Foundry Superintendent	246
RF 111	Supervisor, Quality Acceptance	246
RF 195	Assistant Prod. Eng. Superintendent	246
RF 89	Plant Services Superintendent	239
RF 79	Assistant Pu Chemistry Superintendent	229
RF 81	Assistant Pu Fabrication Superintendent	229
RF 82	Supervisor, U Fabrication	229
RF 64	Chief Construction Inspector	225
RF 186	Supervisor, Quality Engineering	222
RF 133	Development Supervisor	222
RF 194	Industrial Relations Staff Assistant	222
RF 193	Supervisor, SSRL	215
RF 90	Supervisor, Area Utilities	215
RF 180	Supervisor, Pu Foundry	215
RF 181	Supervisor, U Chemistry	215
RF 182	Supervisor, General Assembly	215
RF 39	Supervisor, Employment	215
RF 183	U Foundry Supervisor	195

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

DATE

Form AEC-36
(3-50)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. No. 8**
to Mod. 92

PAGE **2** 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 **July 9, 1962**

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF 184	Am Supervisor	187
RF 185	Machining Supervisor	187
RF 112	Inspection Supervisor	181
RF 83	Inspection Foreman	158
RF 192	Lead Analytical Chemist	158
RF 188	Shift Supervisor	158
RF 187	Tooling Coordinator	134
RF 191	Production Control Supervisor	134
RF 91	Area Utilities Supervisor	134
RF 113	Head Inspector	134
RF 196	Disbursement Accountant	130
RF 189	Production Control Supervisor	127
RF 190	Material Control Supervisor	127
RF 92	Area Utilities Supervisor	120
RF 93	Area Utilities Foreman	104
RF 101	Material Control Foreman	100

APPROVED FOR THE CONTRACTOR BY:

Name: **Luther Evans**

Title: **General Manager**

Date:

September 20, 1962

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

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

TITLE **Manager, RFAO**

DATE:

September 20, 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. # 7
to Mod. 92

PROJECT LOCATION PAGE 1 OF 1 PAGES

Rocky Flats Plant

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 As indicated below:

Schedule I, Part D, referred to in Part III B.1. is revised to include the following rates of pay:

"Effective August 12, 1963

Master Sergeant		2.91 (3)	3.01
Senior Sergeant	2.66 (3)	2.76 (3)	2.86
Patrolman	2.52 (2)	2.62 (3)	2.72

Effective August 10, 1964

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 "

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

Name: Luther Evans

Title: General Manager

Date: 9-17-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

Seth R. Woodruff Jr.

NAME: Seth R. Woodruff Jr.

TITLE: Area Manager

DATE

RFAO

FORM A-100
10-59

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R.A. # 6**
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 **August 13, 1962.**

Appendix A, Part II, Paragraph N. 2. a. 5., is revised as follows:

" 5. Merit vacation must be taken in not less than one-half day periods. "

APPROVED FOR THE CONTRACTOR BY: *Luther Evans* DATE: **September 4, 1962**
Name: **Luther Evans** Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *Seth R. Woodruff, Jr.* DATE: **September 12, 1962**
Name: **Seth R. Woodruff, Jr.** Title: **Manager, RFAO**

Form AEC-34
(3-58)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. # 5
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 **September 5, 1962.**

Appendix A, Part II, Paragraph N. 1. c., is revised as follows:

- " c. 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 (1) 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. "

APPROVED FOR THE CONTRACTOR BY: <i>Luther Evans</i>	DATE:
Name: Luther Evans Title: General Manager	September 5, 1962
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: <i>Sam R. Woodruff, Jr.</i>	DATE:
Name: Sam R. Woodruff, Jr. Title: Manager, RFAO	September 5, 1962

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. # 4
to Mod. 92

PAGE 1 OF 1 PAGES

PROJECT **Rocky Flats Division** LOCATION **Rocky Flats Colorado**

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective July 1, 1962

1. Appendix A, Part II, Section K, Paragraph 3 is revised to read as follows:

"3. Employee Time Records: Adequate employee time or attendance records shall be maintained for all employees."

2. Appendix A, Part V, Section D., Paragraph 2 is revised to read as follows:

"2. Subject to written approval of the Manager of Industrial Relations, such employees may also be reimbursed for the reasonable expenses of shipping their household goods and effects by common or contract carrier from their former residences to their new residences within commuting distance from the Rocky Flats Plant, including insurance costs for up to \$10,000.00 coverage, but not to exceed a premium of \$50.00."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans
Name: **Luther Evans** Title: **General Manager** Date: **9-17-62**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—
Seth R. Woodruff, Jr.
NAME **Seth R. Woodruff, Jr** TITLE **Area Manager, RFAO** DATE **SEP 13 1962**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.

R.A. # 3
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OBJECT	LOCATION
Rocky Flats Plant	Rocky Flats, Colorado

CONTRACTOR
The Dow Chemical Company

CONTRACT NO.	DATE OF CONTRACT
AT(29-1)-1106	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, 1962

Appendix A, Part II, Paragraph J, Shift Premium, is revised in the following particular, by adding the following:

- "5. Exempt and non-exempt employees working continuous shift schedules shall be paid a premium of thirty (30) cents per hour for all hours worked on Saturday and a premium of fifty (50) cents per hour for all hours worked on Sunday.

Such premium shall not apply on an hour for which a premium is payable for overtime or holiday purposes."

APPROVED FOR THE CONTRACTOR BY:

Luther Evans

Name: Luther Evans Title: General Manager

Date: 9-17-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME Seth R. Woodruff, Jr.

TITLE Area Manager, RFAO

DATE SEP 17 1962

SEAL

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. #2
to Mod. 92**

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

PROJECT **Rocky Flats Division** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **July 1, 1962**

- Appendix A, Part II, Paragraph J. 2., Shift Premium is revised in the following particular, by adding the following jump shift premium for salaried employees:

"Jump Shift \$38.00"

- Appendix A, Part II, Paragraph M. 4. is revised as follows:

"4. Any exempt employee working a 7-day week shift schedule and any non-exempt employee who is required to work on a recognized or observed holiday, as provided in this Section M., shall receive their basic salary plus premium pay for all hours worked on the holiday. Such premium pay shall be calculated by multiplying the employee's basic hourly rate plus shift premium, if applicable, by one and one-half times the number of hours worked. Any salaried employee who is scheduled to work on such a holiday but who does not do so, may lose straight-time and premium pay for the holiday if the Manager of Industrial Relations determines that the failure to work was not based on a reasonable excuse."

APPROVED FOR THE CONTRACTOR BY:

Name: **Luther Evans** Title: **General Manager** Date: **9-11-62**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

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

DATE **SEP 11 1962**
Area Manager **REAG**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. #1
to Mod. 92

PAGE 1 OF 2 PAGES

PROJECT: Rocky Flats Division LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective August 13, 1962

1. Appendix A, Part III, A.1. is revised to read as follows:

"1. Rates of Pay and Fringe Benefits

Hourly-Paid Production and Maintenance and Cafeteria Employees shall be covered by this Part III and shall be paid in accordance with the agreement between The Dow Chemical Company, Rocky Flats Plant, and the Denver Metal Trades Council, AFL-CIO, dated August 13, 1962. Such agreement is included in attached Schedule II and is hereby made a part of this Appendix. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of such agreement will be allowable."

2. Schedule I, Part D, referred to in Part III, B.1. is revised to read as follows:

SCHEDULE I
PART D
THE DOW CHEMICAL COMPANY
ROCKY FLATS PLANT
CONTRACT AT(29-1)-1106

Hourly Wage Rate Schedule for Plant Protection Personnel

Effective July 1, 1962

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>
Master Sergeant	\$ 2.84 (3) \$ 2.94
Senior Sergeant	\$ 2.64 (3) \$ 2.70 (3) \$ 2.80
Patrolman	\$ 2.46 (2) \$ 2.56 (3) \$ 2.66

REIMBURSEMENT AUTHORIZATION NO. 1 —Continuation

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

(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:

Luther Evans
Name: Luther Evans

Title: Manager

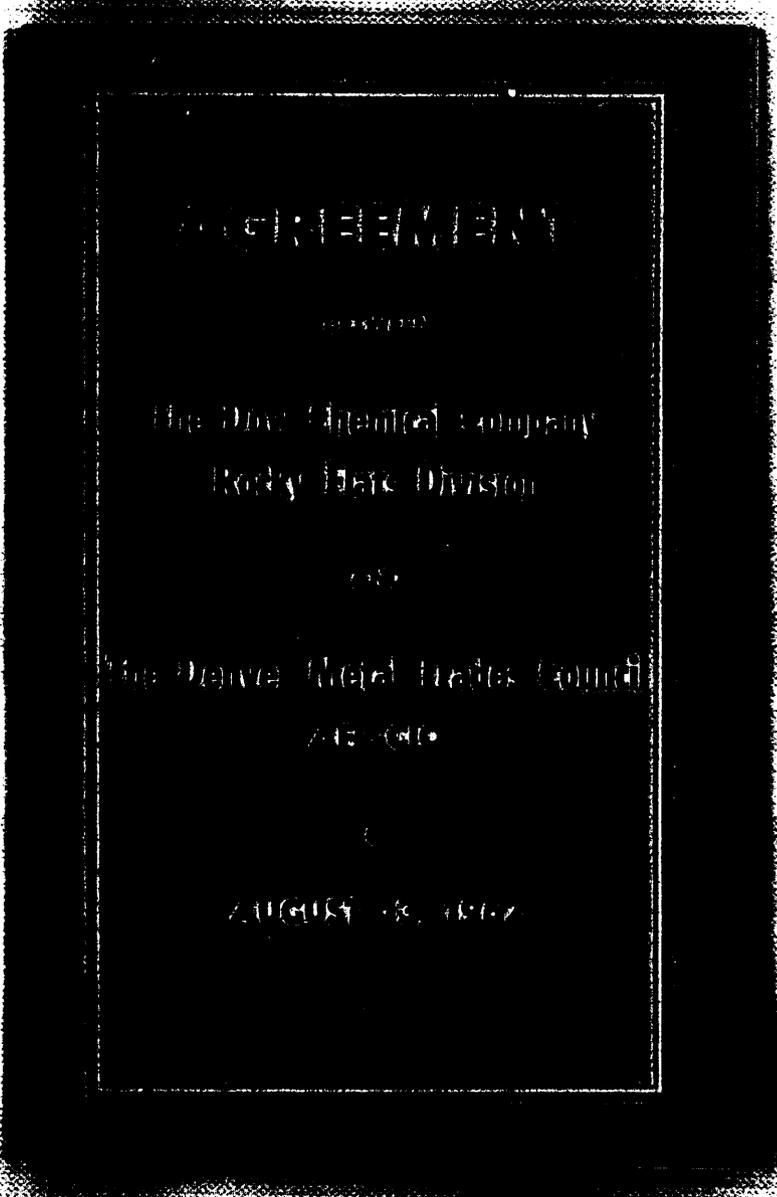
Date: 9-15-67

Approved for Atomic Energy Commission by:

Sam R. Woodruff, Jr.
Name: Sam R. Woodruff, Jr.

Title: Area Manager, REACOM

Booklet Not Copied



AGREEMENT

The Dow Chemical Company
Rocky Hill Division

The Drive Head Trade Council

AUGUST 30, 1967

SEARCHED