

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. .
R.A. No. 26
To Mod. 104

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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 23, 1968.

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-338	Technical Security Specialist	145
2.	Deletions		
	RF- 57	Maintenance Foreman	153
3.	Title and Evaluation Point Changes		
	Old-RF-247	Data Processing Manager	264
	New-RF-247	Data Processing Supervisor	239
	Old-RF- 79	Supervisor Chemical Operations	193
	New-RF- 79	Assistant Superintendent Chemical Operations	215
	Old-RF-289	Systems Programming Supervisor	181
	New-RF-289	Business Programming Supervisor	215
4.	Title Changes		
	Old-RF-244	Security Inspector	130
	New-RF-244	Security Officer	130

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY— NAME _____ TITLE _____	DATE _____
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REIMBURSEMENT AUTHORIZATION NO. 26 —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. Evaluation Point Changes</u>		
Old-RF-199	Property Accounting Supervisor	130
New-RF-199	Property Accounting Supervisor	158

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-532	Lead Industrial Illustrator	\$ 599	\$ 840

APPROVED FOR THE CONTRACTOR BY:

DATE:

DEC 23 1958

Lloyd M. Joshel
 NAME: Lloyd M. Joshel

TITLE: General Manager

Approved for Atomic Energy Commission by:

Michael J. Sunderland
 NAME: Michael J. Sunderland

Acting Manager
 Rocky Flats Area Office
 TITLE:

DATE: Jan 3 1959

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. RA No. 25
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 January 1, 1969

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

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

Where (currently):
a = \$285.00
b = \$ 4.35
x = Evaluation Points

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.

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

APPROVED FOR THE CONTRACTOR BY:

DATE:

Edward J. Walko

11-27-68

Name: Edward J. Walko Title: Acting General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

DATE

J. C. Womely

NAME

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 24
To Mod. 104

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Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective June 30, 1968, for Items 1 and 2 and October 1, 1968, for all other items.

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

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. 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.

2. Revise Schedule II Labor Agreement to read:

Agreement between The Dow Chemical Company and Local 15440 International Union of District 50 U.M.W.A. effective June 30, 1968.

Perf
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 24 —Continuation

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

3. 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 11, 1966, between The Dow Chemical Company, Rocky Flats Division and The International Guards Union of America, Local No. 64, will be allowable. Such agreement is attached as Schedule V and by this reference is hereby made a part of this Appendix. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of April 11, 1966, will be allowable.

4. Revise Appendix A, Part I, Section B, Paragraph 2-e to read:

e. Courses shall be by attendance at a Contractor approved school, college, university or similar institution within commuting distance of the Rocky Flats Plant.

5. Revise Appendix A, Part II, Section N, Paragraph 1 to read:

1. Each salaried employee shall, when the work schedule permits, be granted time off with pay on each of the following recognized holidays which falls on a regularly scheduled workday of such employee:

New Years Day
Good Friday
Memorial Day
Independence Day

Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

T. J. [Signature]
Approved for Atomic Energy Commission by:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 24 —Continuation

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

- 6. Delete Schedule VI, Appendix A.
- 7. Delete Schedule VII, Appendix A.

APPROVED FOR THE CONTRACTOR BY:

DATE:

OCT 4 1968

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by:

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

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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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 **October 7, 1968.**

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-336	Chemistry Research Director	326
RF-337	Strategic Planning Manager	284
RF-335	Labor Relations Administrator	181
2. Deletions		
RF-159	Chemistry and Physics Research Director	390
RF-081	Assistant Fabrication Superintendent	229
RF-276	Product Engineering Supervisor	208
RF-028	Lead Engineer	181
3. Decrease in Evaluation Points and Title Change		
Old RF-047	Senior Wage and Salary Analyst	181
New RF-047	Senior Salary Analyst	158
4. Title Changes		
Old RF-275	Program Engineering Supervisor	229
New RF-275	(W.R., Special Orders, J-Line) Engineering Supervisor	229

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY--

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 23 Continuation

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

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
4. Title Changes (continued)		
Old RF-167	Defense and Disaster Coordinator	158
New RF-167	Emergency-Disaster-Mobilization Coordinator	158
Old RF-200	(N/C Systems, Scientific Systems, Statistical) Analyst	158
New RF-200	(N/C Systems, Scientific Systems, Business Systems, Statistical) Analyst	158
Old RF-168	Wage and Salary Analyst	130
New RF-168	Salary Analyst	130

APPROVED FOR THE CONTRACTOR BY:

DATE:

08/17/1958

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

TITLE: *General Manager*

United States Atomic Energy Commission by

Rocky Blair
Rocky Blair, Jr.

Manager

Rocky Blair, Jr.

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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Re-Auth. No. *77*
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 October 1, 1968

Appendix A, Part II, Section O, Paragraph 6 is revised to read:

If an employee is laid off for lack of work, is granted a military leave of absence, quits with at least five days' notice, or dies, he or his beneficiary will be paid for any unused vacation and in addition will be paid for vacation at the rate of one day for each full month worked during the year in which he terminates or dies, except that an employee on the 24-hour platoon schedule will be paid for any unused vacation and in addition will be paid for vacation at the rate of one-half day for each full month worked during the year in which he terminates or dies.

Paragraph 5 as follows, is added to Appendix A, Part V, Section A:

- Both the newly hired and transferred employee shall be informed that if they voluntarily terminate their employment within six (6) months after the move to the new location, the Contractor will demand return of all of the funds (in the gross amount) paid out for travel, moving costs, living expenses, and in the case of those transferred employees covered by Section E, the real estate broker's commission and other incidental expenses identified therein. Recovery of any such amounts shall be at the sole discretion of the Supervising Representative, to be exercised in the light of the circumstances that then exist.

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

SEP 16 1968

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

H. C. Dornally

DATE

NAME

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 21
to Mod. 104

PAGE **1** OF **5** 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**

- 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

<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
C-100	Clerk 1	\$ 306	\$ 429
101	File Clerk 1		
102	Mail Clerk 1		
103	YOP Clerk 1		
C-110	Operator 1	\$ 306	\$ 429
C-200	Clerk 2	\$ 336	\$ 470
201	File Clerk 2		
202	Mail Clerk 2		
C-210	Operator 2	\$ 336	\$ 470
211	Teletype Operator 2		
212	Keypunch Operator 2		
213	Switchboard Operator 2		
C-220	Stenographer	\$ 336	\$ 470

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 21 —ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 5

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-300 301	Clerk 3 Accounting Clerk 3	\$ 367	\$ 515
C-310 311 312 313	Operator 3 Teletype Operator 3 Keypunch Operator 3 Switchboard Operator 3	\$ 367	\$ 515
C-320	Junior Secretary	\$ 367	\$ 515
C-400 401	Clerk 4 Payroll Clerk 4	\$ 402	\$ 564
C-410 411 412	Operator 4 Teletype Operator 4 Keypunch Operator 4	\$ 402	\$ 564
C-420	Secretary	\$ 402	\$ 564
C-500	Clerk 5	\$ 441	\$ 617
C-510	Operator 5	\$ 441	\$ 617
C-520	Senior Secretary	\$ 441	\$ 617
C-600 601	Clerk 6 Senior Clerk	\$ 482	\$ 676
C-620	Administrative Secretary	\$ 482	\$ 676

Luy
Approved for Atomic Energy Commission by:

NAME:

TITLE

REIMBURSEMENT AUTHORIZATION NO. 21 —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 5

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	Technician Trainee	\$ 431	\$ 604
T-110	Operator Trainee	\$ 431	\$ 604
T-120	Special Trainee	\$ 431	\$ 604
T-200	Technician C	\$ 467	\$ 654
201	Medical Technician		
T-210	Operator C	\$ 467	\$ 654
T-220	Specialist C	\$ 467	\$ 654
227	Data Analyst C		
228	Accountant C		
229	Draftsman C		
T-300	Technician B	\$ 507	\$ 711
301	Security Equipment Technician (R&D, Lab, & other "Technical")		
303	Technician B		
T-310	Operator B	\$ 507	\$ 711

Asst
Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 21 —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 4 of 5

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-320	Specialist B	\$ 507	\$ 711
321	Nurse		
322	Dispatching Officer		
323	Production Control Scheduler		
324	Industrial Illustrator		
325	Industrial Photographer		
327	Data Analyst B		
328	Accountant B		
329	Draftsman B		
T-400	Technician A	\$ 551	\$ 772
T-410	Operator A	\$ 551	\$ 772
411	Head Key punch Operator		
T-420	Specialist A	\$ 551	\$ 772
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	Draftsman A		
431	Summer ()		
T-500	Master Technician	\$ 599	\$ 840
501	(R&D, Lab, & other "Technical")		
	Master Technician		

arf
Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 21 —Continuation

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

<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
T-520	Specialist	\$ 599	\$ 840
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 I		
531	Summer ()		

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

AUG 15 1968

Approved for Atomic Energy Commission by:

H.C. Donnelly
NAME: _____

TITLE: _____

DATE: _____

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 20
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 October 1, 1968.

1. Appendix A, Part II, Section I, Paragraph 2. is revised as follows:

Revise subparagraph c to read:

c. The increases under paragraph 2. of this Section I. are intended to cover a combination training and proving period for newly employed personnel. If a newly employed person is promoted with a salary increase to a new classification before completing nine months of service, the employee shall upon such transfer be covered by Section D rather than Section I of this Part II, except as provided in subparagraph d., below.

Add new subparagraph d to read:

d. An employee in the Contractor's Special Clerical Training Program will be hired as a trainee at the minimum rate for the lowest clerical grade. After satisfactory completion of the training program, the employee may be granted an increase to bring his salary to the then current base hiring rate for qualified clerical employees with no work experience. At such time, the employee will be considered a new employee and enter into the progression under the provisions of subparagraph a., above.

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

REIMBURSEMENT AUTHORIZATION NO. 20 —Continuation

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

2. Revise Appendix A, Schedule I, Part B, Series C as follows:
Add the following classification under Job Code C-100:

JOB CODE

104

CLASSIFICATION

Clerical Trainee

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

AUG 28 1968

NAME: Lloyd M. Joshel

TITLE: General Manager

Approved for Atomic Energy Commission by:

H. C. Donnelly

TITLE:

DATE:

SEP 13 1968

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
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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 **August 12, 1968.**

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-332	AECOP Representative	265
RF-334	Program Manager	255
RF-333	Material Data Supervisor	158
RF-330	Planning Supervisor	134
2. Deletions		
RF-278	Albuquerque Plant Manager	447
RF-280	Albuquerque Quality Manager	264
RF-279	Albuquerque Manufacturing Manager	246
RF-281	Albuquerque Services Manager	215
RF-180	Supervisor, Plutonium Foundry	215
RF-248	General Accounting Supervisor	181
RF-323	Lead QC Engineer	181
RF-048	Administrative Aide	92

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

REIMBURSEMENT AUTHORIZATION NO. 19 —Continuation

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

3. Increase in Evaluation Points

Old RF-305	Systems Supervisor	215
New RF-305	Systems Supervisor	246
Old RF-297	Sr (N/C, Scientific, Business) Systems Engineer	198
New RF-297	Sr (N/C, Scientific, Business) Systems Engineer	215
Old RF-296	(N/C, Scientific, Business) Systems Engineer	172
New RF-296	(N/C, Scientific, Business) Systems Engineer	182
Old RF-024	Auditor	130
New RF-024	Auditor	145

4. Decrease in Evaluation Points

Old RF-241	Fire Inspector	119
New RF-241	Fire Inspector	102
Old RF-054	() Shop Superintendent	222
New RF-054	() Shop Superintendent	181

5. Evaluation Point and Title Change

Old RF-316	Quality (Data, Assurance) Supervisor	181
New RF-316	Quality (Engineering, Assurance) Supervisor	193

6. Title Change

Old RF-110	Production Coordinator	127
New RF-110	Production Control Coordinator	127

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

SEP 4 1968

NAME: Lloyd M. Joshel

TITLE: General Manager

Approved for Atomic Energy Commission by:

Seth R. Woodruff, Jr.

Manager

NAME: Seth R. Woodruff, Jr.

TITLE:

Rocky Flats Area Office

DATE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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PAGE 1 OF 1 PAGES

PROJECT: Rocky Flats Plant LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective July 1, 1968

Appendix A, Part II, Section Z, Item 2 (vacation chart only) is revised to read:

Service Years	Vacation Based on Total DOW And ACFI Service	Vacation Based Only on Dow Service	Service Years	Vacation Based on Total DOW And ACFI Service	Vacation Based Only on Dow Service
	0	0 days		1 day	10-14
1	10	(10-12-14)*	15	16	20
2	10	14	16	17	20
3	10	14	17	18	20
4	10	14	18	19	20
5	11	17	19	20	20
6	12	17	20-24	20	24
7	13	17	25-29	20	25
8	14	17	30 and up	20	26
9	15	17			

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

Delete Section BB and also change Section CC to read Section BB.

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

AUG 12 1968

Name: Lloyd M. Joshel

Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

DON JOHNSTONE
 ALBUQUERQUE OPERATIONS OFFICE
 CONTRACTING OFFICER

DATE

Don Johnstone
 NAME

SEPT 12 1968

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. R. A. No. 17
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PAGE 1 OF 1 PAGES

PROJECT Rocky Flats Plant LOCATION Rocky Flats, Colorado

CONTRACTOR The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective July 1, 1968

Section C, Part VI, of Appendix A is amended as follows:

In the last sentence of the first paragraph of Section C, dates are changed as indicated:

"April 30, 1968," changed to read "April 30, 1969."

"June 30, 1968," changed to read "June 30, 1969."

AGREED TO FOR THE CONTRACTOR BY:

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

Title: General Manager

Date: July 23, 1968

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *[Signature]*
NAME: *[Signature]* TITLE: Acting Manager

DATE

SAVED

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 16
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 15, 1968**

Appendix A, Part V, Section F, is revised to read:

Temporary Assignment

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

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

APPROVED FOR THE CONTRACTOR BY:

DATE:

Name: *Lloyd M. Toshel*
Lloyd M. Toshel

Title: **General Manager**

JUL 15 1968

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

James H. ...
James H. ...
Contracting Officer

DATE

...

NAME

SEARCHED

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 15
to Mod. 104

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Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **APR 30 1968**

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

1. Additions

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-315	Management Systems Director	326
RF-324	Principal Manufacturing Engineer	227
RF-325	Inspection Technical Supervisor	215
RF-323	Lead Quality Control Engineer	181
RF-316	Quality (Assurance, Data) Supervisor	181
RF-314	Senior Statistician	181
RF-308	Waste Treatment Supervisor	181
RF-320	Building Utilities Engineer	159
RF-322	Library Supervisor	158
RF-317	Security Specialist	158
RF-319	(Custodial, Trucking & Labor) Supervisor	149
RF-318	Apprentice Coordinator	130
RF-321	Special Librarian	130
RF-313	Technical Analyst	130

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 15 —ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 32. Deletions

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-186	Quality Control Supervisor	208
RF-228	Special Services Supervisor	181
RF- 62	Instrument Specialist	172
RF- 20	Accountant	120
RF- 92	Area Utilities Supervisor	120
RF-143	Librarian	120
RF-206	Motion Picture Specialist	117

3. Changes in Evaluation Points

Old RF-253	Industrial Engineering Manager	264
New RF-253	Industrial Engineering Manager	247
Old RF- 90	Area Utilities Superintendent	207
New RF- 90	Area Utilities Superintendent	190
Old RF- 18	Lead Cost Accountant	153
New RF- 18	Cost Accounting Supervisor	181

4. Title Changes

Old RF-136	Senior Development Specialist	198
New RF-136	Senior (Mfg, QA, NDT, Stds) Engineer	198
Old RF-297	Senior Systems Engineer	198
New RF-297	Sr (N/C, Scientific, Business) Systems Engineer	198

Aug
Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 15 — Continuation

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

4. Title Changes (continued)

CODE	CLASSIFICATION	EVALUATION POINTS
Old RF- 65	Service Department Superintendent	181
New RF- 65	Superintendent of Transportation and Labor	181
Old RF-296	Systems Engineer	172
New RF-296	(N/C, Scientific, Business) Systems Engineer	172
Old RF- 31	() Engineer	158
New RF- 31	Advanced () Engineer	158
Old RF-137	Development Specialist	158
New RF-137	Advanced (Mfg, QA, NDT, Stds) Engineer	158
Old RF-200	Systems Analyst	158
New RF-200	(N/C Systems, Scientific Systems, Statistical) Analyst	158
Old RF-138	Development ()	158
New RF-138	(Mfg, NDT, QA, Stds) Engineer	158
Old RF- 32	Engineer	158
New RF- 32	() Engineer	158

APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel

Name: Lloyd M. Joshel

Title:

Approved for Atomic Energy Commission by:

Michael J. Sunderland

NAME: Michael J. Sunderland

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. **R.A. No. 14
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, 1968**

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-327	Materials Manager	274
RF-328	Purchasing Agent	193
RF-329	Traffic Specialist	145
2. Evaluation Point Changes		
Old RF-235	Research Scientist	376
New RF-235	Research Scientist	484
Old RF- 89	Plant Services Manager	274
New RF- 89	Plant Services Manager	265
3. Deletions		
RF-105	Purchasing Manager	264
RF-106	Assistant Purchasing Agent	186
RF-307	Research Liaison Specialist	222

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

JUN 10 1968

Name: **Lloyd M. Joshel**

Title: **General Manager**

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

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

Acting Manager
Rocky Flats Area
TITLE

DATE

June 21, 1968

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. ³
RA 133
MOD 104

PAGE 1 OF 8 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 changes to the approved job classification program are hereby authorized for the period...~~

Effective July 1, 1968, Appendix A is amended as follows:

1. Add the following at the end of paragraph 1., Section B., Part II:
"The scope of such audits will include the following:
"a. Mutually agreed upon Rocky Flats benchmark jobs.
"b. All new and reevaluated jobs approved by the Commission since the last audit.
"c. Any other individual jobs requested by the Contracting Officer.
"d. A total number of all Rocky Flats jobs sufficient to furnish a representative sampling of jobs from each organizational segment."
2. Add the following sentence at the end of paragraph 4, Section B., Part II:
"For purposes of this paragraph 4., new job classifications shall be accepted for inclusion in the Appendix A upon receipt by the Contracting Officer of a request from the Contractor in the form of a proposed Reimbursement Authorization and a statement that the job classification is consistent with the Contractor's approved job evaluation program."
3. Rewrite Section O., Part II, to read in its entirety as follows:
O. Vacation Leave
 1. Employees not on the 24-hour platoon schedule will be entitled to vacation as follows:

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY— DATE

NAME TITLE

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

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

<u>Years of Service Attained During Calendar Year</u>	<u>Days of Vacation Available on Jan. 1 of Each Year</u>	<u>Maximum Days May Borrow</u>	<u>Maximum Days May Carry Over</u>
0	1 ¹	5	1
(Jan-Apr) ²	14	5	5
(May-Aug) ²	12	5	5
(Sept-Dec) ²	10	5	5
2 through	14	5	5
5 through	17	5	10
10 through	19	5	10
15 through	20	5	10
20 through	24	10	20
25 through	25	10	20
30 and over	26	10	20

¹This vacation may be used any time during the employee's first year of service.

²Month of hire.

2. Employees on the 24-hour platoon schedule will be entitled to vacation as follows:

<u>Years of Service Attained During Calendar Year</u>	<u>Days of Vacation Available on Jan. 1 of Each Year</u>	<u>Maximum Days May Borrow</u>	<u>Maximum Days May Carry Over</u>
0	1	3	1
(Jan-Apr) ¹	7-1/2	3	3
(May-Aug) ¹	6-1/2	3	3
(Sept-Dec) ¹	5-1/2	3	3
2 through	8	3	3
5 through	9	3	5
10 through	10	3	5
15 through	10-1/2	3	5
20 through	12-1/2	5	10
25 through	13	5	10
30 and over	13-1/2	5	10

¹Month of hire.

Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 3 of 8

3. An employee who is normally scheduled to work at least 20 but less than 40 hours per week will be eligible for vacation prorated to the closest half day on the basis of the ratio of hours actually paid (exclusive of overtime) during the previous calendar year to the hours that would have been paid under a normal 40 hours per week schedule.
4. Except for the vacation days allowed (as hereinbefore provided) as carry-over from one calendar year to the next, any vacation must be taken during the calendar year in which the employee becomes entitled to the vacation. However, should an employee be prevented from taking full vacation during a particular calendar year by circumstances making it inequitable that he suffer a loss of vacation as a result thereof, the Supervising Representative of the Contractor may allow the employee an additional carry-over to the next calendar year of the number of vacation days he was unable to take as a result of such circumstances. In the event an employee is prevented from taking his full vacation because of a management request, the Supervising Representative of the Contractor may authorize payment in lieu of vacation for not more than fifteen days in any one calendar year. Supervisory employees earning \$2,250 or more per month are excluded from receiving pay in lieu of vacation.
5. If employment is terminated for any reason prior to the date the employee would normally have become eligible for said vacation, the Contractor will take reasonable steps to recover salary paid to such employee for borrowed vacation.
6. If an employee is laid off for lack of work, is granted a military leave of absence, or quits with at least five days' notice, he will be paid for any unused vacation and in addition will be paid for vacation at the rate of one day for each full month worked during the year in which he terminates, except that an employee on the 24-hour platoon schedule will be paid for any unused vacation and in addition will be paid for vacation at the rate of one-half day for each full month worked during the year in which he terminates.

Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 4 of 8

7. If an employee is retired under a company retirement plan, he will be paid for any unused vacation and in addition will be paid for accrued vacation at the rate of one-twelfth of his next year's vacation allotment for each full month worked during the year in which he retires. In addition, he will be paid accredited vacation pay based on his continuous employment as shown in the following table, except that an employee on the 24-hour platoon schedule will be paid for one-half of the days shown in the following table:

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

S = Continuous service at time of retirement.

V = Accredited vacation days pay.

8. If an employee is discharged for cause or quits without giving at least five days' notice, no vacation pay will be allowed.
9. Absences allowed under this Section O. shall be considered hours worked for purposes of computing overtime pay.

Approved for Atomic Energy Commission by:

NAME: _____ TITLE: _____ DATE: _____

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co.

Contract No. AT(29-1)-1106

Page 5 of 8

4. Add a new paragraph, designated "5.", to Section P., Part II, as follows:

"5. For any period that an employee is entitled to receive benefits under the Contractor's long term disability income insurance plan, the employee will not be eligible for sick leave benefits."

5. Rewrite Section W., Part II, to read in its entirety as follows:

"W. Cash Awards (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.
- 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."

Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____—Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 6 of 8

6. Add the following new section, designated "CC. Cash Awards (Nonexempt Employees)", to Section II:

"CC. Cash Awards (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 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. "

7. Rewrite Section A., Part III, to read in its entirety as follows:

"A. Labor Relations

1. Prior to any negotiation of any collective bargaining agreement (including amendments) the Contractor shall consult with the Contracting Officer.

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 7 of 8

- a. Wage and fringe benefits currently in effect at the Rocky Flats Plant in comparison with those in effect in the Denver-Boulder labor market and in other markets in which the Contractor competes for labor.
 - b. Recent union settlements in the Denver-Boulder labor market and in other markets in which the Contractor competes for labor.
 - c. Potential union demands.
 - d. The objectives for contract settlement.
 - e. The average annualized cost perimeter over the proposed contract term within which the Contractor proposes to negotiate.
2. The annual and total cost perimeters over the proposed contract term within which the Contractor proposes to negotiate shall be subject to the prior approval of the Contracting Officer and shall not be exceeded without the prior approval of the Contracting Officer. The Contractor shall keep the Contracting Officer advised of significant developments during any negotiation defined in Paragraph 1. of this Section A.
3. The Contractor shall promptly advise the Contracting Officer in writing of:
- a. Any matter which involves, or appears likely to involve,
 - (i) employees at the Rocky Flats Plant in a strike situation;
 - (ii) the NLRB at any level;
 - (iii) referral to the Atomic Energy Labor-Management Relations Panel;

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. _____ —Continuation

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

(iv) actions or proceedings under the Labor Management Relations Act of 1947, as amended, or any other federal or any state labor law.

b. The subject matter of any grievance or other action whenever it is believed the matter will be referred to arbitration.

4. Initiation of any action by the Contractor under the Labor-Management Relations Act of 1947, as amended, and/or involving the NLRB, shall have the prior written approval of the Contracting Officer. "

8. Revise Section C., Part VI, by:

a. substituting the words "July 1, 1968, through June 30, 1969, during which period no more than eighteen" for the words "July 1, 1967, to June 30, 1968, during which period no more than twelve" in the first sentence;

b. deleting the period at the end of subparagraph 1. b. and adding the following:

"or under the long term disability income insurance plan of the Contractor. "

c. substituting the words "not more" for the word "less" in the last sentence of subparagraph 2. a.

APPROVED FOR THE CONTRACTOR BY:

DATE:

Name: Lloyd M. Joshel

Title: General Manager

JUN 13 1968

Approved for Atomic Energy Commission by:

James L. McCarty
Title: Deputy Manager
Albuquerque Operations Office
Contracting Officer

NAME:

DATE:

Form 150-86
(3-56)

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R. A. No. 12
to Mod. 104

PAGE 1 OF 2 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 July 1, 1967 for policy number 16740-G and December 1, 1967 for all other policies specified.

Revise Appendix A, Part VI, Section A, Group Insurance, paragraph 1, and add new paragraph 3, SAW Reserved Section Plan, to Section B, Pension and Profit Sharing Plan, to read:

1. There shall be allowable under the contract the costs incurred by the Contractor for its share of premiums paid for coverage under contributory group insurance policies 16740-G, as amended, Part I (Salaried) and Part II (Hourly) issued by Metropolitan Life Insurance Company; 5022, as amended, issued by Phoenix Mutual Life Insurance Company of Hartford, Connecticut; 3031-G, as amended, issued by the Minnesota Mutual Life Insurance Company; GS 13607, as amended, by Prudential Life Insurance Company; and the Group Master Contract between Hospital Service, Inc.-Surgical Service, Inc. and ACF Industries, Incorporated, executed November 5, 1965, as amended, for individuals having the status, for purposes of the insurance policies, of employees at the Rocky Flats Plant or at the SAW Reserved Section; provided that the insurance policies and amendments thereof shall have the written approval of the Commission; and provided further that, with respect to a retired employee who was employed at the Rocky Flats Plant for a period of less than five years, allowable costs for the Contractor's share of the premiums shall be that portion of the Contractor's share paid for such employee which the employee's years of service at the Rocky Flats Plant bear to his total years of service as a participating employee under the group insurance policies.

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY— NAME	DATE
TITLE	

REIMBURSEMENT AUTHORIZATION NO. 12 —ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)1106 Page 2 of 2

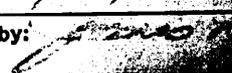
3. SAW Reserved Section Plan

- a. The Contractor maintains a Pension Program for all bargaining unit employees as defined in Article II, Section 2.1 of Group Policy GA-182, issued to ACF, Inc. by the New England Mutual Life Insurance Company dated July 17, 1958 and amended effective December 1, 1967. The Pension Program, which is controlled by said Group Policy GA-182, 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.

APPROVED FOR THE CONTRACTOR BY:


Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by: 

NAME:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A. No. 11
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 28, 1968.**

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

1. Additions

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-312	R&D Planning Manager	229
RF-307	Research Liaison Specialist	222
RF-305	Systems Supervisor	215
RF-311	Criticality Liaison Supervisor	186
RF-303	Technical Information Specialist	171
RF-326	Equal Employment Opportunity Coordinator	158
RF-294	Senior Accountant	153
RF-309	Public Relations Specialist	130
RF-310	Communications Specialist	105

2. Deletions

RF- 5	Computation Laboratory Manager	215
RF-116	Maintenance Planning Supervisor	126

Hub
 APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 11 —Continuation

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

3. Evaluation Point Changes

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old RF-273	Technical Information Supervisor	181
New RF-273	Technical Information Supervisor	201

4. Title Changes

Old RF- 40	Technical Employment Specialist	158
New RF- 40	Technical Employment Officer	158
Old RF-163	Radiological Leader	154
New RF-163	Nondestructive Testing Leader	154
Old RF-292	Senior Illustration Specialist	136
New RF-292	Senior Technical Artist	136
Old RF-124	Security Clearance & Education Supervisor	134
New RF-124	Access Control Supervisor	134
Old RF-123	Records Service Supervisor	131
New RF-123	Records (Management, Service) Supervisor	131
Old RF-291	Illustration Specialist	117
New RF-291	(Prototype, Illustration) Specialist	117

APPROVED FOR THE CONTRACTOR BY:

Date:

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

Title: General Manager

Approved for Atomic Energy Commission by:

NAME:

TITLE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. RA No. 10
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 11, 1967

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

1. Changes in Evaluation Points

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
Old	RF-125	Fire Chief	131
New	RF-125	Fire Chief	144
Old	RF-126	Captain	110
New	RF-126	Guard Captain	131
Old	RF-244	Security Inspector	110
New	RF-244	Security Inspector	130
Old	RF-127	Lieutenant	93
New	RF-127	(Guard, Fire) Lieutenant	104

2. Addition

	<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
	RF-302	Fire Captain	121

APPROVED FOR THE CONTRACTOR BY:

Date: DEC 15 1967

Name: *Lloyd M Joshel* Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME

TITLE

DATE: FEB 24 1968

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

R. A. No. 9
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 **January 1, 1968**

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) pins are given to male employees after 10 years of service and for each additional 5 years of service thereafter, (ii) a pin, brooch or bracelet, at the option of the employee, is given to female employees after 10 years of service and for each additional 5 years of service thereafter, and (iii) watches are given to employees after 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 a watch, including any engraving, shall not exceed that portion of the cost of the watch, 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:

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

Date:

JAN 5 1968

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

NAME

TITLE

DATE

SEAL

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

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 1, 1967

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

1. Additions

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
✓ RF - 297	Sr Systems Engineer	198
RF - 299	Industrial Engrg Group Supervisor	198
RF - 296	Systems Engineer	172
RF - 293	Sr Materials Management Specialist	158

2. Deletions

RF - 239	Industrial Engineer	149
RF - 240	Sr Industrial Engineer	172

FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

TITLE

REIMBURSEMENT AUTHORIZATION NO. 8 — Continuation

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

3. Title Changes

<u>CODE</u>			<u>EVALUATION POINTS</u>
Old	RF-175	Manufacturing Technical Mgr	339
New	RF-175	Manufacturing Engineering Mgr	339
Old	RF-133	Technical Group Manager	229
New	RF-133	Manufacturing Engrg Group Mgr	229
Old	RF-134	Development Leader	187
New	RF-134	Manufacturing Engrg Leader	187
Old	RF-199	Lead Property Accountant	130
New	RF-199	Property Accounting Supervisor	130

APPROVED FOR THE CONTRACTOR BY:

DATE:

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

JAN 16 1968

Approved for Atomic Energy Commission by:

L. P. Gise
 L. P. Gise, Manager
 Manager, Albuquerque Office
 TITLE: Operations Officer

DATE

JAN 16 1968

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

PAGE 1 OF 1 PAGES

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **September 18, 1967**

Appendix A, Schedule I, Part A, Series RF is revised by the following additions:

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-300	Purchasing Supervisor	158
RF-301	Contract Specialist	215

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

NOV 22 1967

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

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:

Charles O. Campbell

CHARLES O. CAMPBELL
ACTING MANAGER

DATE:

TITLE **CONTRACTING OFFICER**

11/22/67

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.

R. A. No. 6
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 **December 1, 1967**

Change Part III, Section B - Hourly-Paid Production and Maintenance Employees; Section C - Hourly-Paid Plant Protection Employees; and add Schedule VI and VII, as follows:

B. Hourly-Paid Production and Maintenance Employees

1. Rocky Flats Plant

Hourly-Paid Production and Maintenance employees shall be covered by this Part III. Payments of wages not in excess of those provided for in the agreement dated June 28, 1965, between The Dow Chemical Company, Rocky Flats Division, and the United Mine Workers of America - District 50, Local 15440 will be allowable. Such agreement is attached as Schedule II and by this reference is hereby made a part of this Appendix. In accordance with the "Settlement Agreement" reached in connection with the foregoing agreement of June 28, 1965, payment to employees of the bargaining unit of 8 cents per hour in addition to that amount paid them per hour during the period February 1, 1965 through June 28, 1965, will also be allowable. All other costs, such as grievance processing, arbitration, dues deduction, leave provisions and other fringe benefits, incurred pursuant to the provisions of said agreement of June 28, 1965 will be allowable.

2. Albuquerque Plant

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 July 19, 1965, between ACF Industries, Incorporated, Albuquerque Division, and The Grand Lodge of The International Association of Machinists and Aerospace Workers, Local Lodge No. 794,

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 6 —ContinuationContractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 4

and the memorandum of agreement dated November 14, 1967 between The Dow Chemical Company, Rocky Flats Division, Albuquerque Plant, and The Grand Lodge of The International Association of Machinists and Aerospace Workers, Local Lodge No. 794, will be allowable. Such agreements are attached as Schedule VI and by this reference are 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 agreements dated July 19, 1965 and November 14, 1967 will be allowable.

C. Hourly-Paid Plant Protection Employees

1. Rocky Flats Plant

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

2. Albuquerque Plant

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 October 21, 1965, between ACF Industries, Incorporated, Albuquerque Division, and The International Guards Union of America, Local Lodge No. 99, and the memorandum of agreement dated November 14, 1967 between The Dow Chemical Company, Rocky Flats Division, Albuquerque Plant, and The International Guards Union of America, Local Lodge No. 99, will be allowable. Such agreements are attached as Schedule VII and by this reference are 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 agreements of October 21, 1965 and November 14, 1967, will be allowable.

Approved for Atomic Energy Commission by:

NAME:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 6 —Continuation

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

SCHEDULE VI

AGREEMENT
BETWEEN
ACF INDUSTRIES, INCORPORATED
Albuquerque Division
and
Local 794
THE GRAND LODGE OF THE INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
Effective
July 19, 1965

AND

MEMORANDUM OF AGREEMENT
BETWEEN
THE DOW CHEMICAL COMPANY
Rocky Flats Division
Albuquerque Plant
and
Local 794
THE GRAND LODGE OF THE INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
Effective
December 1, 1967

Truf
Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 6 —Continuation

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

SCHEDULE VII

AGREEMENT
BETWEEN
ACF INDUSTRIES, INCORPORATED
Albuquerque Division
and
Local Lodge No. 99
THE INTERNATIONAL GUARDS UNION OF AMERICA
Effective
October 21, 1965

AND

MEMORANDUM OF AGREEMENT
BETWEEN
THE DOW CHEMICAL COMPANY
Rocky Flats Division
Albuquerque Plant
and
Local Lodge No. 99
THE INTERNATIONAL GUARDS UNION OF AMERICA
Effective
December 1, 1967

APPROVED FOR THE CONTRACTOR BY:

Date:

NOV 17 1967

Name: Lloyd M. Joshel Title: General Manager

Approved for Atomic Energy Commission by:

NAME: James R. [Signature]
TITLE: Contracting Officer

DATE:

DEC 15 1967

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

RE NO
 TO NOG
 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 **NOV 30 1967**

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

1. Increases in Evaluation Points

CODE	CLASSIFICATION	EVALUATION POINTS	
		OLD	NEW
RF-108	Traffic Manager	158	163
RF-106	Assistant Purchasing Agent	181	186
RF- 79	Supervisor, Chemical Operations	188	193
RF-186	Quality Control Supervisor	200	208
RF- 54	() Shop Superintendent	215	222
RF-133	Technical Group Manager	222	229
RF- 39	Employment Manager	238	246
RF-253	Industrial Engineering Manager	246	264
RF- 89	Plant Services Manager	252	274
RF- 74	Fabrication Superintendent	264	274
RF- 72	Chemical Operations Superintendent	264	274
RF-285	Labor Relations Manager	264	274
RF-250	Nuclear Safety Director	306	318
RF-159	Chemical & Physics Research Director	377	390

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: _____ DATE: _____

REIMBURSEMENT AUTHORIZATION NO. 5 —Continuation

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

1. Increases in Evaluation Points (continued)

CODE	CLASSIFICATION	EVALUATION POINTS	
		OLD	NEW
RF-257	Controller	326	349
RF-175	Manufacturing Technical Manager	326	339
RF-207	Facilities Manager	494	514

2. Decreases in Evaluation Points

CODE	CLASSIFICATION	EVALUATION POINTS	
		OLD	NEW
RF-151	Health Physics Group Leader	193	186
RF-162	Laboratory Group Leader	193	186
RF- 65	Service Department Superintendent	195	181
RF- 90	Area Utilities Superintendent	215	207
RF-218	Building ___ Maintenance Supt.	215	193
RF- 78	Foundry Superintendent	246	238
RF-284	Employee Relations Manager	339	326
RF-157	Analytical Laboratory Director	354	339
RF- 25	Facilities Engineering Manager	354	349
RF- 71	General Supt. of Fabrication	405	390
RF-178	General Supt. of Metal Production	405	390

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel

NOV 30 1967

Name: Lloyd M. Joshel

Title: General Manager

Approved for Atomic Energy Commission by:

James H. Hoff
James H. Hoff, Deputy Manager
Albuquerque Operations Office

NOV 13 1967

NAME:

TITLE:

DATE:

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. RA No. 4
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PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
CONTRACTOR The Dow Chemical Company	
CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **November 1, 1967**

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

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

Where (currently):

a = \$260.00	The values of "a" and "b" may be changed from time to time in accordance with Section G of Part II.
b = \$ 4.25	
x = Evaluation Points	

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

APPROVED FOR THE CONTRACTOR BY: Name: Lloyd M. Joshel Title: General Manager	DATE: OCT 23 1967
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: NAME James L. McCraw TITLE Deputy Manager	DATE: [REDACTED]

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO. RA No. 3,04
to Mod. ~~92~~

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective November 1, 1967.

- 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	SALARY RANGE MAXIMUM
C-100	Clerk 1	\$ 306	\$ 429
101	File Clerk 1		
102	Mail Clerk 1		
103	YOP Clerk 1		
C-110	Operator 1	306	429
111	Ozolid Operator 1		
C-200	Clerk 2	334	468
203	Administrative Clerk 2		
204	Reservation Clerk		
205	Classified Material Clerk		
206	Mail Clerk 2		
C-210	Operator 2	334	468
212	Keypunch Operator 2		
213	Switchboard Operator 2		
C-220	Stenographer	334	468

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

REIMBURSEMENT AUTHORIZATION NO. 3 —Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
C-300	Clerk 3	\$ 362	\$ 507
301	Accounting Clerk 3		
302	Purchasing Clerk 3		
C-310	Operator 3	362	507
311	Teletype Operator 3		
312	Keypunch Operator 3		
313	Switchboard Operator 3		
C-320	Junior Secretary	362	507
C-400	Clerk 4	392	549
401	Payroll Clerk 4		
C-410	Operator 4	392	549
411	Teletype Operator 4		
412	Reproduction Equipment Operator 4		
413	Keypunch Operator 4		
C-420	Secretary	392	549
C-500	Clerk 5	424	594
C-510	Operator 5	424	594
C-520	Senior Secretary	424	594
C-600	Clerk 6	461	646
601	Senior Clerk		
C-620	Administrative Secretary	461	646

Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 3 —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	Technician Trainee	\$ 431	\$ 604
T-110	Operator Trainee	431	604
111	Computer Operator Trainee		
T-120	Special Trainee	431	604
T-200	Technician C	467	654
201	Medical Technician		
T-210	Operator C	467	654
211	Computer Operator C		
T-220	Specialist C	467	654
227	Draftsman C		
228	Accountant C		
T-300	Technician B	507	711
301	Security Equipment Technician		
303	(R&D, Lab, and other "Technical") Technician B		
T-310	Operator B	507	711

[Signature]
 Approved for Atomic Energy Commission by:

NAME

TITLE

DATE

REIMBURSEMENT AUTHORIZATION NO. 3 —Continuation

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

JOB CODE	CLASSIFICATION	SALARY RANGE	
		MINIMUM	MAXIMUM
T-320	Specialist B	\$ 507	\$ 711
322	Dispatching Officer		
323	Production Control Scheduler		
324	Industrial Illustrator		
325	Industrial Photographer		
328	Nurse		
329	Draftsman B		
T-400	Technician A	551	772
T-410	Operator A	551	772
411	Computer Operator A		
412	Head Key punch Operator		
T-420	Specialist A	551	772
421	Junior Programmer		
422	Shipment Officer		
423	Senior Scheduler (Expediter)		
425	Head Clerk		
426	Confidential Secretary		
427	Draftsman A		
428	Head Nurse		
429	Summer ()		
T-500	Master Technician	599	840
501	(R&D, Lab, and other "Technical") Master Technician		
T-520	Specialist	599	840
521	Associate (Chemist, Physicist, Programmer, etc.)		
522	Master Locksmith		
523	Planner		
524	Senior Industrial Illustrator		
525	Senior Industrial Photographer		
526	Tool Designer		
527	Designer		
529	Summer ()		

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd M. Joshel
Name: Lloyd M. Joshel

Title: General Manager

SEP 18 1957

Approved for Atomic Energy Commission by:

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

Manager, REAC

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

NO.
R.A.# 2 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 September 7, 1967

1. In Paragraph 2., Section B., Part I, Appendix A:
 - a. Subparagraph e. is amended to read in its entirety as follows:

"e. Courses shall be by attendance at a Contractor approved school, college, university or similar institution (i) within commuting distance of the Rocky Flats Plant for those employees working at the Rocky Flats Plant, and (ii) within commuting distance of the South Albuquerque Works for those employees working in the SAW Reserved Section."
 - b. Subparagraph g. is amended to read in its entirety as follows:

"g. Employee does not receive educational assistance for the same course under any applicable veteran's benefit statute."
2. Paragraph 5., Section B., Part II, Appendix A is revised by deleting "(i) the supervising representative," and substituting "(i)" for "(ii)" and "(ii)" for "(iii)".
3. Paragraph 1., Section N., Part II, Appendix A is revised by inserting an asterisk following the words "Good Friday" and by adding the following at the end of the paragraph:

"*For those employees working in the SAW Reserved Section, Washington's Birthday may be substituted for Good Friday at the option of the Contractor."
4. A new Section BB. is added to Part II, Appendix A as follows:

"BB. Special Provisions Relating to the Employment by the Contractor for Work in the SAW Reserved Section of Individuals Theretofore Employed by ACF Industries, Inc. (hereinafter 'ACFI') at the Commission's South Albuquerque Works (such an individual being hereinafter referred to as a 'former ACFI employee').

 1. The Contractor shall not employ any former ACFI employee for work in the SAW Reserved Section unless the employee shall have

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: <i>[Signature]</i>	DATE SEP 15 1967
NAME	TITLE

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

resigned from his employment with ACFI to accept employment with the Contractor in the SAW Reserved Section and forfeited any right he may have had to receive separation or severance pay from ACFI. Prior to the employment of a former ACFI employee, the Contractor shall require the individual to furnish a copy of the resignation which he submitted to ACFI and shall verify with ACFI that the individual resigned and is not entitled to severance or separation pay from ACFI.

- 2. Except as expressly otherwise provided in this Paragraph 2., or elsewhere in this Appendix A, individuals employed by the Contractor in accordance with Paragraph 1. of this Section BB. shall be entitled to the same benefits granted new hires in the same classification.

a. Vacation Leave

Except as otherwise specified below, Section O., Part II shall not apply to such individuals. The following shall govern vacation leave and related considerations for such individuals:

- (1) (a) A former ACFI employee who has not reached his 1967 anniversary date prior to the effective date of his employment with the Contractor will be entitled during the period in 1967 he is employed by the Contractor to a vacation allowance computed by multiplying the number of days shown in the chart set forth in (d) below, based on the service years to be attained during 1967 and using total Dow and ACFI service or Dow service only, whichever provides the greater vacation allowance, by the ratio

Days in 1967 beginning with what
would have been his anniversary date
with ACFI in 1967 and ending
December 31, 1967

365

and rounding the product to the nearest half day.

On January 1, 1968, and on the first day of each subsequent calendar year, a vacation allowance will be credited to the employee based on the service years to be attained during such calendar year, as determined by the chart set forth in (d) below, using total Dow and ACFI service or Dow service

Approved for Atomic Energy Commission by:

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 2 —Continuation

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

only, whichever provides the greater vacation allowance.

- (b) A former ACFI employee who has reached his 1967 anniversary date prior to the effective date of his employment by the Contractor will be entitled to one day of vacation during the period in 1967 he is employed by the Contractor.

On January 1, 1968, a vacation allowance will be credited to the employee computed by multiplying the number of days shown in the chart set forth in (d) below, based on the service years to be attained during 1968 and using total Dow and ACFI service or Dow service only, whichever provides the greater vacation allowance, by the ratio

Days in 1968 beginning with what would
have been his anniversary date with ACFI
in 1968 and ending December 31, 1968
366

and rounding the product to the nearest half day.

On January 1, 1969, and on the first day of each subsequent calendar year, a vacation allowance will be credited to the employee based on the service years to be attained during such calendar year, as determined by the chart set forth in (d) below, using total Dow and ACFI service or Dow service only, whichever provides the greater vacation allowance.

- (c) Vacation allowances provided in 1967 in accordance with (1)(a) and (1)(b) may be carried over into calendar year 1968.

Key
Approved for Atomic Energy Commission by:

DATE: SEP 15 1967

NAME:

TITLE:

REIMBURSEMENT AUTHORIZATION NO. 2 —Continuation

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

(d) Vacation Chart

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

*Depends on month of hire: If January through April, 11 days
 If May through August, 9 days
 If September through December, 7 days

- (2) If an employee is discharged for cause or quits without giving at least five days' notice, no vacation pay will be allowed.
- (3) Effective July 1, 1968, former ACFI employees shall be entitled to all borrowing and carryover privileges as set forth in Paragraphs 3. and 6., Section O., Part II of this Appendix A.
- (4) The provisions of Paragraphs 8. and 9., Section O., Part II of this Appendix A shall apply to former ACFI employees.
- (5) Vacation allowances taken as time off under this Section BB. shall be considered hours worked for purposes of computing overtime.

b. Separation Pay

For purposes of computing separation pay allowances under Section T., Part II of this Appendix A for former ACFI employees and notwithstanding the provisions of Paragraph 4. of Section T., each year of continuous service by the

[Signature]
 Approved for Atomic Energy Commission by:

NAME: _____ TITLE: _____ DATE: _____

REIMBURSEMENT AUTHORIZATION NO. 2 —Continuation

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

individual under Contracts AT(29-1)-1323 and AT(29-1)-1352 shall be included as "service" as that term is used in Section T.

Notwithstanding the twelve weeks limitation in Paragraph 2. of said Section T., the number of weeks to be credited for purposes of computing the separation pay allowance for a former ACFI employee who becomes eligible for a separation pay allowance under the provisions of Section T., shall in no event be less than the number of weeks which the employee would have been entitled to have used in computing a severance pay allowance from ACFI had he been laid off by ACFI on the effective date of his resignation from ACFI to accept employment with the Contractor.

c. Training and Educational Assistance

ACFI service will be recognized for the service requirements of the Training and Educational Assistance programs of the Contractor.

d. Return Moves

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.

e. Dow Pension Plan

A former ACFI employee shall not be eligible to participate in the Dow Pension Plan provided for in Paragraph 2., Section B., Part VI, unless he shall subsequently be transferred to the Rocky Flats Plant, at which time he shall be eligible to participate in the Plan effective as of the date of his hire by the Contractor, if otherwise qualified to participate in the Plan.

3. Employment offers by the Contractor to former ACFI employees shall be in writing and, with respect to pension benefits, shall contain language furnished by the Commission.
4. Section Z., Part II, shall not apply to the former ACFI employees described in this Section BB.

Approved for Atomic Energy Commission by:

TITLE:

DATE:

REIMBURSEMENT AUTHORIZATION NO. 2 —Continuation

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

5. Paragraph 1, Section A., Part VI, is amended by inserting the words "or at the SAW Reserved Section" after the word "Plant" the first time it appears in the paragraph.

APPROVED FOR THE CONTRACTOR BY:

DATE:

Lloyd W. Joshel
Name:

General Manager
Title:

September 15, 1967

Approved for Atomic Energy Commission by:

NAME: *L. P. Glas*

TITLE: *Manager, AL*

DATE: *SEP 15 1967*

UNITED STATES ATOMIC ENERGY COMMISSION
REIMBURSEMENT AUTHORIZATION

No. *R.A. 7-1*
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 July 1, 1967.

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

"AA. Special Benefits for Certain Advanced Systems Group ("Model Shop") Employees

There shall be allowable under this contract costs incurred by the Contractor in providing the special benefits described in paragraphs 1. and 2. below to the five individuals, previously employed by ACF Industries, Incorporated, whom the Contractor hired on April 3, 1967 for work in the model shop at the Rocky Flats Plant.

1. Vacation Leave

Such employees may be granted vacation leave in accordance with Section Z., Paragraph 2., of this Part II.

2. Return-Move

The Contractor may honor a return-move agreement which any of such employees may have had with ACF Industries, Incorporated, in accordance with the employment agreement between the Contractor and such employee. Only those expenses actually incurred by an employee in accordance with such employment agreement are allowable hereunder."

APPROVED FOR THE CONTRACTOR BY:

Name: *Rondybohel*

Title: General Manager

Date: October 13, 1967

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME: *R. S. Sisk*

TITLE

DATE

OCT 13 1967