

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 59
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 **July 1, 1969 and July 1, 1970**

Part IV, Section B, "Recreation and Morale Benefits", Paragraph 1
Effective July 1, 1969, change the last sentence to read:

Unless approved by the Contracting Officer, the allowable cost of this program each fiscal year will not exceed \$4.00 multiplied by the number of people on the payroll on the first day of the fiscal year.

Effective July 1, 1970, change the last sentence to read:

Unless approved by the Contracting Officer, the allowable cost of this program each fiscal year will not exceed \$8.00 multiplied by the number of people on the payroll on the first day of the fiscal year.

APPROVED FOR THE CONTRACTOR BY:

DATE: **AUG 3 1970**

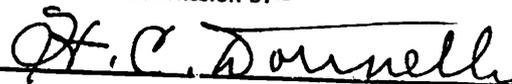


NAME: **Lloyd M. Joshel**

TITLE: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME



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

DATE



UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 57
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 May 1, 1970

Add the following Section D to Part I:

D. Teaching or Research at Educational Institutions

The contractor may assign professional personnel for purposes of training, research, or teaching at colleges or universities or other institutions to enhance the professional development of such personnel or to broaden the base of manpower resources for nuclear science and technology. Assignments under this Section which exceed 168 hours in a fiscal year shall require prior written approval of the Contracting Officer. Allowable costs under this paragraph include:

- (a) The employee's salary paid by the contractor reduced by any salary paid by the institution to which assigned.
- (b) Temporary assignment expenses under provisions of Part V, Section F, of this contract.
- (c) Costs under (a) and (b) will be limited to two years, unless extended by prior written approval of the Contracting Officer.

APPROVED FOR THE CONTRACTOR BY:

DATE: JUL 1 1970

NAME: *Lloyd M. Joshel*
Lloyd M. Joshel

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Charles E. Bell
CHARLES E. BELL
ACTING MANAGER
CONTRACTING OFFICER

DATE

7/16/70

NAME

TITLE

SALES

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
 R.A. No. 56
 To Mod. 104

PAGE OF PAGE

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

CONTRACTOR
 The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective March 16, 1970.

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-369	Systems Programmer	145
RF-370	Senior Systems Programmer	171
<u>2. Deletions</u>		
RF-088	Gage Specialist	130
RF-313	Technical Analyst	130

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-630	Technical Analyst	759	1063

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel
 NAME: Lloyd M. Joshel

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

F. E. Abbott
 NAME: F. E. Abbott

Area Manager
 Rocky Flats Area Office
 TITLE

DATE

July 10, 1970

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. #55
Mod. #104

PAGE 1 OF 3 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 July 1, 1970

Revise Appendix A as shown below:

Part I, B, Training

Change Paragraph 2, h, to read:

h. The amount refunded to be payable upon the receipt of required certification as to grade received shall not exceed:

(i) 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" or "Excellent".

(ii) Fifty percent of the eligible costs 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 "C" or "satisfactory".

(iii) If a numerical grade is given, the following scale will determine refund payment:

90 - 100 = "A"
80 - 89 = "B"
70 - 79 = "C"

Part I, C, Educational Assistance Program for Degree Candidates

Change Paragraph 2, d, to read:

d. The employee shall be within two years of attaining his Bachelor's, Master's or Doctor's degree at the inception of the leave of absence.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 55 —Continuation

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

Part I, C, Educational Assistance Program for Degree Candidates

Change Paragraph 3, d, (initial paragraph) and subparagraph (1) to read:

d. The Contractor may, using funds advanced under the contract, loan to an employee selected to receive a loan-scholarship, up to \$4,000 if the educational leave of absence granted is for a nine-month academic year, up to \$5,000 if the educational leave of absence is for a twelve-month academic year, and up to \$10,000 if the educational leave of absence granted is for two years, provided that a binding written agreement is entered into between the Contractor and the employee which includes these features:

- (1) payment to the employee of the proceeds of the loan shall be in installments of not in excess of \$1,350 each, the first installment to be paid at the inception of the leave of absence and succeeding installments to be paid at the end of each three months' period thereafter; provided that no such succeeding installment shall be payable unless the Supervising Representative or his designee(s) finds that the employee is making satisfactory progress;

Part II, H, Progression Increases

Change Paragraph 3 to read:

B. Foreman

- a. In lieu of salary increases under Section E of this Part II, the work progress and salary of a new foreman will be reviewed after 13 weeks and again after 9 months from the date he becomes a foreman.
- b. As a result of each such progress and salary review, a foreman may receive a salary increase not to exceed 7% of his basic salary, the amount of increase to depend upon his performance on the job.
- c. After the second review, the foreman shall be covered by Section E of this Part II.

[Signature]
Approved for Atomic Energy Commission by:

TITLE

DATE

REIMBURSEMENT AUTHORIZATION NO. 55 —Continuation

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

- d. If such employee is promoted with a salary increase to a new classification before completing nine months of service, he shall upon such transfer be covered by Section E, rather than Section H of this Part II.

Add new Paragraph 4:

4. Progression increases granted in accordance with Paragraphs 1, 2 and 3 above shall not be deducted from the salary increase funds.

Part II, K, Shift Premium

Add the following to the end of each sentence in Paragraph 6:

"...in addition to applicable shift premium."

Part IV, B, Recreation and Morale Benefits

Change amount in Paragraph 1, last sentence, from \$4.00 to \$8.00.

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

Change last sentence in Paragraph 1, b, to read:

When use of the employee's private car is approved the term shall mean: (i) an allowance of ten cents per mile; and (ii) shall include expenses incurred for tolls and parking fees.

APPROVED FOR THE CONTRACTOR BY:

DATE:

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

Approved for Atomic Energy Commission by:

NAME: *H.C. Darnell*
H.C. Darnell

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
 RA No. 54
 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 30, 1968, June 29, 1969, April 30, 1970

Revise wages in Exhibit A of Labor Agreement shown as Schedule II of Appendix A as follows:

Effective 11:45 p.m., June 30, 1968

Inspector	\$3.75 (10)	3.85
Tool Grinder	\$3.75 (10)	3.85

Effective 11:45 p.m., June 29, 1969

Inspector	\$3.98 (10)	4.08
Painter (applies only to those employees entering this classification on or after June 30, 1969)	\$3.67 (10)	3.77
Tool Grinder	\$3.98 (10)	4.08

Effective April 30, 1970

Air Filter Technician (new classification)	\$3.50 (10)	3.60
--	-------------	------

APPROVED FOR THE CONTRACTOR:

Lloyd M. Joshel
 Name: Lloyd M. Joshel Title: General Manager Date: MAY 26 1970

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME: _____ TITLE: _____ DATE: JUN 1970



UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
**R.A. No. 53
to Mod. 104**

PAGE 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 May 18, 1970.

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-364	Area Decontamination Manager	276
RF-368	Area B Utilities Superintendent	175
<u>2. Deletion</u>		
RF-109	Gage Control Leader	170
<u>3. Title Changes</u>		
Old RF- 78	Foundry Operations Superintendent	285
New RF- 78	Metallurgical Operations Superintendent	285
Old RF-354	Fabrication 444-883 Superintendent	274
New RF-354	Fabrication 444 Superintendent	274
Old RF- 90	Area Utilities Superintendent	207
New RF- 90	Area (A, C or D) Utilities Superintendent	207
Old RF-263	Foundry Supervisor	181
New RF-263	Metallurgical Operations Supervisor	181
<u>4. Point Change</u>		
Old RF- 89	Utilities Manager	255
New RF- 89	Utilities Manager	274

APPROVED FOR THE CONTRACTOR BY:

TITLE: General Manager

NAME: Lloyd M. Joshel

DATE: MAY 19 1970

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME F. H. ABBOTT

Area Manager

Rocky Flats Area Office May 25, 1970

TITLE

DATE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
 RA No. 52
 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 August 6, 1968, June 29, 1969.

Revise wages in Exhibit A of Labor Agreement shown as Schedule II of Appendix A as follows:

Effective 11:45 PM August 6, 1968

Tool & Gage Inspector & Standardizer \$4.09 (10) \$4.19

Effective 11:45 PM June 29, 1969

Tool & Gage Inspector & Standardizer \$4.29 (10) \$4.39

APPROVED FOR THE CONTRACTOR:

H. E. Bowman

Name: H. E. Bowman Title: Acting General Manager Date: 4/17/70

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: <i>[Signature]</i>	DATE
NAME	TITLE
About Operations Office Contracting Office	

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 51
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 May 1, 1970

Appendix A, Part IV is revised by adding the following Section J;

J. Open House Activities

The Contractor may, with the prior written approval of the Contracting Officer, sponsor open house activities for its employees and their families.

Costs incurred in connection with the open house activities shall be confined to manpower, printing and postage, refreshments, and transportation and such other costs as are approved by the Contracting Officer.

APPROVED FOR THE CONTRACTOR BY:

Name: H. E. Bowman Title: Acting General Manager

Date: 4-8-70

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

James L. ... Deputy Manager
Albuquerque Operations Office

DATE

NAME

APR 27 1970

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No 50
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 **March 16, 1970.**

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. Deletions		
RF-171	Programmer	130
RF-098	Tool Engineer	130
RF-343	Forms Analyst	120
RF-140	Development Specialist	117
RF-202	Advanced Designer	117
RF-291	(Prototype Fabrication, Prototype Assembly, Illustration) Specialist	117
RF-102	Assistant Quality Control Engineer	117
RF-128	Investigator	117
RF-117	Technical Writer	104

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 50 —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. Additions</u>			
T-539	Forms Analyst	693	970
T-541	Technical Writer	693	970
T-600	() Development Specialist	759	1063
T-620	Advanced () Specialist	759	1063
T-621	Associate Engineer	759	1063
T-624	Programmer	759	1063
T-626	Tool Engineer	759	1063
T-629	Advanced Designer	759	1063

APPROVED FOR THE CONTRACTOR BY:

DATE: 4/3/70

NAME: H. E. Bowman

TITLE: Acting General Manager

Approved for Atomic Energy Commission by:

James L. ...
Albuquerque, NM

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 49
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 February 2, 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-361	Records Manager	181
RF-362	Document Control Supervisor	158
RF-298	Records Analyst	130
2. Title Change		
Old RF-123	Records (Management, Services) Supervisor	131
New RF-123	Records Management Supervisor	131

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

MAR 3 1970

NAME: Lloyd M. Joshel

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

DATE

NAME

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 48
 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 2, 1970**

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-365	Environment Control Manager	514
RF-367	Personnel and Services Manager	514
RF-366	Industrial Safety Manager	215
RF-363	General Accounting Supervisor	181
RF-360	Senior Fire Protection Engineer	181
<u>2. Deletions</u>		
RF-266	Industrial Relations Manager	514
RF-267	Division Services Manager	494
RF-196	Disbursement Accountant	130
<u>3. Increase in Evaluation Points and Title Change</u>		
Old RF- 65	Superintendent of Transportation & Labor	181
New RF- 65	Building Services Superintendent	200

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

DO NOT WRITE

REIMBURSEMENT AUTHORIZATION NO. 48 —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 Changes</u>		
Old RF- 39	Plant Services Manager	274
New RF- 39	Utilities Manager	255
Old RF-199	Property Accounting Supervisor	158
New RF-199	Lead Property Accountant	145
<u>5. Increase in Evaluation Points</u>		
Old RF-260	Quality Manager	494
New RF-260	Quality Manager	514
Old RF- 73	Foundry Operations Superintendent	200
New RF- 73	Foundry Operations Superintendent	200
Old RF-236	Safety and Loss Prevention Manager	200
New RF-236	Safety and Loss Prevention Manager	200
<u>6. Decrease in Evaluation Points</u>		
Old RF-284	Employee Relations Manager	200
New RF-284	Employee Relations Manager	200
Old RF-119	Security Director	200
New RF-119	Security Director	200
<u>7. Title Change</u>		
Old RF-157	Analytical Laboratory Director	200
New RF-157	Laboratory Services Director	200

APPROVED FOR THE CONTRACTOR BY

NAME: *Lloyd M. Joshe*
Lloyd M. Joshe

Approved for Atomic Energy Commission

F. E. Abbot

NAME:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. No. 47**
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 **July 8, 1968; July 22, 1968; June 29, 1969**

Revise wages in Exhibit A of Labor Agreement shown as Schedule II of Appendix A as follows:

Effective 11:45 PM July 8, 1968

Stationary Operating Engineer \$3.84 (10) \$3.94

Effective 11:45 PM July 22, 1968

Service Laboratory Technician \$3.08 per progression schedule \$4.02

Effective 11:45 PM June 29, 1969

Stationary Operating Engineer \$4.03 (10) \$4.13
 Service Laboratory Technician \$3.23 per progression schedule \$4.21

APPROVED FOR THE CONTRACTOR:

Lloyd M. Toshel
 Name: **Lloyd M. Toshel** Title: **General Manager** Date: **JAN 14 1970**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME

H. C. Donnelly, Manager
Albuquerque Operations Office
 TITLE

DATE

ICE

JAN 28 1970

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No.46
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 January 1, 1970

Delete Part VI, Section C of Appendix A.



APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel

Name: Lloyd M. Joshel

Title: General Manager

Date:

DEC 17 1969

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME

John W. ...

U. S. GOVERNMENT PRINTING OFFICE
16-57129-2
Office of Contract Administration

DATE

COPIES

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 45
To Mod. 104

PAGE **1** OF **3** 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 **December 1, 1969**

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-130	Director of Research and Development	557
New RF-130	Director of Research and Development	580
Old RF-266	Industrial Relations Manager	494
New RF-266	Industrial Relations Manager	514
Old RF-336	Process Chemistry Research Director	339
New RF-336	Process Chemistry Research Director	352
Old RF-339	Product Research Director	326
New RF-339	Product Research Director	339
Old RF- 72	Chemical Operations Superintendent	318
New RF- 72	Chemical Operations Superintendent	328
Old RF- 89	Plant Services Manager	265
New RF- 89	Plant Services Manager	274
Old RF- 99	Production Control Manager	255
New RF- 99	Production Control Manager	274
Old RF-249	Information Director	246
New RF-249	Information Director	255
Old RF- 79	Assistant Superintendent Chemical Operations	215
New RF- 79	Assistant Superintendent Chemical Operations	231

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 45 —Continuation

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>1. INCREASE IN EVALUATION POINTS, cont'd.</u>		
Old RF-269	Electrical Maintenance Superintendent	215
New RF-269	Electrical Maintenance Superintendent	222
Old RF-342	Control Systems Laboratory Manager	215
New RF-342	Control Systems Laboratory Manager	239
Old RF-246	Budget Director	201
New RF-246	Budget Director	215
Old RF-273	Technical Information Supervisor	201
New RF-273	Technical Information Supervisor	208
Old RF- 90	Area Utilities Superintendent	190
New RF- 90	Area Utilities Superintendent	207
Old RF-236	Research Leader	187
New RF-236	Research Leader	200
Old RF-227	Product Definition Supervisor	187
New RF-227	Product Definition Supervisor	208
Old RF-274	Employee Benefits Supervisor	181
New RF-274	Employee Benefits Supervisor	193
Old RF-335	Labor Relations Administrator	181
New RF-335	Labor Relations Administrator	193
Old RF-356	Senior Program Planning Engineer	181
New RF-356	Senior Program Planning Engineer	193
Old RF-263	Foundry Supervisor	181
New RF-263	Foundry Supervisor	193
Old RF-320	Building Utilities Engineer	181
New RF-320	Building Utilities Engineer	193
Old RF-188	Shift Supervisor	181
New RF-188	Shift Supervisor	193
Old RF-319	Custodial Services Supervisor	181
New RF-319	Custodial Services Supervisor	193

Approved for Atomic Energy Commission by:

NAME:

REIMBURSEMENT AUTHORIZATION NO. 45 —Continuation

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
<u>1. INCREASE IN EVALUATION POINTS, cont'd.</u>		
Old RF- 91	Area Utilities Supervisor	134
New RF- 91	Area Utilities Supervisor	143
Old RF-222	Budget Analyst	130
New RF-222	Budget Analyst	134
<u>2. DECREASE IN EVALUATION POINTS</u>		
Old RF-260	Quality Manager	514
New RF-260	Quality Manager	494
Old RF- 73	Assembly Manager	328
New RF- 73	Assembly Manager	315
Old RF-354	Fabrication 444-883 Superintendent	298
New RF-354	Fabrication 444-883 Superintendent	274
Old RF- 78	Foundry Operations Superintendent	276
New RF- 78	Foundry Operations Superintendent	265
Old RF-353	Fabrication (776 or 881) Superintendent	259
New RF-353	Fabrication (776 or 881) Superintendent	238
Old RF-301	Contract Specialist	198
New RF-301	Contract Specialist	186
Old RF- 23	Senior Auditor	186
New RF- 23	Senior Auditor	180
Old RF-322	Library Supervisor	168
New RF-322	Library Supervisor	160
Old RF-329	Traffic Specialist	150
New RF-329	Traffic Specialist	140

APPROVED FOR THE CONTRACTOR BY:

NAME: C. M. Love *C. M. Love*

Approved for Atomic Energy Commission by:

NAME: F. E. Abbott *F. E. Abbott*

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.

R. A. No. 44
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 November 17, 1969.

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-141	Engineering Supervisor	215
✓ RF-229	Nondestructive Testing Supervisor	193
✓ RF-358	Chemical Operations Training Coordinator	145
✓ RF-219	Senior Designer	136
✓ RF-359	Sr. Prototype Fabrication Specialist	136
<u>2. Title Changes</u>		
Old RF-202	Designer	117
New RF-202	Advanced Designer	117
Old RF-291	(Prototype, Illustration) Specialist	117
New RF-291	(Prototype Fabrication, Prototype Assembly, Illustration) Specialist	117

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE



REIMBURSEMENT AUTHORIZATION NO. 44 —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. Title Change</u>			
Old T-323	Production Control Scheduler	\$ 550	\$ 770
New T-323	(Production Control, Foundry, Chemical Operations) Scheduler	\$ 550	\$ 770

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

NOV 1 1950

NAME: Lloyd M. Joshel

TITLE: General Manager

Approved for Atomic Energy Commission by:

Area Manager
Rocky Flats Area Office

NAME: F. E. Abbott

TITLE:

1-88
UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 43
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 1, 1969

Appendix A, Part II, Section B, Paragraph 2, is revised as follows:

- The job classifications, which term in this Appendix A is used as being synonymous with the word "positions", the monthly salary ranges for all nonexempt salaried job classifications, the evaluation points for all exempt job classifications, the salary range formula for exempt job classifications and the exempt salary maximums shall be in accordance with Schedule I, Parts A and B, as it may be amended from time to time, attached to and hereby made a part of this Appendix A. That portion of basic salary paid to an employee in excess of the salary maximum for his position and performance rating shall be unallowable unless payment of basic salary in excess of such salary maximum has the prior written approval of the Contracting Officer or unless the employee's salary is above the salary maximum as a result of a change in his performance rating. If the employee's salary is above the salary maximum as a result of a change in his performance rating, he shall not be given another salary increase until his salary is below the salary maximum for his performance rating. As used in this Part II, the term "basic salary" shall mean the straight-time monthly compensation, exclusive of premium or other compensation.

[Signature]
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

SEARCHED

REIMBURSEMENT AUTHORIZATION NO. 43 —Continuation

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

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

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

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

Where (currently): a = \$295.00
b = \$ 4.65
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:

<u>Performance Rating</u>	<u>Salary Maximum</u>
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:

Lloyd M. Joshel

OCT 3 1959

Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by:

W. C. Danahy, Director
Albuquerque Operations Office
TITLE: Chief Engineer

NAME:

W. C. Danahy

NOV 4 1959
DATE:

DO NOT WRITE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

No. R. A. No. 42
 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

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, 1969**

Revise Appendix A, Part V - A. 1. b. to read as follows:

"b. 'Travel expenses' shall include expenses incurred for: transportation by common carrier; when approved by the Contractor, rental of cars (excluding the cost of collision damage waiver insurance but including any sum for which an employee shall become contractually obligated to pay as the result of damage to rental vehicle and which would have been covered by the purchase of such collision damage waiver insurance); taxis; public transportation; tolls; parking fees; and gratuities. When use of the employee's private car is approved the term shall mean: (i) an allowance of nine cents per mile; and (ii) shall include expenses incurred for tolls and parking fees."

APPROVED FOR THE CONTRACTOR BY: <i>Lloyd M. Joshel</i> Name: Lloyd M. Joshel Title: General Manager	DATE:
---	-------

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: <i>H. C. Donnelly</i> NAME: H. C. Donnelly Title: Contracting Officer	DATE: <i>H. C. Donnelly</i>
---	------------------------------------

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
 R.A. No. 41
 to Mod. 104

PAGE 1 OF 4 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, 1969.**

- 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	\$ 334	\$ 468
101	File Clerk 1		
102	Mail Clerk 1		
103	YOP Clerk 1		
104	Clerical Trainee		
C-110	() Operator 1	\$ 334	\$ 468
C-200	() Clerk 2	\$ 365	\$ 511
201	File Clerk 2		
202	Mail Clerk 2		
C-210	() Operator 2	\$ 365	\$ 511
211	Teletype Operator 2		
212	Keypunch Operator 2		
213	Switchboard Operator 2		
C-220	Stenographer	\$ 365	\$ 511

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—
[Signature]

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 41 —Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-300 301	() Clerk 3 Accounting Clerk 3	\$ 400	\$ 560
C-310 311 312 313	() Operator 3 Teletype Operator 3 Keypunch Operator 3 Switchboard Operator 3	\$ 400	\$ 560
C-320	Junior Secretary	\$ 400	\$ 560
C-400 401	() Clerk 4 Payroll Clerk 4	\$ 439	\$ 615
C-410 411 412 413	() Operator 4 Teletype Operator 4 Keypunch Operator 4 Switchboard Operator 4	\$ 439	\$ 615
C-420	Secretary	\$ 439	\$ 615
C-500	() Clerk 5	\$ 473	\$ 662
C-510	() Operator 5	\$ 473	\$ 662
C-520	Senior Secretary	\$ 473	\$ 662
C-600 601	() Clerk 6 Senior () Clerk	\$ 512	\$ 717
C-620	Administrative Secretary	\$ 512	\$ 717

[Handwritten signature]

Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 41 —Continuation

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

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
T-100	() Technical Trainee	\$ 459	\$ 643
T-120	() Trainee	\$ 459	\$ 643
135	Computer Operator Trainee		
T-200	() Technician C	\$ 502	\$ 703
201	Medical Technician		
T-220	() Specialist C	\$ 502	\$ 703
227	Data Analyst C		
228	Accountant C		
229	Junior Draftsman		
T-300	() Technician B	\$ 550	\$ 770
301	Security Equipment Technician		
303	(R&D, Lab, & other "technical") Technician B		
T-320	() Specialist B	\$ 550	\$ 770
321	Nurse		
322	Dispatching Officer		
323	Production Control Scheduler		
324	Industrial Illustrator		
325	Industrial Photographer		
327	Data Analyst B		
328	Accountant B		
329	Draftsman		
335	Computer Operator B		

W. J. M.

Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 41 —Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-400	() Technician A	\$ 603	\$ 844
T-411	Head Keypunch Operator	\$ 603	\$ 844
T-420	() Specialist A	\$ 603	\$ 844
421	Head Nurse		
422	Shipment Officer		
423	Senior Scheduler (Expediter)		
424	Junior Programmer		
425	Head () Clerk		
426	Confidential Secretary		
427	Data Analyst A		
428	Accountant A		
429	Senior Draftsman		
431	Summer ()		
T-500	() Master Technician	\$ 693	\$ 970
501	(R&D, Lab, & other "technical") Master Technician		
T-520	() Specialist	\$ 693	\$ 970
521	Associate (Chemist, Physicist, Programmer, etc.)		
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		
534	Lead Specifications Reproduction Specialist		
535	Computer Operator		

APPROVED FOR THE CONTRACTOR BY:

DATE:

E. J. Walko

8/7/69

Name: E. J. Walko

Title: Acting General Manager

Approved for Atomic Energy Commission by:

James L. McCraw, Deputy Manager
Albuquerque Operations Office
Contracting Officer

NAME:

DATE:

SEP 5 - 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. # 40
 Mod. #104

PAGE 1 OF 1 PAGES

PROJECT Rocky Flats Plant LOCATION Rocky Flats, Colorado

CONTRACTOR Dow Chemical Company

CONTRACT NO. AT(29-1)4106 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, 1969

Appendix A, Part IV, is revised by the addition of the following Section I.

I. Community Activities

The Contractor, with prior approval of the Contracting Officer, may make individuals available for work with other employees, established organizations, agencies, and community action groups to promote a favorable climate for achieving equal opportunity for all people. The salaries, wages, fringe benefits, travel and subsistence costs for these individuals while engaged in such approved activities shall be allowable costs to the extent approved by the Contracting Officer.

APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel

Name: Lloyd M. Joshel Title: General Manager

DATE:

8-11-69

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME

James L. McCraw, Deputy Manager
 Albuquerque Operations Office
 Contracting Officer

DATE

SEP 8 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 39
 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 June 30, 1968; June 29, 1969

Revise wages in Exhibit A of Labor Agreement shown as Schedule II of Appendix A as follows:

Effective 11:45 PM June 30, 1968

Toolmaker Apprentice:

<u>Period</u>		<u>Rate</u>
1st 6 months	Machinist job rate	3.85
2nd 6 months		3.95
3rd 6 months		4.01
4th 6 months		4.07

Effective 11:45 PM June 29, 1969

* Tool & Gage Inspector & Standardizer 4.11 (10) 4.21

Toolmaker Apprentice:

<u>Period</u>		<u>Rate</u>
1st 6 months	Machinist job rate	4.08
2nd 6 months		4.19
3rd 6 months		4.24
4th 6 months		4.30

APPROVED FOR THE CONTRACTOR:

E. J. Walko

8/1/69

Name: E. J. Walko Title: Acting Manager Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME

H. C. Donnelly

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

DATE

AUG 15 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 38
 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 30, 1968; July 3, 1968; June 29, 1969**

Revise wages in Exhibit A of Labor Agreement shown as Schedule II of Appendix A as follows:

Effective 11:45 p.m. June 30, 1968

Assembler	3.33 (10)	3.43 (13)	3.53
Handyman		2.95 (8)	3.05
Instrument Processman			4.14
Instrument Technician	3.91 (26)	3.96 (26)	4.06
Machine Operator	3.23 (10)	3.33 (13)	3.43
Master Glassworker		4.04 (10)	4.14
Material Analyst	3.37 (10)	3.47 (13)	3.57
Toolmaker		4.04 (10)	4.14

Effective 11:45 p.m. July 3, 1968

Production Welder 3.75 (10) 3.85

Production Welder Apprentice:

<u>Period</u>	<u>Rate</u>
1st 6 months	2.70
2nd 6 months	2.81
3rd 6 months	2.93
4th 6 months	3.08
5th 6 months	3.27
6th 6 months	3.66

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

SEARCHED INDEXED

REIMBURSEMENT AUTHORIZATION NO. 38 —Continuation

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

Effective 11:45 p.m. June 29, 1969

Assembler	3.54 (10)	3.64 (13)	3.74
*Bio-Assay Technician	3.23 per progression schedule		4.04
*Equipment Operator	3.48 (10)	3.58 (13)	3.68
Handyman		3.10 (8)	3.20
Instrument Processman			4.36
Instrument Technician	4.17 (26)	4.22 (26)	4.32
Machine Operator	3.40 (10)	3.50 (13)	3.60
Master Glassworker		4.26 (10)	4.36
Material Analyst	3.56 (10)	3.66 (13)	3.76
*NDT Technician	3.23 per progression schedule		4.04
Production Welder		3.94 (10)	4.04
Toolmaker		4.26 (10)	4.36
*Service Lab Technician	3.23 per progression schedule		4.04

Production Welder Apprentice:

<u>Period</u>	<u>Rate</u>
1st 6 months	2.83
2nd 6 months	2.95
3rd 6 months	3.07
4th 6 months	3.23
5th 6 months	3.43
6th 6 months	3.84

APPROVED FOR THE CONTRACTOR:

Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by:

James L. McCraw, Director
Albuquerque Office
Contracting

NAME:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
 R.A. No. 37
 To Mod. 104

PAGE 1 OF 2 PAGES

Rocky Flats Plant

LOCATION

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 7, 1969

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-356	Senior Program Planning Engineer	181
RF- 33	Management Science Engineer	181
RF-355	Materials Systems Coordinator	158
RF-331	Metrology Leader	158
RF-357	Program Planning Coordinator	127
<u>2. Deletion</u>		
RF-134	Manufacturing Engineering Leader	187
<u>3. Increase in Evaluation Points and Title Change</u>		
Old RF-328	Purchasing Agent	193
New RF-328	Purchasing Manager	222
<u>4. Increase in Evaluation Points</u>		
Old RF-282	Production Control Supervisor	153
New RF-282	Production Control Supervisor	181

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 37 —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>5. Decrease in Evaluation Points</u>		
Old RF-297	Senior (N/C, Scientific, Business) Systems Engineer	215
New RF-297	Senior (N/C, Scientific, Business) Systems Engineer	208
Old RF-301	Contract Specialist	215
New RF-301	Contract Specialist	198
<u>6. Title Changes</u>		
Old RF- 78	Foundry Superintendent	276
New RF- 78	Foundry Operations Superintendent	276
Old RF-324	Principal Manufacturing Engineer	227
New RF-324	Principal Development Engineer	227
Old RF-139	Senior Development Man	136
New RF-139	Senior Development Specialist	136
Old RF-140	Development Man	117
New RF-140	Development Specialist	117

APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel
NAME: Lloyd M. Joshel

Approved for Atomic Energy Commission by:

Seth R. Woodruff Jr.
NAME: Seth R. Woodruff Jr.

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.

R. A. No. 36
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 May 11, 1969

1. Revise Appendix A, Part II, Section CC, to read:

CC. Supplied Air Premium Pay

When it is necessary for a salaried employee to wear a supplied air suit or an assault mask suit for at least an hour in the performance of work required as a result of the fire which occurred at the Plant in May 1969, the employee may be paid, in addition to his base pay, premium pay at the rate of one-half his hourly base rate or \$2.20, whichever is less, for time worked in a supplied air suit or an assault mask suit.

2. Effective July 1, 1969, redesignate Section CC as Section AA.
3. Revise Appendix A, Part III, Section C, Paragraph 2, to read:

2. When it is necessary for an Hourly-Paid Plant Protection employee to wear a supplied air suit or an assault mask suit in the performance of work required as a result of the fire which occurred at the Plant in May, 1969, the employee may be paid, in addition to his base pay, premium pay at the rate of one-half his hourly base rate for time worked in a supplied air suit or an assault mask suit.

APPROVED FOR THE CONTRACTOR:


Name: Lloyd M. Joshel

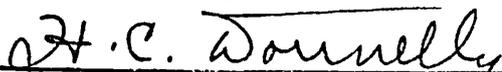
Title: General Manager

JUN 25 1969

Date:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME


H. C. Donnelly

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

DATE

JUN 10 1969

SEAL

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 35
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 October 1, 1968 for Policy No. 16740-G, Part IV

Revise Appendix A, Part VI, Section A, Group Insurance, paragraph 1b to read:

- b. Policy No. 16740-G, as amended, Part I (Salaried), Part II (Hourly) and Part IV (Albuquerque-Retired), issued by Metropolitan Life Insurance Company.

APPROVED FOR THE CONTRACTOR:

Lloyd M. Joshel
NAME: Lloyd M. Joshel

Title: General Manager Date: JUN 23 1969

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME *H. C. Donnelly*

H. C. Donnelly, Manager
Albuquerque Operations
Contracting Officer

DATE Office JUL 2 1969
SEAL

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 UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 34
 to Mod. 104

PAGE 1 OF 9 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 Commission is approved as a reimbursable cost, effective:~~

Effective July 1, 1969, Appendix A is amended as follows:

1. Revise Paragraph 2., Section B., Part I by:
 - a. Substituting the words "a portion of" for the word "partial" in the clause preceding the first colon;
 - b. Deleting from the second sentence of Subparagraph 2. b. (3), the words "certified by the assigned faculty advisor as" and inserting the word "are" before the word "qualifying".
 - c. Rewriting Subparagraph 2. e. to read:

"e. Courses are taken by attendance at or correspondence with a Contractor approved school, college, university or similar institution. "
 - d. Deleting Subparagraph 2. f., redesignating Subparagraphs g., h., and i. of Paragraph 2. as Subparagraphs f., g. and h. respectively of Paragraph 2. and revising the redesignated Subparagraphs 2. g. and 2. h. to read as follows:

"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 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:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE



REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 2 of 9

- (i) 90 percent of the eligible costs 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 'B' or better;
- (ii) 50 percent of the eligible costs 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 'C' or 'satisfactory'.

2. In Part II, delete the Sections designated "E." and "G.", redesignate Section "C." as Section "D." and add a new Section designated "C.", reading as follows:

"C. Adjustment of Salary Ranges

1. Exempt Employees

The formula for computing salary ranges is set forth in Schedule I, Part A of this Appendix A and may be revised by Reimbursement Authorization from time to time as satisfactorily justified by the Contractor. At the time a change in the formula occurs, a table containing minima and maxima salaries, consistent with the formula, will be furnished to the Contracting Officer.

2. Nonexempt Employees

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

Long
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 3 of 9

3. In Part II, redesignate Section "F." as Section "E." and in Paragraph 4. thereof substitute the letter "H." for the letter "I."
4. In Part II, redesignate Section "D." as Section "F.", revise Paragraph 2. thereof by substituting the figure "15" for the figure "10" and revise Paragraph 3. thereof by substituting the letter "H." for the letter "I."
5. In Part II, redesignate Section "H." as Section "G."
6. In Part II, redesignate Section "I." as Section "H."; revise Subparagraph 1. a. thereof by substituting the letter "E." for the letter "F." wherever it appears; revise Subparagraph 2. c. thereof by substituting the letter "F." for the letter "D.", and the letter "H." for the letter "I." wherever it appears; revise Subparagraph 1. b. thereof to read:

"b. As a result of each such progress and salary review, a college graduate may receive a salary increase not to exceed 7 percent of his basic salary, the amount of increase to depend upon his job performance."

and revise Subparagraph 2. a. thereof to read:

"a. In lieu of salary increases under Section F. of this Part II, the work progress of newly employed clerical, stenographic and other general salaried personnel will be reviewed and progress increases may be granted as follows:

- (1) Not to exceed 4 percent of basic salary after three months of service if the employee has demonstrated at least normal advancement in ability.
- (2) Not to exceed 5 percent of basic salary after an additional six months of service, if the employee merits it.
- (3) No basic salary resulting from an increase here-under shall exceed the midpoint of Grade C-200 in Schedule I, Part B, Series C of this Appendix A.

Leaf
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 4 of 9

(4) After an employee's basic salary has been increased twice or to the midpoint of Grade C-200 in accordance with this Section H. 2. a., he will no longer be covered by this Section H. but will be covered by Section F. of this Part II. "

7. In Part II, delete the Sections designated "W." and "BB.", and add a new Section designated "I." to read:

"I. Cash Awards

1. Exempt Employees

The Contractor may make cash awards to exempt salaried employees in recognition of consistent performance above and beyond a job well done, or in recognition of a single outstanding contribution, subject to approvals required by other provisions of this contract and to the following:

- a. Prior to the inception of each new budget period, a Cash Award Fund shall be established, with the approval of the Contracting Officer, which shall cover the costs of all cash awards to be made to exempt salaried employees during the budget period. In establishing the amount of the Cash Award Fund, the parties shall take into consideration the corporate-wide percentage figure and other criteria established by the Contractor's Executive Committee for application to annual exempt payrolls in computing corporate exempt cash award budgets.
- b. Decisions as to who shall receive cash awards and as to amounts of awards to individual employees shall be made in accordance with the criteria and procedures of the Contractor's company-wide Cash Award Program.

Tusk
Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 5 of 9

- c. The amount of a cash award shall not exceed three times the monthly basic salary being paid the employee at the inception of the budget period for which the cash award is made.
- d. Receipt of a cash award shall not affect an employee's basic salary or his salary range.

2. Nonexempt Employees

The Contractor may make cash awards to nonexempt salaried employees in recognition of consistent performance above and beyond a job well done or in recognition of a single outstanding contribution, subject to approvals required by other provisions of this contract and to the following:

- a. Prior to the inception of each new budget period, a Cash Award Fund shall be established, with the approval of the Contracting Officer, which shall cover the costs of all cash awards to be made to nonexempt salaried employees during the budget period. In establishing the amount of the Cash Award Fund, the parties shall take into consideration the current corporate-wide percentage figure and other criteria established by the Contractor's Executive Committee for application to annual nonexempt payrolls in computing corporate nonexempt cash award budgets.
- b. Decisions as to who shall receive cash awards and as to amounts of awards to individual employees shall be made in accordance with the criteria and procedures of the Contractor's company-wide Cash Award Program.
- c. The amount of a cash award shall not exceed two month's basic salary at the rate being paid the employee at the inception of the budget period for which the cash award is made.
- d. Receipt of a cash award shall not affect an employee's basic salary or his salary range. "

8. Paragraph 2., Section K., Part II is revised to read:

Tusk
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 6 of 9

"2. A nonexempt employee who is assigned to work on a second, third, or jump shift may receive shift premium pay as hereinafter provided:

2nd Shift	\$26.00 per month
3rd Shift	\$38.00 per month
Jump Shift	\$40.00 per month"

9. Subparagraph 2. b., Section M. Part II is revised to read:

"b. A nonexempt employee may be paid one and one-half times his 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."

10. Paragraph 2., Section O., Part II is revised by substituting the figure "7-1/2" for the figure "8" in the column "Days of Vacation Available on Jan. 1 of Each Year", and Paragraph 6. is revised by deleting the words "quits with at least five days' notice".

11. Paragraph 1., Section P., Part II is revised by substituting the figure "24" for the figure "8" wherever it appears.

12. Paragraph 1., Section R., Part II is revised to read:

14 "1. No deduction from salary need be made for an employee absent from work in connection with the death of a member of his immediate family if the absence is approved by his supervisor. Such absence with pay may be a maximum of 40 scheduled work hours (maximum of 48 scheduled work hours for an employee on the 24-hour platoon schedule) in connection with the death of the employee's spouse or child and a maximum of 24 scheduled work hours (maximum of 32 scheduled work hours for an employee on the 24-hour platoon schedule) in connection with deaths of other members of the employee's immediate family, who are, for the purposes of this Paragraph, the employee's father, mother, sister, brother, mother-in-law, father-in-law, grandfather, grandmother, foster parents and legal guardian. An employee's supervisor

Thy
Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

Contractor Dow Chemical Rocky Flats Contract No. AT(29-1)-1106 Page 7 of 9

may approve absence from work without salary deduction for an employee in connection with the death of an individual other than one of those referred to above where the individual functioned in a role relative to the employee similar to the role normally played by a member of the immediate family; provided that the absence without salary deduction may not exceed the number of hours allowed in connection with the death of the corresponding immediate family member. "

13. Section U., Part II is revised to read:

"U. Jury Duty and Service as a Witness

An employee may be allowed time off without deduction from salary for time necessarily spent (i) serving on a jury, (ii) serving as a witness called by the Government, (iii) serving as a witness called by the Contractor in connection with the performance of the contract work, and (iv) with the approval of the Contracting Officer, serving as a witness in other circumstances. The Contractor shall require the employee to submit a copy of the notice requiring his service on a jury and a certification as to the dates and times the employee was engaged in serving on a jury or serving as a witness. Absences allowed under this Section U. shall be considered as hours worked for purposes of computing overtime pay. "

14. In Part II, redesignate Section "X." as Section "W."; revise the first sentence thereof to read, "The Contractor has a program for summer employment of teachers and college students."; revise the first sentence of Paragraph 1. thereof by substituting the word "Students" for the word "Employees"; redesignate Paragraphs "2." and "3." thereof as Paragraphs "3." and "4.", substituting in the latter the figure "9" for the figure "7", and add a new paragraph designated "2." to read:

"2. Teachers under this program may be paid at rates determined by the Contractor. "

15. In Part II redesignate Section "Y." as Section "X.", and redesignate Section "AA." as Section "Y.".

Ruf
Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 8 of 9

16. In Part II, Section Z.:

- a. That portion of Paragraph 2. which precedes the vacation schedule is revised to read in its entirety as follows:

"2. Vacation Leave

On January 1 of each calendar year vacation allowance will be granted based on the Service Years to be attained during the given calendar year, as determined by the chart set forth below, using Total Dow and ACFI Service or Dow Service only, whichever provides the greater vacation. "

- b. Paragraph 4. is revised to read in its entirety as follows:

"4. Relocation Costs

The Contractor will honor a return-move agreement an employee may have had with ACFI in accordance with the return-move provisions of the Dow employment offer executed by the employee. Only those expenses actually incurred by an employee in accordance with the above-mentioned agreements are reimbursable. "

17. In Part III:

- a. In Subparagraph 1. e. , Section A. , substitute the words "annual and total cost perimeters" for the words "average annualized cost perimeter".
- b. Revise Subparagraph 3. b. , Section A. , to read, "b. The subject matter of any grievance or other action when the procedure for selection of an arbitrator is instituted. "
- c. Delete Section E.

[Signature]
Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor Dow Chemical-Rocky Flats Contract No. AT(29-1)-1106 Page 9 of 9

18. In Part IV, revise Section E. to read:

"E. Plant Newspaper

The cost of publishing a plant newspaper for the purpose of maintaining employee interest and morale will be allowable. This newspaper will serve as a news gathering source and a means of distributing necessary information to employees."

19. In Part V, Section A., Subparagraph 1. b., revise the last sentence to read, "When use of the employee's private car is approved, the term shall mean: (i) an allowance of nine cents per mile; and (ii) shall include expenses incurred for tolls and parking fees."

20. In Part VI, Section C.:

a. Revise the preamble paragraph to read in its entirety as follows:

"This Section C. is limited to salaried employees and shall be operative only so long as the Contractor continues the Special Early Retirement program in its private operations. Not more than 20 employees may be retired under the program during any fiscal year. The Contractor will promptly inform the Contracting Officer concerning any change made in the Special Early Retirement program as applied to its private operations."

b. In Subparagraph 1. b., substitute the figure "50" for the figure "52" and the figure "10" for the figure "12".

c. To the schedule appearing in Subparagraph 2. a., add the figures "51" and "50" to the "Age" column and add the figures "220" and "230" to the "Percentage" column so that the figures "51" and "220" correspond and the figures "50" and "230" correspond.

APPROVED FOR THE CONTRACTOR:

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

Approved for Atomic Energy Commission by: H. C. Donnelly
NAME: H. C. Donnelly TITLE: Contracting Officer

JUN 10 1960
DATE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 33
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 May 11, 1969

1. Revise Appendix A, Part III, Section C to read:

C. Hourly-Paid Plant Protection Employees

- Hourly-Paid Plant Protection employees shall be covered by this Part III. Payment of wages not in excess of those provided for in the agreement dated April 14, 1969, 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 April 14, 1969, will be allowable.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 33 —Continuation

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

2. When it is necessary for an Hourly-Paid Plant Protection employee to wear a supplied air suit in the performance of work required as a result of the fire which occurred at the Plant in May, 1969, the employee may be paid, in addition to his base pay, premium pay at the rate of one-half his hourly base rate for time worked in a supplied air suit.

APPROVED FOR THE CONTRACTOR:

DATE:

MAY 26 1969

Name: *Lloyd M. Jeshel*
Lloyd M. Jeshel

Title: General Manager

Approved for Atomic Energy Commission by:

H. S. Donnelly, manager
Albuquerque Operations Office
Contracting Officer

NAME:

H. S. Donnelly

TITLE:

DATE:

MAY 29 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 32
To Mod. 104

PAGE 1 OF 2 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 14, 1969.

1. Revise Appendix A, Part III, Section C to read:

C. Hourly-Paid Plant Protection Employees

Hourly-Paid Plant Protection employees shall be covered by this Part III. Payment of wages not in excess of those provided for in the agreement dated April 14, 1969, between The Dow Chemical Company, Rocky Flats Division and The International Guards Union of America, Local No. 64, will be allowable. Such agreement is attached as Schedule V and by this reference is hereby made a part of this Appendix. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of April 14, 1969, will be allowable.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 32 —Continuation

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

2. Revise Schedule V Labor Agreement to read:

SCHEDULE V
 LABOR AGREEMENT
 BETWEEN
 THE DOW CHEMICAL COMPANY
 Rocky Flats Division
 and
 Local No. 64
 INTERNATIONAL GUARDS UNION OF AMERICA
 Effective
 April 14, 1969

APPROVED FOR THE CONTRACTOR BY:

DATE: MAY 9 1969

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by:

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

NAME: *H. C. Donnelly*

DATE: MAY 23 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R. A. No. 31**
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

1. Effective May 11, 1969, add to Part II, Appendix A, a new Section designated "CC", reading as follows:

"CC. Supplied Air Premium Pay

When it is necessary for a salaried employee to wear a supplied air suit for at least an hour in the performance of work required as a result of the fire which occurred at the Plant in May 1969, the employee may be paid, in addition to his base pay, premium pay at the rate of one-half his hourly base rate or \$2.20, whichever is less, for each hour worked in a supplied air suit."

2. Effective July 1, 1969, redesignate Section "CC" as Section "AA".



APPROVED FOR THE CONTRACTOR:

Name: **Lloyd M. Joshel**

Title: **General Manager** Date: **5/20/69**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

NAME **H. C. Donnelly**

TITLE **Manager**

DATE

May 20, 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 30
To Mod. 104

PAGE **1** OF **2** 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 **May 1, 1969.**

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-354	Fabrication 444-883 Superintendent	298
RF-353	Fabrication (776 or 881) Superintendent	259
RF-344	Senior Forms Analyst	145
RF-352	Safety Engineer	130
RF-343	Forms Analyst	120
2. Deletions		
RF-178	General Superintendent of Metal Production	390
RF- 74	Fabrication Superintendent	274
3. Title Changes		
Old RF-136	Senior (Mfg., QA, NDT, Stds) Engineer	198
New RF-136	Senior (Mfg., QA, NDT, Stds, Anal) Engineer	198
Old RF- 42	Safety Engineer	158
New RF- 42	Senior Safety Engineer	158

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

SEARCHED

REIMBURSEMENT AUTHORIZATION NO. 30 —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-137	Advanced (Mfg, QA, NDT, Stds) Engineer	158
New	RF-137	Advanced (QA, NDT, Stds) Engineer	158
Old	RF-138	(Mfg, NDT, QA, Stds) Engineer	130
New	RF-138	(NDT, QA, Stds) Engineer	130
<u>4. Title Change and Increase in Evaluation Points</u>			
Old	RF-336	Chemistry Research Director	326
New	RF-336	Process Chemistry Research Director	339
<u>5. Increase in Evaluation Points</u>			
Old	RF- 72	Chemical Operations Superintendent	274
New	RF- 72	Chemical Operations Superintendent	318
Old	RF- 78	Foundry Superintendent	238
New	RF- 78	Foundry Superintendent	276

APPROVED FOR THE CONTRACTOR BY:

DATE:

APR 25 1969

Lloyd M. Joshel
NAME: Lloyd M. Joshel

TITLE: General Manager

Approved for Atomic Energy Commission by:

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

Manager
Rocky Flats Area Office
TITLE:

DATE: May 9, 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 29
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 **March 10, 1969.**

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
1. <u>Addition</u>		
RF-342	Control Systems Laboratory Manager	215

APPROVED FOR THE CONTRACTOR BY:

DATE: April 3, 1969

NAME: *Lloyd M. Joshel*
Lloyd M. Joshel

TITLE: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

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

Manager
Rocky Flats Area Office

TITLE

DATE

April 10, 1969

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R.A. No. 28
 to Mod. 104

PAGE 1 OF 2 PAGES

Rocky Flats Plant

LOCATION

Rocky Flats Colorado

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective March 10, 1969

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-339	Product Research Director	326
RF-346	Management Science Supervisor	238
RF-347	(Business, Technical) Systems Group Leader	238
RF-348	Numerical Control Systems Group Leader	215
RF-349	Principal Systems Development Engineer	215
RF-350	R&D Planning Engineer	186
RF-340	Production Line Services Supervisor	181
RF-351	Lump Sum Maintenance Superintendent	181
RF-345	Trucking & Labor Services Supervisor	134
RF-341	Employee Benefits Specialist	130
<u>2. Deletions</u>		
RF-175	Manufacturing Engineering Manager	339

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

NAME

TITLE

DATE

REIMBURSEMENT AUTHORIZATION NO. 28 —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>2. Deletions, cont'd.</u>		
RF-195	Product Engineering Group Manager	249
RF-133	Manufacturing Engineering Group Manager	229
RF- 34	Executive Secretary	117
<u>3. Title Changes</u>		
Old RF-325	Inspection Technical Supervisor	215
New RF-325	Gage Control & Evaluation Supervisor	215
Old RF- 60	Area Maintenance Supervisor	153
New RF- 60	Building () Maintenance Supervisor	153
Old RF-319	(Custodial, Labor & Garage) Supervisor	149
New RF-319	Custodial Services Supervisor	149
<u>4. Evaluation Point Changes</u>		
Old RF-305	Systems Supervisor	246
New RF-305	Systems Supervisor	264
Old RF-269	Electrical Maintenance Superintendent	246
New RF-269	Electrical Maintenance Superintendent	215
Old RF-287	Mechanical Maintenance Superintendent	246
New RF-287	Mechanical Maintenance Superintendent	215

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

<u>1. Addition</u>		<u>Salary Range</u>	
		<u>Minimum</u>	<u>Maximum</u>
T-533	Executive Secretary	\$ 599	\$ 840

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

MAR 6 1969

NAME: Lloyd M. Joshel

TITLE: General Manager

for Atomic Energy Commission by:

R. Woodruff, Jr.

Manager
Rocky Flats Area Office

TITLE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 27
To Mod. 104

PAGE 1 OF 3 PAGES

Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective July 1, 1968 for Policy Number 9668, July 1, 1967 for Policy No. 16740-G

1. Revise Appendix A, Part VI, Section A, Group Insurance, paragraph 1, to read:

"1. There shall be allowable costs incurred by the contractor in accordance with the terms of the following insurance agreements, approved in writing by the Commission for application to this contract, and in accordance with amendments of such insurance agreements as may later be approved in writing by the Commission for application to this contract:

- a. Policy No. 9668, issued by Colorado Hospital Service and Colorado Medical Service, Inc.
- b. Policy No. 16740-G, as amended, Part I (Salaried) and Part II (Hourly), issued by Metropolitan Life Insurance Company.

Premium costs allowable hereunder shall be limited to the cost of the total premiums required by the terms of the respective agreements less applicable credits and refunds, and less amounts contributed by participating employees in accordance with Schedule VIII of this Appendix A.

Allowable costs for the contractor's share of the premiums for a retired employee who was employed at the Rocky Flats Plant for a period of less than five years shall be that portion of the contractor's share paid for such employee which the employee's years of service with the contractor at the Rocky Flats Plant bear to the total years of service as an employee of the contractor."

Tick
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

SEAL

REIMBURSEMENT AUTHORIZATION NO. 27 —Continuation

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

2. Add Schedule VIII, Group Insurance, to Appendix A effective July 1, 1968:

SCHEDULE VIII
GROUP INSURANCE

1. Active Salaried Employees Group Insurance Contribution

Salary Class	Active Employee Contribution/week	
	Empl.	Empl. & Dependent
Employees with basic annual salaries of:		
Less than \$3,500	\$1.05	\$2.30
\$ 3,500 but less than \$ 4,500	1.45	2.70
\$ 4,500 but less than \$ 5,500	1.68	2.93
\$ 5,500 but less than \$ 6,500	1.90	3.15
\$ 6,500 but less than \$ 7,500	2.13	3.38
\$ 7,500 but less than \$ 8,500	2.55	3.80
\$ 8,500 but less than \$ 9,500	2.80	4.05
\$ 9,500 but less than \$10,500	3.05	4.30
\$10,500 but less than \$13,000	3.46	4.71
\$13,000 but less than \$15,000	4.20	5.45
\$15,000 but less than \$17,000	4.65	5.90
\$17,000 but less than \$19,000	5.10	6.35
\$19,000 but less than \$21,000	5.55	6.80
\$21,000 but less than \$23,000	6.55	7.80
\$23,000 but less than \$25,000	7.05	8.30
\$25,000 but less than \$27,000	7.55	8.80

Additional classes in the same steps to a maximum of \$200,000 Life Insurance.

Additional classes in the same steps cost 10 cents per week for each \$1,000 of contributory Life Insurance.

REIMBURSEMENT AUTHORIZATION NO. 27 —Continuation

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

2. Active Hourly Employees Group Insurance Contributions

Basic Annual Earnings of:	Weekly Employee Cost	
	<u>Employee Ins. Only</u>	<u>Employee & Dependent</u>
Class 1 Less than \$5,500	\$1.70	\$3.06
Class 2 \$5,500 but less than \$6,500	1.90	3.26
Class 3 \$6,500 and over	2.10	3.46

FOR THE CONTRACTOR