

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
 R. A. No. 93
 To Mod. 104

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 as shown below:

- Revise Appendix A, Schedule II-A, by deleting the following classification and wage rates:

Effective 11:45 PM December 8, 1971

Stationary Operating Engineer Trainee

<u>Period</u>	<u>Percent of Job Rate</u>	<u>Rate</u>
1st 6 months	76%	\$3.64
2nd 6 months	79%	3.78
3rd 6 months	82%	3.93
4th 6 months	85%	4.07
5th 6 months	90%	4.31
6th 6 months	95%	4.55

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

SEAL

REIMBURSEMENT AUTHORIZATION NO. 93 —Continuation

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

2. Effective 11:45 PM March 10, 1972, revise Appendix A, Schedule II-A, Journeyman Apprentice Wage Schedules to add the classification of Stationary Operating Engineer Apprentice. The schedule reads as follows:

The following wage schedule applies to the three-year Instrument Repairman Apprentice, Sheetmetal Apprentice, Maintenance Machinist Apprentice, Pipefitter Apprentice, Electrician Apprentice, and Stationary Operating Engineer Apprentice:

<u>Period</u>	<u>Percent of Job Rate</u>	<u>Rate</u>
1st 6 months	76%	\$3.64
2nd 6 months	79%	3.78
3rd 6 months	82%	3.93
4th 6 months	85%	4.07
5th 6 months	90%	4.31
6th 6 months	95%	4.55

APPROVED FOR THE CONTRACTOR BY:

DATE: APR 24 1972

NAME: J. H. Hayes

TITLE: General Manager

Approved for Atomic Energy Commission by:

James L. McCann
James L. McCann, Deputy Manager
Albuquerque Operations Office

NAME:

DATE: MAY 10 1972

Form AEC-38
(8-56)
AECPI-18

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 92
To Mod. 104
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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective April 24, 1972.

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

1. Exempt Employees

Overtime pay for exempt employees working an extended workweek shall be as follows:

- a. Employees whose basic salaries are \$1100.00 or less per month will be paid time and one-half for the scheduled overtime hours worked.
- b. Employees whose basic salaries are between \$1100.00 and \$1550.00 will be paid for the scheduled overtime hours worked in accordance with Schedule III which is attached to and hereby made a part of this Appendix A.
- c. Employees whose basic salaries are \$1550.00 or more per month will not receive any overtime pay.
- d. The provisions of this Section shall not apply to exempt employees assigned to the 24-hour platoon schedule. Such employees shall receive a differential equal to 15 percent of their basic salary in lieu of all payments for overtime, shift premium and holiday pay.
- e. The provisions of this Section shall not apply to the sixth eight-hour day occurring once in each four-week cycle for exempt employees assigned to a continuous shift when their basic salary exceeds \$1250.00 per month. These employees will be paid at the regular straight time rate for such overtime hours.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY— DATE
NAME TITLE

REIMBURSEMENT AUTHORIZATION NO. 92 —Continuation

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

Appendix A, Schedule III is revised as follows:

<u>BASE MONTHLY SALARY</u>	<u>OVERTIME FACTOR</u>	<u>BASE MONTHLY SALARY</u>	<u>OVERTIME FACTOR</u>	<u>BASE MONTHLY SALARY</u>	<u>OVERTIME FACTOR</u>
1100	1.500	1255	.983	1405	.483
1105	1.483	1260	.967	1410	.467
1110	1.467	1265	.950	1415	.450
1115	1.450	1270	.933	1420	.433
1120	1.433	1275	.917	1425	.417
1125	1.417	1280	.900	1430	.400
1130	1.400	1285	.883	1435	.383
1135	1.383	1290	.867	1440	.367
1140	1.367	1295	.850	1445	.350
1145	1.350	1300	.833	1450	.333
1150	1.333	1305	.817	1455	.317
1155	1.317	1310	.800	1460	.300
1160	1.300	1315	.783	1465	.283
1165	1.283	1320	.767	1470	.267
1170	1.267	1325	.750	1475	.250
1175	1.250	1330	.733	1480	.233
1180	1.233	1335	.717	1485	.217
1185	1.217	1340	.700	1490	.200
1190	1.200	1345	.683	1495	.183
1195	1.183	1350	.667	1500	.167
1200	1.167	1355	.650	1505	.150
1205	1.150	1360	.633	1510	.133
1210	1.133	1365	.617	1515	.117
1215	1.117	1370	.600	1520	.100
1220	1.100	1375	.583	1525	.083
1225	1.083	1380	.567	1530	.067
1230	1.067	1385	.550	1535	.050
1235	1.050	1390	.533	1540	.033
1240	1.033	1395	.517	1545	.017
1245	1.017	1400	.500	1550	.000
1250	1.000				

APPROVED FOR THE CONTRACTOR BY:
NAME: *J. E. Baumer*

Approved for Atomic Energy Commission by

NAME:

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 21, 1971**

Revise Appendix A, Part VII, Sections A. through E., per attached pages numbered 1 through 12.

APPROVED FOR THE CONTRACTOR BY:

DATE: MAR 23 1971

NAME:

J. H. K... ..

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

J. H. K... ..

James H. K... .. Deputy Manager

Albuquerque Operations Office

NAME

TITLE

MAR 23 1971

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 as indicated below.

- Revise Appendix A, Schedule II-A, by deleting the following classification and wage rates:

Effective 11:45 PM January 3, 1972

Machine Operator 3.97 (10) 4.07 (13) 4.17
 (Successful job bidders from on the plantsite)

Machine Operator 3.97 (13) 4.07 (13) 4.17
 (New Hires)

- Revise Appendix A, Schedule II-A, Journeyman Apprentice Wage Schedules to read as follows:

Effective 11:45 PM February 7, 1972

The following wage schedule applies to the three-year Instrument Repairman Apprentice, Sheetmetal Apprentice, Maintenance Machinist Apprentice, Pipefitter Apprentice, and Electrician Apprentice:

<u>Period</u>	<u>Percent of Job Rate</u>	<u>Rate</u>
1st 6 months	76%	\$3.64
2nd 6 months	79%	3.78
3rd 6 months	82%	3.93
4th 6 months	85%	4.07
5th 6 months	90%	4.31
6th 6 months	95%	4.55

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 90 —Continuation

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

The following wage schedule applies to the three-year
Glassworker Apprentice:

<u>Period</u>	<u>Percent of Job Rate</u>	<u>Rate</u>
1st 6 months	76%	\$3.70
2nd 6 months	79%	3.85
3rd 6 months	82%	3.99
4th 6 months	85%	4.14
5th 6 months	90%	4.38
6th 6 months	95%	4.63

3. Revise Appendix A, Schedule II-A, to include the following
classifications and wage rates:

Effective 11:45 PM December 8, 1971

The following wage schedule applies to the three-year
Stationary Operating Engineer Trainee:

<u>Period</u>	<u>Percent of Job Rate</u>	<u>Rate</u>
1st 6 months	76%	\$3.64
2nd 6 months	79%	3.78
3rd 6 months	82%	3.93
4th 6 months	85%	4.07
5th 6 months	90%	4.31
6th 6 months	95%	4.55

REIMBURSEMENT AUTHORIZATION NO. 90 —Continuation

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

Effective 11:45 PM January 3, 1972

The following wage schedule applies to the three-year
Machinist Trainee (Fabrication):

<u>Period</u>	<u>Percent of Job Rate</u>	<u>Rate</u>
1st 6 months	75%	\$3.59
2nd 6 months	79%	3.78
3rd 6 months	83%	3.98
4th 6 months	87%	4.17
5th 6 months	91%	4.36
6th 6 months	95%	4.55

APPROVED FOR THE CONTRACTOR BY:

DATE:

MAR 7 1972

H. C. Donnelly

TITLE: General Manager

Atomic Energy Commission by:

H. C. Donnelly, Manager
Albuquerque Operations Office

MAR 9 1972

TITLE: _____

DATE: _____

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. No. 89
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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 31, 1972

Revise Appendix A, Part II, Section AA., Supplied Air Premium Pay, to read as follows:

AA. Supplied Air Premium Pay

When it is necessary for a salaried employee to wear a supplied air suit for at least one hour in the performance of his assigned duties, the employee may be paid, in addition to his base pay, at the rate of one-half his hourly base pay or one-half the hourly base pay of the highest paid hourly employee, including Crew Leader, whichever is less, for time worked in a supplied air suit.

APPROVED FOR THE CONTRACTOR BY: NAME: *J. M. Hayes* DATE: FEB 16 1972
TITLE: General Manager
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: NAME: _____ DATE: _____
TITLE: _____

FORM A
(2-55)
AECP

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 88
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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 14, 1971.

I. Part III, Section C, Appendix A, is revised to read as follows:

C. Hourly-Paid Plant Protection Employees

1. Hourly-Paid Plant Protection employees shall be covered by this Part III. Payment of wages not in excess of those provided for in the Agreement dated January 4, 1972, between The Dow Chemical Company, Rocky Flats Division and The International Guards Union of America, Local No. 64, and as provided for in Paragraph 2. below, will be allowable. Such Agreement is attached as Schedule V and by this reference is hereby made a part of this Appendix. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said Agreement of January 4, 1972, will be allowable.

2. When it is necessary for a member of the IGUA Bargaining Unit to wear a supplied air suit or self-contained breathing apparatus, the employee may be paid, in addition to his base pay, premium pay at the rate of one-half his hourly base rate for the time worked in a supplied air suit or self-contained breathing apparatus.

II. Schedule V, Appendix A, is revised to incorporate the Labor Agreement between The Dow Chemical Company, Rocky Flats Division and Local No. 64, International Guards Union of America, effective January 4, 1972.

APPROVED FOR THE CONTRACTOR:

DATE: *J. M. News* JAN 21 1972

NAME:

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

SAVED
1972

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

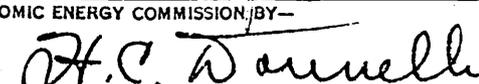
~~The following provision in addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost effective~~

The following amendment is effective January 1, 1972:

In Appendix A, Part II, Section A., first sentence, insert after the word "Representative" the following words:
"and the Special Assistant to the Supervising Representative."

APPROVED FOR THE CONTRACTOR BY:


Name: J. M. Leathers Title: Vice President Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:
NAME:  H.C. Donnelly TITLE: Contracting Officer DATE: JAN 12 1972

SECRET

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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PROJECT: Rocky Flats Plant
LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective October 4, 1971

Revise Appendix A, Part I, Section B., Paragraph 2., Subparagraph b., by adding Subparagraph (4) to read:

- (4) Refresher programs and/or qualifying examinations taken for the purpose of obtaining professional certification or licensing in a discipline that directly relates to the employee's current position or to a position to which he can reasonably aspire.

Revise Appendix A, Part I, Section B., Paragraph 2., Subparagraphs f., g., and h. to read:

- f. Employees receiving educational assistance under any Federal educational assistance program shall be eligible for refund of a portion of those costs incurred in excess of any assistance so received.
- g. The following costs and expenses only shall be eligible for refund: tuition, laboratory fees and other fees charged for enrollment of the employee in courses, the aggregate credit hours of which do not exceed 21 semester hours or 32 quarter hours in any fiscal year.
- h. The amount refunded to be payable upon the receipt of required certification as to grade received shall not exceed ninety percent of the eligible cost and expenses paid by an employee for enrollment in each course respecting which the employee submits a certification from the institution that the employee received a grade of "A", "B", "C", "Excellent", "Satisfactory", or 70% or higher if a numerical grade is given.

APPROVED FOR THE CONTRACTOR BY:

NAME: *Henry J. ...*

TITLE: General Manager SEP 29 1971

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME: *H. C. Dannelly*

Administrative Operations Office
Contracting Officer

DATE

SEP 29 1971

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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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 15, 1971.

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>1. Additions</u>		
RF-402	General Attorney	315
RF-403	Engineering Design Manager	315
RF-406	Area C Utilities Manager	274
RF-403	Engineering and Construction Quality Assurance Manager	246
RF-409	Area A Utilities Manager	207
RF-407	Industrial Psychologist	203
RF-404	Construction Purchasing Coordinator	181
<u>2. Deletions</u>		
RF-089	Utilities Manager	304
RF-033	Management Science Engineer	181
<u>3. Increase in Evaluation Points and Title Change</u>		
Old RF-290	Advanced Systems Manager	229
New RF-290	Future Missions Manager	248

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 85 —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>
<u>4. Decrease in Evaluation Points and Title Change</u>		
Old RF-252	Facilities Inspection Manager	238
New RF-252	Facilities Inspection Supervisor	215
<u>5. Decrease in Evaluation Points</u>		
Old RF-245	Assistant Controller	264
New RF-245	Assistant Controller	246
<u>6. Title Changes</u>		
Old RF-297	Senior (N/C, Scientific, Business) Systems Engineer	208
New RF-297	Senior Systems Engineer	208
Old RF-090	Area (A, C, or D) Utilities Superintendent	207
New RF-090	Area Utilities Superintendent	207
Old RF-296	(N/C, Scientific, Business) Systems Engineer	182
New RF-296	() Engineer	182
Old RF-368	Area B Utilities Superintendent	175
New RF-368	Area B Utilities Manager	175
Old RF-200	(N/C Systems, Scientific Systems, Business Systems, Statistical) Analyst	158
New RF-200	() Analyst	158

APPROVED FOR THE CONTRACTOR BY:

DATE: NOV 1 1971

TITLE: General Manager

Commission by:

Area Manager
Rocky Flats Area Office

DATE: Dec 7 1971

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 **November 29, 1971.**

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Increase in Evaluation Points		
Old RF-284	Employee Relations Manager	294
New RF-284	Employee Relations Manager	304
Old RF-348	Numerical Control Systems Manager	215
New RF-348	Numerical Control Systems Manager	222
Old RF-358	Manufacturing Operations Training Coordinator	145
New RF-358	Manufacturing Operations Training Coordinator	158
2. Decrease in Evaluation Points		
Old RF-131	Materials Technology Research Director	390
New RF-131	Materials Technology Research Director	375
Old RF-391	Business Systems Manager	264
New RF-391	Business Systems Manager	248
Old RF-269	Plant Power Engineer	241
New RF-269	Plant Power Engineer	229
Old RF-397	Data Base Manager	238
New RF-397	Data Base Manager	222

APPROVED FOR THE CONTRACTOR BY:
NAME: *[Signature]*

DATE: NOV 15 1971
TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:
NAME: F. E. Abbott *[Signature]*

Area Manager
Rocky Flats Area Office
TITLE

DATE
November 18, 1971

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 August 30, 1971.

1. Appendix A, Part II, Section BB is revised as follows:

BB Cooperative Employment Program

The Contractor has a program for part-time employment of disadvantaged college students on a work-study plan during their academic careers.

1. Employees under this program shall be hired in accordance with the following schedule applied to the Contractor's current U.S.A. Employment Rates for Professional Personnel:

Percent of Applicable Monthly
Base Rate Rounded to the
Nearest \$5 *

<u>Schooling Status</u>	<u>Percent of Applicable Monthly Base Rate Rounded to the Nearest \$5 *</u>
Less than 1 year toward Bachelor's degree	55% of Bachelor's base
1 year toward Bachelor's degree	65% of Bachelor's base
2 years toward Bachelor's degree	75% of Bachelor's base
3 years toward Bachelor's degree	85% of Bachelor's base
4 years without degree	90% of Bachelor's base
Bachelor	95% of Bachelor's base
1 year graduate study	88% of Master's base
2 years graduate study or Master's	92% of Master's base
PhD minus 1 year	Individual consideration

*Employees in this program will be paid a pro-rata portion of the monthly base rate based upon the ratio of actual hours worked to the normal working hours of full time employees.

A person who obtains his academic degree and is offered full time employment will receive a starting offer in accordance with Section D. of this Part II.

FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

TITLE

REIMBURSEMENT AUTHORIZATION NO. 83 —Continuation

Contractor Dow Chemical U.S.A. Contract No. AT(29-1)-1106 Page 2 of 2

Annually, the Contractor will furnish the Contracting Officer the applicable base rates established by the Contractor for Company-wide application.

2. No Change.

3. No Change.

APPROVED FOR THE CONTRACTOR BY:

DATE:

NAME:

[Handwritten Signature]

TITLE:

Approved for Atomic Energy Commission by:

[Handwritten Signature]

James L. McCrea
Albuquerque

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 82
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PROJECT **Rocky Flats Plant** LOCATION **Rocky Flats, Colorado**

CONTRACTOR **Dow Chemical U.S.A.**

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 7, 1971**.

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>1. Additions</u>		
RF-395	Assistant General Manager for Operations	734
RF-394	Administration Manager	432
RF-399	Engineering and Construction Manager	432
RF-392	Support Manager	407
RF-396	Health Physics Specialist	284
RF-391	Business Systems Manager	264
RF-398	Technical Systems Manager	248
RF-393	Equal Employment Opportunity Manager	246
RF-397	Data Base Manager	238
RF-400	Construction Coordinator	181
<u>2. Deletions</u>		
RF-259	Manufacturing Manager	639
RF-207	Facilities Manager	514
RF-365	Environment Control Manager	514

FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

TITLE

REIMBURSEMENT AUTHORIZATION NO. 82 —Continuation

Contractor Dow Chemical U.S.A. Contract No. AT(29-1)-1106 Page 2 of 3

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>2. Deletions, (cont'd.)</u>		
RF-367	Personnel and Services Manager	514
RF-025	Facilities Engineering Manager	349
RF-148	Health Physics Manager	328
RF-305	Systems Supervisor	264
RF-194	Facilities Planning Manager	239
RF-347	(Business, Technical) Systems Group Leader	238
RF-289	Business Programming Supervisor	229
<u>3. Increase in Evaluation Points and Title Change</u>		
Old RF-071	General Superintendent of Fabrication	354
New RF-071	Fabrication Manager	432
Old RF-073	Assembly Manager	315
New RF-073	Product Manager	432
Old RF-339	Product Research Director	339
New RF-339	Product and Health Physics Research Director	375
Old RF-072	Chemical Operations Superintendent	354
New RF-072	Chemical Operations Manager	407
Old RF-337	Strategic Planning Manager	284
New RF-337	Planning Manager	295
<u>4. Increase in Evaluation Points</u>		
Old RF-246	Budget Director	215
New RF-246	Budget Director	246

For Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 82 — Continuation

Contractor Dow Chemical U.S.A. Contract No. AT(29-1)-1106 Page 3 of 3

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>5. Decrease in Evaluation Points and Title Change</u>		
Old RF-333	Material Data Supervisor	158
New RF-333	Production Control Leader	134
<u>6. Decrease in Evaluation Points</u>		
Old RF-260	Quality Manager	514
New RF-260	Quality Manager	464
<u>7. Title Changes</u>		
Old RF-130	Director of Research and Development	580
New RF-130	Director of Research and Ecology	580
Old RF-354	Fabrication (444 or 707-776) Superintendent	268
New RF-354	(Plutonium or 444) Fabrication Superintendent	268
Old RF-374	Senior Principal Engineer	248
New RF-374	Senior (Principal or Project) Engineer	248
Old RF-346	Management Science Supervisor	238
New RF-346	Management Science Manager	238
Old RF-312	Research and Development Planning Manager	229
New RF-312	Research and Ecology Planning Manager	229
Old RF-029	Principal Engineer	215
New RF-029	(Principal or Project) Engineer	215
Old RF-348	Numerical Control Systems Group Leader	215
New RF-348	Numerical Control Systems Manager	215

APPROVED FOR THE CONTRACTOR BY:

NAME: *Richard J. ...*

TITLE: *General Manager*

Approved to Atomic Energy Commission by:

Rocky Hill

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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

CONTRACTOR: Dow Chemical U.S.A.

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 1, 1971

Revise Appendix A, Part IV, Paragraph D. by adding Subparagraph 3. to read:

D. Medical Examination

3. In the event that an employee shall become injured or contaminated in the performance of contract work and shall require treatment or diagnostic services not available within commuting distance of the Rocky Flats Plant, the Contractor shall arrange for such treatment or services at the nearest suitable medical facility. In such cases, the cost of transportation and subsistence and such treatment or services (to the extent not compensated by health insurance and/or Workman's Compensation payments provided under this contract) shall be allowable cost hereunder.

In the event it is determined to be in the best interest of the employee to be accompanied by one member of his immediate family to the place of such treatment or services (and with prior approval of the Contracting Officer) the cost of transportation and subsistence expenses incurred by such immediate family member shall be allowable costs hereunder. The limitation and procedural requirements set forth in Paragraph A. of Part V of this Appendix A shall govern the reimbursement of such transportation and subsistence expenses.

APPROVED FOR THE CONTRACTOR BY:

DATE: SEP 9 1971

NAME: *[Signature]*

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

NAME

TITLE

DATE

No. R. A. No. 80
To Mod 104

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

PAGE 1 OF 1 PAGES

PROJECT: Rocky Flats Plant LOCATION: Rocky Flats, Colorado

CONTRACTOR: Dow Chemical U.S.A.

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 13, 1971.**

Change Appendix A, Part II, Section K., Paragraph 1., to read as follows:

1. An exempt employee is eligible for shift premium pay in accordance with the schedule in Paragraph 2. below provided he has been assigned to the shift or a rotating continuous shift for four weeks or longer.

APPROVED FOR THE CONTRACTOR BY:

DATE: SEP 3 1971

NAME: *Charles C. Campbell*

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *Charles C. Campbell*

CHARLES C. CAMPBELL DATE
ACTING MANAGER CONTRACTING OFFICE

NAME

TITLE ALBUQUERQUE OPERATIONS

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 79
To Mod. 104

PAGE **1** OF **2** PAGES

PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR Dow Chemical U.S.A.
--

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 **August 9, 1971**

Revise Appendix A, Part II, Section P., Paragraph 1., by changing the level of approval to read:

Absence Period

Level of Approval

24 hours or less in a pay period

Authorized Supervisor

40 hours or less, but more than 24 hours, in a pay period

Supervisor Reporting to the Supervising Representative or to the Assistant General Manager for Operations

More than 40 hours in a pay period, or more than 40 hours for one illness or injury

Supervising Representative or his designee(s)

Revise Appendix A, Part II, Section Q., Paragraph 1., by changing the level of approval to read:

Absence in a Pay Period

Level of Approval

Less than 8 hours

Authorized Supervisor

8 through 20 hours

Supervisor reporting to the Supervising Representative or to the Assistant General Manager for Operations

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 79 —Continuation

Contractor Dow Chemical U.S.A. Contract No. AT(29-1)-1106 Page 2 of 2

Absence in a Pay Period

40 hours or less, but more
than 20 hours

More than 40 hours

Level of Approval

Supervising Representative
or his designee

Contracting Officer

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
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To Mod. 104

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

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 **See Below**

Revise Appendix A, Schedule II, by adding the following to Exhibit A of the Amendment to the agreement between The Dow Chemical Company, Rocky Flats Division and Local 15440, International Union of District 0, Allied and Technical Workers of the U.S. and Canada:

CLASSIFICATION

BASE RATES

Effective 11:45 p.m., April 4, 1971:

Waste Handler-----3.46 (10) 3.56

Effective 11:45 p.m., December 5, 1971:

Waste Handler-----3.68 (10) 3.78

APPROVED FOR THE CONTRACTOR:

Date: **JUL 8 1971**

Name: *[Signature]*

Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME

H.C. Donnell

H. C. Donnelly, Manager
Albuquerque Operations Office

DATE

AUG 5 1971

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 77
To Mod 104

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, 1971**.

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Additions		
RF-388	Superintendent of Maintenance Support	265
RF-389	Statistician	181
RF-387	Project Buyer	163
2. Deletions		
RF-217	Area Maintenance Superintendent	265
RF-287	Superintendent Central Shops Maintenance	215
RF-351	Lump Sum Maintenance Superintendent	181
3. Increase in Evaluation Points		
Old RF-314	Senior Statistician	181
New RF-314	Senior Statistician	208
Old RF-300	Purchasing Supervisor	158
New RF-300	Purchasing Supervisor	193
Old RF-172	Senior Buyer	145
New RF-172	Senior Buyer	158

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—
 NAME _____ TITLE _____ DATE _____

REIMBURSEMENT AUTHORIZATION NO. 77 —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>
<u>4. Title Change</u>		
Old RF-158	Assistant Laboratory Director	264
New RF-158	Plutonium Laboratory Director	264
Old RF-218	Building () Maintenance Superintendent	193
New RF-218	Building Maintenance Superintendent	193
Old RF-054	() Shop Superintendent	181
New RF-054	Maintenance Support Specialist	181
Old RF-122	Graphic Arts Supervisor	131
New RF-122	Printing Plant Supervisor	131

APPROVED FOR THE CONTRACTOR BY:

DATE: JUN 10 1971

NAME:

Thomas C. Jones

TITLE: General Manager

Approved for Atomic Energy Commission by:

Thomas C. Jones

Acting Area Manager
Rocky Flats Area Office

NAME:

TITLE:

DATE: July 9

Form 100-1
AECPI-10

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 76
To Mod 104

PAGE 1 OF 1 PAGES

PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company	
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CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **June 28, 1971**

Change Subparagraph a. of Appendix A, Part II, Section H., Paragraph 1. to read as follows:

a. In lieu of salary increases heretofore provided under Section E. or F. of this Part II, the work progress of a newly employed college graduate with a Bachelor's, Master's or Doctor's degree and who is employed in a job which requires substantial utilization by such employee of his academic training will be reviewed and considered for increase as follows:

- (1) A new employee, with less than one year of related experience, shall be scheduled for work progress and salary review at six and twelve months from date of employment. After the second review, the employee shall be covered by Section E. or F. of this Part II.
- (2) A new employee with one year but less than two years of related experience, shall be scheduled for work progress and salary review only once, six months from date of employment. After such review, the employee shall be covered by Section E. or F. of this Part II.

APPROVED FOR THE CONTRACTOR BY:

DATE: JUN 18 1971

NAME:

Gloria J. Schel

TITLE: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

H. C. Danville

H. C. Danville, Director
Albuquerque Operations Office
Contracting Officer

DATE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 75
To Mod 104

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, 1971.**

Add Subparagraph e. to Appendix A, Part II, Section M., Paragraph 1.

- e. The provisions of this Section shall not apply to the sixth eight-hour day occurring once in each four-week cycle for exempt employees assigned to a continuous shift when their basic salary exceeds \$950.00 per month. These employees will be paid at the regular straight time rate for such over-time hours.

APPROVED FOR THE CONTRACTOR BY:

DATE: JUN 10 1971

NAME: *[Signature]*

TITLE: **General Manager**

THE ATOMIC ENERGY COMMISSION BY—

[Signature]
H. C. [unclear],
Abuquerque Operations
Contracting Officer

DATE
Office

FORM AEC-36
(8-59)
AECFI 9-15

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 74
To Mod. 104

PAGE 1 OF 3 PAGES

PROJECT Rocky Flats Plant LOCATION Rocky Flats, Colorado

CONTRACTOR The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective July 1, 1970

1. Revise Appendix A, Part VI, Section B., Paragraph 1., Subparagraph b. to read:
 - b. Contractor employees transferred to work under this contract from other Divisions or Offices of the Contractor prior to July 1, 1970, who have attained eligibility for participation in this program, and those transferred on or after July 1, 1970 who have a profit-sharing account balance under the Contractor's former Profit-Sharing Plan may continue to accumulate benefit credits under the Program. Employees covered by this Subparagraph b. may not participate in any other pension plan, the cost of which is allowable under this Contract.

2. Revise Appendix A, Part VI, Section B., Paragraph 2. to read:
 2. Rocky Flats Division Pension Plans
 - a. The Contractor maintains a Pension Program for hourly 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, 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.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: _____ DATE _____

NAME _____ TITLE _____

DOE ARCHIVES

REIMBURSEMENT AUTHORIZATION NO. 74 —Continuation

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

Amendments to such contract approved in writing by the Commission will automatically be deemed to be incorporated herein by reference without the issuance of a Reimbursement Authorization.

- b. The Contractor maintains a Pension Program for all salaried employees as defined in Paragraph 1.11 of Section 1 of Group Annuity Contract Number 880, issued to the Contractor by the Metropolitan Life Insurance Company effective July 1, 1970. The Pension Program, which is controlled by said Group Annuity Contract Number 880, 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. Amendments to such contract approved in writing by the Commission will automatically be deemed to be incorporated herein by reference without the issuance of a Reimbursement Authorization.
- c. The Contractor maintains a supplementary retirement program known as The Dow Chemical Company Rocky Flats Division Salaried Employees' Supplementary Retirement Plan which 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. Amendments to such contract approved in writing by the Commission will automatically be deemed to be incorporated herein by reference without the issuance of a Reimbursement Authorization.

All eligible salaried employees of the Rocky Flats Division, except those salaried employees covered under Paragraph 1 of this Section B shall be members of The Dow Chemical Company Rocky Flats Division Salaried Employees Supplementary Retirement Plan. The Contractor shall be reimbursed for those amounts, including amounts for the calendar year 1970, which it

REIMBURSEMENT AUTHORIZATION NO. 74 —Continuation

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

provides for the individual accounts for such eligible salaried employees in accordance with the provisions of the Plan on a calendar year basis. This subparagraph will apply only to those employees whose compensation is directly allowable under this contract.

- 3. Revise Appendix A, Schedule IV, by changing the title to read:

Retirement Plans

- 4. Revise Appendix A, Schedule IV, by replacing pamphlet entitled, "Supplementary Retirement Plan" dated July 1, 1965 with the enclosed "Supplementary Retirement Plan" booklet dated September 1, 1968, and by adding the enclosed booklet entitled, "The Dow Chemical Company Rocky Flats Division Salaried Employees Supplementary Retirement Plan" dated July 1, 1970.
- 5. Revise Appendix A, Schedule IV, by adding the attached Group Annuity Contract Number 880 issued to the Contractor by the Metropolitan Life Insurance Company, effective July 1, 1970, and by adding the attached, "The Dow Chemical Company Rocky Flats Division Salaried Employees' Retirement Plan."

APPROVED FOR THE CONTRACTOR BY:

DATE: **APR 2** 1971

Charles J. Lee

TITLE: General Manager

Atomic Energy Commission by:

H. C. Donnelly

H. C. Donnelly, Manager
Albuquerque Operations Office

TITLE: *Manager*

DATE: **JUN**

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 73
To Mod. 104

PAGE 1 OF 1 PAGES

Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR
The Dow Chemical Company

CONTRACT NO.
AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective April 26, 1971

Revise Appendix A, Part II, Section O., Paragraph 4., by changing the last sentence to read:

Supervisory employees earning \$2,500 or more per month are excluded from receiving pay in lieu of vacation.

APPROVED FOR THE CONTRACTOR BY:

DATE: APR 21 1971

NAME:

Charles J. Schulz

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

NAME

H. C. Donnelly

Albuquerque Operations Office
Contracting Officer

DATE

MAY 18 1971

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 72
To Mod. 104

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 **April 26, 1971.**

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>1. Additions</u>		
RF-383	Summer () Specialist	258
RF-384	Construction Purchasing Manager	255
RF-382	Procedures Analyst	123
<u>2. Increase in Evaluation Points</u>		
Old RF-273	Technical Information Supervisor	208
New RF-273	Technical Information Supervisor	229
<u>3. Decrease in Evaluation Points</u>		
Old RF-177	Photography Supervisor	181
New RF-177	Photography Supervisor	158
<u>4. Title Change</u>		
Old RF-287	Mechanical Maintenance Superintendent	215
New RF-287	Superintendent Central Shops Maintenance	215

[Signature]
 APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE
DO NOT WRITE

REIMBURSEMENT AUTHORIZATION NO. 72 —Continuation

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

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
<u>1. Addition</u>			
T-542 ✓	Engineering Specialist	\$727	\$1000
<u>2. Increase in Evaluation</u>			
Old T-542	Computer Analyst Engineer	\$727	\$1000
New T-642 ✓	Computer Analyst Engineer	796	1100

APPROVED FOR THE CONTRACTOR BY:

NAME: *[Signature]*

Approved for Atomic Energy Commission by:

F. E. Abbott *[Signature]*

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. 2
 R. A. No. 71
 To Mod. 104
 PAGE 1 OF 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 **March 4, 1971**

Revise Appendix A., Part IV., Section H. to read:

H. Length of Service

The Contractor has a length of service award program pursuant to which (i) a pin, tie bar, brooch, bracelet or necklace, at the option of the employee, is given to employees after five years of service and for each additional five years of service thereafter; (ii) a watch or a desk clock, at the option of the employee, is given to employees after 30 years of service in addition to the award specified in (i), and to employees who retire at age 65 with 27, 28, or 29 years of service.

Early retirees will be given the next service award which they could have achieved if they had worked until age 65.

Costs incurred by the Contractor for such awards shall be allowable subject to the following limitations:

1. Costs to be allowed for the watch or desk clock, including any engraving, shall not exceed that portion of the cost of the watch or the desk clock, which is in the same ratio as the employee's years of service under the contract bear to his total years of service with the Contractor.
2. 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 CONTRACTOR BY:

DATE: **MAR 30 1971**

NAME:

[Signature]

TITLE: **General Manager**

DATE

APR 20 1971

James L. [unclear] Manager
 Albuquerque Operations Office
 Contracting Office

FORM AEC-38
REV. 12-54
AECPL-15

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 70
To Mod. 104

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 February 8, 1971.

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>1. Additions</u>		
RF-381	Construction Manager	349
RF-380	Waste Control Manager	241
RF-371	Senior Quality Control Engineer	181
<u>2. Increase in Evaluation Points and Title Change</u>		
Old RF-103	Administrative Assistant	123
New RF-103	Personnel, Equipment and Records Administrator	130
Old RF-269	Electrical Maintenance Superintendent	222
New RF-269	Plant Power Engineer	241
<u>3. Title Changes</u>		
Old RF-002	Accountability Representative	201
New RF-002	Nuclear Materials Control Manager	201
Old RF-101	Senior Quality Control Engineer	158
New RF-101	Advanced Quality Control Engineer	158
Old RF-011	Material Control Accountant	145
New RF-011	Nuclear Materials Control Analyst	145

Clark

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

STAMP

REIMBURSEMENT AUTHORIZATION NO. 70 —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>
<u>3. Title Changes, cont'd.</u>		
Old RF-110	Production Control Coordinator	127
New RF-110	(PC or Fab) Coordinator	127
Old RF-377	PC 707-776 Supervisor	193
New RF-377	PC (707-776 or 707-777) Supervisor	193
Old RF-282	PC (444, 777, or 881) Supervisor	181
New RF-282	PC (444 or 881) Supervisor	181

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
<u>1. Additions</u>			
T-432	Engineering Analyst A	\$632	\$ 886
T-542	Computer Analyst Engineer	727	1018
T-631	Nuclear Materials Control Accountant	796	1114



APPROVED FOR THE CONTRACTOR BY:

DATE: FEB 5 1971

[Handwritten signature]

TITLE: General Manager

Commission by:

Area Manager

Rocky Flats Area Office

DATE: Febr. 23, 1971

DATE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 69
To Mod. 104

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 7, 1970**

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Additions		
RF-374	Sr. Principal Engineer	248
RF-376	Metallurgical Operations 707-776 Supervisor	208
RF-377	PC 707-776 Supervisor	193
2. Increase in Evaluation Points and Title Change		
Old RF-066	Warehouse Superintendent	166
New RF-066	Stores Superintendent	200
Old RF-241	Fire Inspector	102
New RF-241	Fire Marshall	134
3. Increase in Evaluation Points		
Old RF-072	Chemical Operations Superintendent	328
New RF-072	Chemical Operations Superintendent	354
Old RF-089	Utilities Manager	274
New RF-089	Utilities Manager	304
Old RF-147	NDT Manager	264
New RF-147	NDT Manager	274
Old RF-249	Information Director	255
New RF-249	Information Director	274
Old RF-253	Industrial Engineering Manager	247
New RF-253	Industrial Engineering Manager	274

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME _____ TITLE _____ DATE _____

REIMBURSEMENT AUTHORIZATION NO. 69 —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>
<u>3. Increase in Evaluation Points</u>		
Old RF-328	Purchasing Manager	222
New RF-328	Purchasing Manager	238
Old RF-289	Business Programming Supervisor	215
New RF-289	Business Programming Supervisor	229
Old RF-372	Public Information Supervisor	186
New RF-372	Public Information Supervisor	215
Old RF-108	Traffic Manager	163
New RF-108	Traffic Manager	181
Old RF-007	Machine Operations Supervisor	137
New RF-007	Machine Operations Supervisor	158
<u>4. Decrease in Evaluation Points and Title Change</u>		
Old RF-354	Fabrication 444 Superintendent	274
New RF-354	Fabrication (444 or 707-776) Superintendent	268
<u>5. Decrease in Evaluation Points</u>		
Old RF-071	General Superintendent of Fabrication	390
New RF-071	General Superintendent of Fabrication	380
<u>6. Title Changes</u>		
Old RF-353	Fabrication (707-776 or 881) Superintendent	390
New RF-353	Fabrication 881 Superintendent	380
Old RF-263	Metallurgical Operations Supervisor	263
New RF-263	Metallurgical Operations (444-881 or 777) Supervisor	263
Old RF-282	PC Supervisor	282
New RF-282	PC (444, 777, or 881) Supervisor	282

APPROVED FOR THE CONTRACTOR BY

NAME

[Signature]

UNITED STATES ATOMIC ENERGY COMMISSION

FORM AEC-36a (3-59)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 68
 To Mod. 104

PAGE 1 OF 1 PAGES

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 **January 1, 1971.**

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

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

Range Median = a + bx

The values of "a" and "b" may be changed from time to time in accordance with Section C, Part II, of this Appendix A.

Where (currently): a = \$315.00
 b = \$ 4.85
 x = Evaluation Points

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

Salary Maximums will depend upon the employee's performance rating as shown in the following table:

Performance Rating	Salary Maximum
1	15% above range maximum
2	5% above range maximum
3**	80% of range
4	60% of range
5	60% of range (not eligible for salary increases)

**The salary maximum for employees too new on the job to rate will be the same as for "3" performers.

APPROVED FOR THE CONTRACTOR BY: DATE: **NOV 30 1970**
 NAME: *Lloyd J. Shel* TITLE: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: DATE: **JAN 1 1971**
 NAME: *H.C. Donnelly* TITLE: **Contract Administrator**

FORM AEC-100
(REV. 10-60)
ACCEPTANCE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. RA# 67 to
Mod. 104

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 December 1, 1970

Revise Appendix A, Part II, Section W, Paragraph 4 to read:

"W. Summer Employment Program

- 4. Employees under this program may be paid a mileage allowance for transportation between the Rocky Flats Plant and home or school at the rate of 10 cents per mile at the beginning and end of employment; mileage cost to be computed as defined in Part V, D.1. of this Appendix."

APPROVED FOR THE CONTRACTOR BY:

Name: *Gladys J. ...*

Title: General Manager Date:

DEC 16 1969

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME: *H. C. Donnelly*

H. C. Donnelly, Jr.
Albuquerque Operations Office
Contracting Officer

DATE: JAN 5 1971

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 65
To Mod. 104

PAGE **1** OF **3** PAGES

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

CONTRACTOR: **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **October 1, 1970.**

I. Appendix A, Part II, is revised by the addition of Section BB.

BB Cooperative Employment Program

The Contractor has a program for part-time employment of disadvantaged college students on a work-study plan during their academic careers.

- Employees under this program shall be hired in accordance with the following schedule applied to the Contractor's current U. S. Area Employment Rates for Professional Personnel:

<u>Schooling Status</u>	<u>Percent of Applicable Monthly Base Rate Rounded to the Nearest \$5 *</u>
Less than 1 year toward Bachelor's degree	55% of Bachelor's base
1 year toward Bachelor's degree	65% of Bachelor's base
2 years toward Bachelor's degree	75% of Bachelor's base
3 years toward Bachelor's degree	85% of Bachelor's base
4 years without degree	90% of Bachelor's base

*Employees in this program will be paid a pro-rata portion of the monthly base rate based upon the ratio of actual hours worked to the normal working hours of full time employees.

A person who obtains his Bachelor's degree and is offered full-time employment will receive a starting offer in accordance with Section D. of this Part II.

Annually, the Contractor will furnish the Contracting Officer the applicable base rates established by the Contractor for Company-wide application.

- In lieu of salary increases under Section F. of this Part II, rates for persons in this program will be adjusted as a result of changes in the applicable base rate or by the advancement of schooling status as defined in Paragraph 1 of this Section BB.

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

REIMBURSEMENT AUTHORIZATION NO. 65 —Continuation

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

In addition, at the time that the schooling status changes, the employee's performance will be reviewed. Depending upon the employee's job performance his new salary will be established within a range defined by adding 2.5% to and subtracting 2.5% from the applicable percentage for his schooling status shown in Paragraph 1 of this Section BB.

These rate changes shall not be deducted from the salary increase funds.

3. Employees hired into this program shall be eligible for benefits for part-time employees provided under this Part II.

II. Appendix A, Schedule I, Part B, Series T is revised as follows:

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

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

CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
<u>1. Title Changes</u>			
Old T-531	Summer ()	727	1018
New T-531	(Co-op or Summer) ()	727	1018
<u>2. Additions</u>			
T-131	(Co-op) Trainee	481	673
T-331	(Co-op or Summer) ()	577	808
<u>3. Deletions</u>			
T-431	Summer ()	632	886

Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 65 —Continuation

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

III. Appendix A, Part II, Section W, Paragraph 1., first sentence is revised as follows:

"1. Students under this program shall be paid in accordance with the following schedule applied to the Contractor's current U. S. Area Employment Rates for Professional Personnel."

APPROVED FOR THE CONTRACTOR BY:

DATE: 08/19/65

NAME:

Henry J. Schel

TITLE: General

Approved for Atomic Energy Commission by:

H. C. Donnelly

H. C. Donnelly

Albuquerque

Contract

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 64
to Mod. 104

PAGE 1 OF 1 PAGES

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, 1971

Revise Appendix A, Part IV, Section H to read:

H. Length of Service Awards

The Contractor has a length of service award program pursuant to which (i) a pin or a tie bar, at the option of the employee, is given to male employees after 5 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 5 years of service and for each additional 5 years of service thereafter, and (iii) a watch or desk clock, at the option of the employee, is given to the employee after 30 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 the watch or the desk clock, including any engraving, shall not exceed that portion of the cost of the watch or the desk clock, which is in the same ratio as the employee's years of service under the contract bear to 30.
2. 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 CONTRACTOR BY:

DATE

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

Title: General Manager

NOV 25 1970

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME

H. C. Donnelly
H. C. Donnelly

H. C. Donnelly
Administrative Services Office
TITLE

DATE

DEC 1970

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.

R.A. No. 63
To Mod. 104

PAGE 1 OF 2 PAGES

SUBJECT: Rocky Flats Plant
LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

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

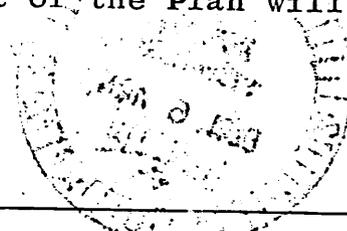
The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective December 31, 1969

1. Revise Appendix A, Part VI, Section B, Subparagraphs 1.a. and 1.c. and add Subparagraph 1.d. to read:

B. Pensions

1. Corporate Plan

- a. The Contractor maintains an Employees' Retirement Program, as set forth in the document entitled "The Dow Chemical Company Employees' Retirement Plan" and pamphlet entitled "Supplementary Retirement Plan" which are included under Schedule IV and hereby made a part of the Appendix A for all eligible transferred employees.
- c. The Contractor shall be reimbursed for those amounts which it provides for the individual accounts for such transferred employees in accordance with the document and pamphlet included in Subparagraph 1.a. of this Section B. This subparagraph will apply only to employees whose entire compensation is directly allowable under this contract.
- d. A copy of the annual actuarial valuation letter furnished by the Contractor's actuary relative to The Dow Chemical Company Employees' Retirement Program and sufficient information to support the cost of the Plan will be provided to the AEC.



APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 63 —Continuation

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

2. Revise Appendix A, Schedule IV, by replacing the pamphlet entitled "Pension and Profit Sharing Plan" with the enclosed document entitled "The Dow Chemical Company Employees' Retirement Plan."

APPROVED FOR THE CONTRACTOR BY:

NAME:

Stanley J. ...

Approved for Atomic Energy Commission by:

H. C. Donnelly

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 62
To Mod. 104

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 **October 12, 1970.**

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Additions		
✓ RF-379	Shift Superintendent	304
✓ RF-372	Public Information Supervisor	186
✓ RF-375	Associate Research (Chemist, Physicist, Engineer, etc.)	181
✓ RF-378	Industrial Waste Supervisor	177
✓ RF-373	Laundry Supervisor	126
2. Deletion		
RF-265	Labor Relations Specialist	175
3. Increase in Evaluation Points and Title Change		
Old RF-146	Waste Disposal Specialist	158
✓ New RF-146	Waste Disposal Supervisor	162
4. Increase in Evaluation Points		
Old RF-237	Research Manager	239
✓ New RF-237	Research Manager	247
Old RF-236	Research Leader	200
✓ New RF-236	Research Leader	214

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 62 —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>
<u>4. Increase in Evaluation Points, cont'd.</u>		
Old RF-232	Research (Chemist, Physicist, Engineer, etc)	198
✓ New RF-232	Research (Chemist, Physicist, Engineer, etc)	210
Old RF-330	Planning Supervisor	134
✓ New RF-330	Planning Supervisor	159
<u>5. Title Changes</u>		
Old RF-353	Fabrication 776 or 881 Superintendent	238
✓ New RF-353	Fabrication 707-776 or 881 Superintendent	238
Old RF-274	Employee Benefits Supervisor	193
✓ New RF-274	Employee Benefits Manager	193
Old RF-293	Sr. Material Management Specialist	158
✓ New RF-293	Assistant Manager, Nuclear Materials Control	158
Old RF-262	() Supervisor	158
✓ New RF-262	Maintenance Administrative Services Supervisor	158
Old RF-358	Chemical Operations Training Coordinator	145
✓ New RF-358	Manufacturing Operations Training Coordinator	145

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
Old T-323	(Production Control, Foundry, Chemical Operations) Scheduler	577	808
New T-323	(Production Control, Metallurgical or Chemical Operations) Scheduler	577	808

APPROVED FOR THE CONTRACTOR BY:

DATE: OCT 19 1970

NAME:

Floyd Jones

TITLE: General Manager

Approved for Atomic Energy Commission by:

F. C. Jones

Acting Area Manager
Rocky Flats Area Office

TITLE:

DATE: Oct. 23, 1970

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 61
To Mod. 104

PAGE **1** OF **4** PAGES

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 1, 1970.**

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

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

SCHEDULE OF MONTHLY SALARY RANGES FOR
 NONEXEMPT CLERICAL SALARIED CLASSIFICATIONS

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-100	() Clerk 1	\$356	\$498
101	File Clerk 1		
102	Mail Clerk 1		
103	YOP Clerk 1		
104	Clerical Trainee		
C-110	() Operator 1	\$356	\$498
C-200	() Clerk 2	\$388	\$544
201	File Clerk 2		
202	Mail Clerk 2		
C-210	() Operator 2	\$388	\$544
211	Teletype Operator 2		
212	Keypunch Operator 2		
213	Switchboard Operator 2		
C-220	Stenographer	\$388	\$544
C-300	() Clerk 3	\$426	\$596
301	Accounting Clerk 3		
302	Mail Clerk 3		

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—	DATE
NAME	TITLE

REIMBURSEMENT AUTHORIZATION NO. 61 —Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-310	() Operator 3	\$426	\$596
311	Teletype Operator 3		
312	Keypunch Operator 3		
313	Switchboard Operator 3		
C-320	Junior Secretary	\$426	\$596
C-400	() Clerk 4	\$467	\$655
401	Payroll Clerk 4		
403	Order Services Clerk 4		
C-410	() Operator 4	\$467	\$655
411	Teletype Operator 4		
412	Keypunch Operator 4		
413	Switchboard Operator 4		
C-420	Secretary	\$467	\$655
C-500	() Clerk 5	\$503	\$705
501	Payroll Clerk 5		
C-510	() Operator 5	\$503	\$705
C-520	Senior Secretary	\$503	\$705
C-600	() Clerk 6	\$544	\$763
601	Senior () Clerk 6		
C-620	Administrative Secretary	\$544	\$763

2. Appendix A, Schedule I, Part B, Series T is revised as follows:

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

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
X-100	() Technical Trainee	\$481	\$673

Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 61 —Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-120 135	() Trainee Computer Operator Trainee	\$481	\$673
T-200	() Technician C	\$527	\$738
T-220 227 228 229 235	() Specialist C Data Analyst C Accountant C Junior Draftsman Computer Operator C	\$527	\$738
f-300	() Technician B	\$577	\$808
T-320 321 322 323 324 325 327 328 329 335	() Specialist B Nurse Dispatching Officer (PC, Metallurgist, Chemical Operations) Scheduler Industrial Illustrator Industrial Photographer Data Analyst B Accountant B Draftsman Computer Operator B	\$577	\$808
T-400	() Technician A	\$632	\$886
T-411	Head Keypunch Operator	\$632	\$886
T-420 421 422 423 424 425 426 427 428 429 431 435	() Specialist A Head Nurse Shipment Officer PC Senior Scheduler Junior Programmer Head () Clerk Confidential Secretary Data Analyst A Accountant A Senior Draftsman Summer () Computer Operator A	\$632	\$886
T-500	() Master Technician	\$727	\$1018

Approved for Atomic Energy Commission by:

NAME

TITLE

DATE

REIMBURSEMENT AUTHORIZATION NO. 61 — Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-520	() Specialist	\$727	\$1018
521	Associate ()		
522	Master Locksmith		
523	Planner		
524	Senior Industrial Illustrator		
525	Senior Industrial Photographer		
526	Tool Designer		
527	Master Data Analyst		
529	Designer		
531	Summer ()		
532	Lead Industrial Illustrator		
533	Executive Secretary		
535	Computer Operator		
539	Forms Analyst		
541	Technical Writer		
T-600	() Development Specialist	\$796	\$1114
T-620	Advanced () Specialist	\$796	\$1114
621	Associate () Engineer		
624	Programmer		
626	Tool Engineer		
629	Advanced Designer		
630	Technical Analyst		

Salary Maximums will depend upon the employee's performance rating as shown in the following table:

Performance Rating	Salary Maximum
1	10% above range maximum
2	Range maximum
3 **	80% of range
4	60% of range
5 ***	60% of range

** The salary maximum for employees too new to rate will be the same as for "3" performers.

*** Not eligible for salary increases.

APPROVED FOR THE CONTRACTOR BY:

DATE: JUL 27 1970

NAME: *Charles C. Campbell*

TITLE: General Manager

Approved for Atomic Energy Commission by:

Charles C. Campbell
TITLE:

CHARLES C. CAMPBELL
ACTING MANAGER
CONTRACTING OFFICER

DATE: SEP 24 1970

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 60
 to Mod. 104

PAGE 1 OF 6 PAGES

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 11:45 p.m., June 28, 1970

I. Part III, Section B, Appendix A, is revised in its entirety to read as follows:

"B. Hourly-Paid Production and Maintenance Employees

Hourly-Paid Production and Maintenance employees shall be covered by this Part III. Payments of wages not in excess of those provided for in the agreement dated June 30, 1968, between The Dow Chemical Company, Rocky Flats Division, and the United Mine Workers of America - District 50, Local 15440 will be allowable (except for hourly paid production and maintenance employees performing contract work from 11:45 P.M. on June 28, 1970 through 11:45 P.M. on September 7, 1970, who may be paid wages not in excess of those set forth in Schedule IIA, attached to this Appendix A and by this reference made a part hereof). Such agreement is attached as Schedule II and by this reference is hereby made a part of this Appendix. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of June 30, 1968, will be allowable."

II. Add Schedule IIA to Appendix A as follows:

() -- indicates number of weeks between rate steps

CLASSIFICATIONS	BASE RATES
Air Filter Technician-----	3.73 (10) 3.83
Assembler-----	3.81 (10) 3.91 (13) 4.01

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 60 —Continuation

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

Auto Mechanic-----	4.11	(10)	4.21
Bio-Assay Technician-----	3.44	per progression schedule	4.40
*Bio-Assay Technician-----	3.44	per progression schedule	4.30
Cable Fabricator-----	3.46	(10)	3.56
Carpenter-----	4.11	(10)	4.21
Clerk-----	3.55	(10)	3.65
Clerk Packer-----	3.55	(10)	3.65
Counting Technician-----	3.39	(10)	3.49
Decontamination Worker-----	3.62	(10)	3.72
Dispatcher-----	3.62	(10)	3.72
Electrician-----	4.30	(10)	4.40
Electrician Technician-----	4.33 (26)	4.38 (26)	4.48
✓ Electronics Technician-----	4.43	(26)	4.48 (26) 4.58
Equipment Operator-----	3.89	(10)	3.99 (13) 4.09
*Equipment Operator-----	3.63	(10)	3.73 (13) 3.83
Experimental Operator-----	4.48	(10)	4.58
Glassworker-----	4.38	(10)	4.48
Handyman-----	3.31	(8)	3.41
Heavy Equipment Operator-----	4.11	(10)	4.21
*Heavy Equipment Operator-----	3.91	(10)	4.01
Hydraulic Press Operator-----	4.11	(10)	4.21

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 60 —Continuation

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

Inspector-----	4.30	(10)	4.40
Instrument Processman-----			4.67
Instrument Repairman-----	4.30	(10)	4.40
Instrument Technician-----	4.52	(26)	4.57 (26) 4.67
Janitor-----	3.07	(4)	3.17
Journeyman Machinist-----	4.30	(10)	4.40
Journeyman Maintenance Machinist-----	4.30	(10)	4.40
Laborer-----	3.13	(4)	3.23
Laundry Machine Man-----	3.55	(10)	3.65
*Laundry Machine Man-----	3.38	(10)	3.48
Lineman-----	4.35	(10)	4.45
*Lineman-----	4.30	(10)	4.40
Lubrication Man-----	3.56	(10)	3.66
Machine Operator-----	3.63	(10)	3.73 (10) 3.83
(Successful job bidders from on the plantsite)			
Machine Operator-----	3.63	(13)	3.73 (10) 3.83
(New Hires)			
Master Glassworker-----	4.57	(10)	4.67
Material Analyst-----	3.81	(10)	3.91 (13) 4.01
Metrology Technician-----	4.30	(10)	4.40
NDT Technician-----	3.44	per progression schedule	4.40
*NDT Technician-----	3.44	per progression schedule	4.30

Approved for Atomic Energy Commission by:

TITLE

DATE

EC-36a
(-59)
PFI 9-15

United States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. 60 —Continuation

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

Painter-----	4.11	(10)	4.21
*Painter-----	3.91	(10)	4.01
Parts & Tool Attendant -----	3.73	(10)	3.83
*Parts & Tool Attendant -----	3.55	(10)	3.65
Personnel Meters Technician -----	3.55	(10)	3.65
Pipefitter -----	4.30	(10)	4.40
Power Tool Operator -----	3.38	(10)	3.48
Process Operator -----	3.44	per progression schedule	4.21
Production Records Clerk -----	3.62	(10)	3.72
Production Welder-----	4.20	(10)	4.30
Rolling Mill Operator -----	4.20	(10)	4.30
Senior Radiation Monitor -----	3.44	per progression schedule	4.21
Service Attendant -----	3.31	(10)	3.41
Service Laboratory Technician -----	3.44	per progression schedule	4.48
Sheetmetal Worker -----	4.30	(10)	4.40
Shop Clerk-----	3.62	(10)	3.72
Sorter Sewer-----	3.22	(10)	3.32
Stationary Operating Engineer -----	4.30	(10)	4.40
Stock Clerk I -----	3.73	(10)	3.83
Stock Clerk II -----	3.55	(10)	3.65

Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 60 —Continuation

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

Tool Crib Attendant-----	3.39	(10)	3.49
TGIS -----	4.57	(10)	4.67
Tool Grinder-----	4.30	(10)	4.40
Toolmaker-----	4.57	(10)	4.67
Vehicle Driver-----	3.46	(10)	3.56
Washer-----	3.22	(10)	3.32
*Washer-----	3.39	(10)	3.49
Welding Machine Operator-----	3.82	(10)	3.92

---*

With respect to any classification for which two lines appear in the above table, the rates shown in the first line shall apply to employees hired before June 30, 1969, and the rates shown in the second line shall apply to employees hired on or after June 30, 1969.

New employees must serve a probationary period of thirteen weeks before progressing to the next wage step. Exceptions to this are those classifications which are listed above as having a longer period indicated in parenthesis and the classifications of Handyman, Janitor, and Laborer.

JOURNEYMAN APPRENTICE WAGE SCHEDULES

The following wage schedule applies to the four-year Instrument Repairman Apprentice, Sheetmetal Apprentice, Machinist Apprentice, Pipefitter Apprentice, and Electrician Apprentice.

PERIOD	PERCENT OF JOB RATE	RATE
1st 6 months	70 %	3.08
2nd 6 months	73 %	3.21
3rd 6 months	76 %	3.34
4th 6 months	79 %	3.48

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 60 —Continuation

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

PERIOD	PERCENT OF JOB RATE	RATE
5th 6 months	82 %	3.61
6th 6 months	85 %	3.74
7th 6 months	90 %	3.96
8th 6 months	95 %	4.18

The following wage schedule applies to the four-year Glassworker Apprentice:

1st 6 months	70 %	3.14
2nd 6 months	73 %	3.27
3rd 6 months	76 %	3.40
4th 6 months	79 %	3.54
5th 6 months	82 %	3.67
6th 6 months	85 %	3.81
7th 6 months	90 %	4.03
8th 6 months	95 %	4.26

The following wage schedule applies to the three-year Production Welder Apprentice:

1st 6 months	70 %	3.01
2nd 6 months	73 %	3.14
3rd 6 months	76 %	3.27
4th 6 months	80 %	3.44
5th 6 months	85 %	3.66
6th 6 months	95 %	4.09

The following wage schedule applies to the two-year Toolmaker Apprentice:

1st 6 months	Machinist Job Rate	4.40
2nd 6 months		4.46
3rd 6 months		4.53
4th 6 months		4.60

APPROVED FOR THE CONTRACTOR:

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

Approved for Atomic Energy Commission by: H. C. Donnelly

NAME: H. C. Donnelly
Albuquerque
Contract