

Contract AT(29-1)-1106

- i. No automobile may be rented when a less expensive means of local transportation is available and practical (considering time, cost and other factors), when use of a Government-owned or Government-leased vehicle is available and practical, or when use of another Contractor-rented vehicle or employee vehicle is available and practical. Similarly, no employee may be authorized to use his own vehicle in performance of the contract work when less expensive means of transportation are available and practical.
- j. Without regard to the requirements of Section E. 1. c. above, cost of employees travel insurance while on official travel (not to exceed \$2.00 per trip) shall be allowable.

2. Official Travel in Performance of the Contract Work

- a. Allowable costs for local travel incurred in connection with the performance of work under this contract shall include and be limited to reasonable travel expenses.
- b. Allowable costs for other travel incurred in connection with the performance of work under this contract shall include and be limited to reasonable travel expenses

(including the expenses of commuting from the temporary place of abode to the place of work and return) and subsistence expenses.

- c. An employee will not be deemed on official travel within the meaning of this Section E. 2. if the expected duration of his assignment at the Rocky Flats Plant or the place of work exceeds 90 days.

3. Relocation Costs

Moving expenses within the continental United States may be paid to employees who are on field assignment, except as provided in Section C. 2. b. above, not to exceed the following:

- a. The reasonable cost of transporting household effects to a suitable location near the place of work under this Contract, including packaging, temporary storage not to exceed 30 days, insurance and unpacking charges.
- b. Reasonable travel expenses of the employee and his dependents from their place of residence to the work location.
- c. Reasonable subsistence expenses, including baby-sitting fees, for the employee and his dependents while en route and until suitable housing is obtained at the

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place of work. This allowance shall not continue beyond 10 days after the employee arrives at the place of work without the prior written approval of the Contracting Officer.

- d. Expenses incurred by the employee for cancellation of a lease for the housing he occupied as a residence at the location from which transferred; provided, that the lease cancellation cost shall not exceed three times the monthly rental.
- e. Travel costs and subsistence expenses incurred by the employee and his wife for one round trip to the work location to seek adequate housing. The duration of the trip shall not exceed five days.
- f. Reasonable costs of transportation of household effects, travel expenses and subsistence expenses of the employee and his dependents while en route returning to the location from which the employee was initially assigned to work under this contract or to another assignment providing the costs of such travel and relocation do not exceed those which would be incurred had the employee been relocated to the location from which he was initially assigned to work under this contract.

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*SCHEDULE I
PART A - SERIES RF
THE DOW CHEMICAL COMPANY
ROCKY FLATS PLANT

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

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

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

Where (currently): a = \$300.00
b = \$ 6.80
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>
S	15% above range maximum
G	100% of range
A**	70% of range

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

*Revised by R.A. No. 39, Mod. 112
Effective July 1, 1974

SCHEDULE I
 PART A - SERIES RF
 THE DOW CHEMICAL COMPANY
 ROCKY FLATS PLANT

CLASSIFICATION AND EVALUATION POINTS
 EXECUTIVE, ADMINISTRATIVE & PROFESSIONAL EMPLOYEES

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-395	Assistant General Manager for Operations	734
RF-130	Director of Research and Ecology	580
RF-260	Quality Manager	464
RF-394	Administration Manager	432
RF-399	Engineering and Construction Manager	432
RF-071	Fabrication Manager	432
RF-073	Product Manager	432
RF-392	Support Manager	407
RF-072	Chemical Operations Manager	407
RF-050	General Superintendent of Maintenance	377
*RF-235	Research Scientist	377
RF-131	Materials Technology Research Director	375
RF-339	Product and Health Physics Research Director	375
RF-155	Medical Director	362
RF-336	Process Chemistry Research Director	352
RF-257	Controller	349
RF-381	Construction Manager	349
RF-026	Product Engineering Manager	340
RF-157	Laboratory Services Director	339
RF-315	Management Systems Director	326
RF-250	Nuclear Safety Director	318
RF-402	General Attorney	315
RF-403	Engineering Design Manager	315
RF-156	Physician	315
RF-176	Production Line Services Manager	315
RF-135	Technical Expert	306
RF-234	Associate Scientist	304
RF-286	Safety & Loss Prevention Manager	304
RF-379	Shift Superintendent	304
RF-284	Employee Relations Manager	304

*Revised by R. A. #95 to Mod. 104
 Effective May 8, 1972

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-337	Planning Manager	295
RF-078	Metallurgical Operations Superintendent	285
RF-204	Quality Acceptance Manager	285
RF-238	Senior Research Manager	285
RF-396	Health Physics Specialist	284
RF-099	Production Control Manager	274
RF-147	NDT Manager	274
RF-174	Quality Control Manager	274
RF-249	Information Director	274
RF-253	Industrial Engineering Manager	274
RF-285	Labor Relations Manager	274
RF-327	Materials Manager	274
RF-406	Area C Utilities Manager	274
*RF-384	Construction Purchasing Manager	274
RF-354	(Plutonium or 444) Fabrication Superintendent	268
RF-119	Security Director	265
RF-332	AECOP Representative	265
RF-388	Superintendent of Maintenance Support	265
RF-022	Chief Auditor	264
RF-027	Engineering Group Manager	264
RF-149	Health Physics Operations Manager	264
RF-158	Plutonium Laboratory Director	264
RF-383	Summer () Specialist	258
RF-334	Program Manager	255
RF-374	Senior (Principal or Project) Engineer	248
RF-398	Technical Systems Manager	248
RF-391	Business Systems Manager	248
RF-290	Future Systems Manager	248
RF-237	Research Manager	247
RF-039	Employment Manager	246
RF-393	Equal Employment Opportunity Manager	246
RF-246	Budget Director	246
RF-408	Engineering and Construction Quality Assurance Manager	246
RF-245	Assistant Controller	246
RF-233	Sr. Research (Chemist, Physicist, Engineer, etc.)	241
*RF-380	Waste Management Manager	241

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-247	Data Processing Supervisor	239
RF-342	Control Systems Laboratory Manager	239
RF-328	Purchasing Manager	238
RF-346	Management Science Manager	238
RF-353	Fabrication 881 Superintendent	238
RF-079	Assistant Superintendent Chemical Operations	231
RF-095	Chief Tool Engineer	230
RF-273	Technical Information Supervisor	229
RF-275	(W. R., Special Orders, J-Line) Engineering Supervisor	229
RF-312	Research and Ecology Planning Manager	229
RF-269	Plant Power Engineer	229
RF-324	Principal Development Engineer	227
RF-270	Patent Officer	224
RF-043	Education Director	222
RF-397	Data Base Manager	222
RF-193	Standards Laboratory Director	222
RF-348	Numerical Control Systems Manager	222
RF-029	(Principal or Project) Engineer	215
RF-141	Engineering Supervisor	215
RF-150	Health Physics Electronics Manager	215
RF-161	() Laboratory Director	215
RF-182	Assembly Superintendent	215
RF-251	Radiation Dosimetry Manager	215
RF-255	Industrial Hygiene Manager	215
RF-256	NDT Operations Superintendent	215
RF-264	Technical Staff Assistant	215
RF-283	Salary Administration Manager	215
RF-325	Gage Control & Evaluation Supervisor	215
RF-349	Principal Systems Development Engineer	215
RF-366	Industrial Safety Manager	215
RF-372	Public Information Supervisor	215
*RF-252	Facilities Inspection Supervisor	215
RF-236	Research Leader	214
RF-232	Research (Chemist, Physicist, Engineer, etc.)	210
RF-227	Product Definition Supervisor	208
*RF-297	Senior Systems Engineer	208

*Revised by R.A. #85 to Mod. 104
Effective November 15, 1971

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-314	Senior Statistician	208
RF-376	Metallurgical Operations 707-776 Supervisor	208
*RF-409	Area A Utilities Manager	207
*RF-090	Area Utilities Superintendent	207
*RF-407	Industrial Psychologist	203
RF-002	Nuclear Materials Control Manager	201
RF-065	Building Services Superintendent	200
RF-066	Stores Superintendent	200
RF-136	Senior (Mgr., QA, NDT, Stds., Anal.) Engineer	198
RF-299	Industrial Engineering Group Supervisor	198
RF-075	Precision Shop Supervisor	195
RF-121	Plant Protection Superintendent	195
RF-218	Building Maintenance Superintendent	193
RF-229	Nondestructive Testing Supervisor	193
RF-274	Employee Benefits Manager	193
RF-300	Purchasing Supervisor	193
RF-316	Quality (Engineering, Assurance) Supervisor	193
RF-356	Senior Program Planning Engineer	193
RF-377	PC (707-776 or 707-777) Supervisor	193
RF-151	Health Physics Group Leader	186
RF-162	Laboratory Group Leader	186
RF-301	Contract Specialist	186
RF-311	Criticality Liaison Supervisor	186
RF-335	Labor Relations Administrator	186
RF-350	R&D Planning Engineer	186
*RF-296	() Engineer	182
*RF-404	Construction Purchasing Coordinator	181
RF-018	Cost Accounting Supervisor	181
RF-023	Senior Auditor	181
RF-030	Senior () Engineer	181
RF-054	Maintenance Support Specialist	181
RF-083	General Foreman	181
RF-096	Lead Tool Engineer	181
RF-108	Traffic Manager	181
RF-112	Inspection Supervisor	181
RF-188	Shift Supervisor	181

*Revised by R.A. #85 to Mod. 104
 Effective November 15, 1971

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-205	Technical Writing Supervisor	181
RF-254	() Staff Assistant	181
RF-263	Metallurgical Operations (444-881 or 883) Supervisor	181
RF-271	Equipment Program Administrator	181
RF-282	PC (444-881) Supervisor	181
RF-308	Waste Treatment Supervisor	181
RF-340	Production Line Services Supervisor	181
RF-360	Senior Fire Protection Engineer	181
RF-361	Records Manager	181
RF-363	General Accounting Supervisor	181
RF-371	Senior Quality Control Engineer	181
RF-375	Associate Research (Chemist, Physicist, Engineer, etc.)	181
RF-389	Statistician	181
RF-400	Construction Coordinator	181
RF-021	Paymaster	180
RF-378	Industrial Waste Supervisor	177
RF-368	Area B Utilities Manager	175
RF-145	Technical Editor	172
RF-303	Technical Information Specialist	171
RF-370	Senior Systems Programmer	171
RF-320	Building Utilities Engineer	168
RF-153	Health Physics Unit Leader	166
RF-387	Project Buyer	163
*RF-401	(Technical, Master) Foreman	163
RF-146	Waste Disposal Supervisor	162
RF-330	Planning Supervisor	159
RF-007	Machine Operations Supervisor	158
RF-031	Advanced () Engineer	158
RF-040	Technical Employment Officer	158
RF-042	Senior Safety Engineer	158
RF-047	Senior Salary Analyst	158
RF-097	Senior Tool Engineer	158
RF-101	Advanced Quality Control Engineer	158
RF-137	Advanced (QA, NDT, Stds.) Engineer	158
RF-165	Analytical Specialist	158
RF-166	Editor	158

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-358	Manufacturing Operations Training Coordinator	158
*RF-167	Emergency Planning and Communications Supervisor	158
RF-172	Senior Buyer	158
RF-177	Photography Supervisor	158
RF-192	Lead Analytical Chemist	158
RF-200	() Analyst	158
RF-214	Senior Education Specialist	158
RF-221	Labor Relations Coordinator	158
RF-225	Program Planning Engineer	158
RF-231	Senior (Chemist, Physicist, Engineer, etc.)	158
RF-262	Maintenance Administrative Services Supervisor	158
RF-272	Senior Construction Inspector	158
RF-288	Senior Programmer	158
RF-293	Assistant Manager, Nuclear Materials Control	158
RF-317	Security Specialist	158
RF-319	Custodial Services Supervisor	158
RF-326	Equal Employment Opportunity Coordinator	158
RF-331	Metrology Leader	158
RF-362	Document Control Supervisor	158
RF-163	Nondestructive Testing Leader	154
RF-060	Building () Maintenance Supervisor	153
RF-223	Senior Budget Analyst	153
RF-294	Senior Accountant	153
RF-322	Library Supervisor	153
RF-011	Nuclear Materials Control Analyst	145
RF-024	Auditor	145
RF-199	Lead Property Accountant	145
RF-338	Technical Security Specialist	145
RF-344	Senior Forms Analyst	145
RF-369	Systems Programmer	145
*RF-411	Tooling Liaison Specialist	145
RF-125	Fire Chief	144
RF-091	Area Utilities Supervisor	143
*RF-085	(Journeyman) Foreman	143
RF-329	Traffic Specialist	138
*RF-126	Guard Captain	137

*Revised by R. A. #95 to Mod. 104
Effective May 8, 1972

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-139	Senior Development Specialist	136
RF-219	Senior Designer	136
RF-292	Senior Technical Artist	136
RF-359	Sr. Prototype Fabrication Specialist	136
RF-049	Construction Inspector	134
RF-124	Access Control Supervisor	134
RF-187	Tooling Coordinator	134
RF-222	Budget Analyst	134
RF-241	Fire Marshal	134
RF-345	Trucking & Labor Services Supervisor	134
RF-333	Production Control Leader	134
RF-019	Cost Accountant	131
RF-122	Printing Plant Supervisor	131
RF-032	() Engineer	130
RF-098	Tool Engineer	130
RF-100	Quality Control Engineer	130
RF-103	Personnel, Equipment & Records Administrator	130
RF-107	Buyer	130
RF-113	Technical Writer-Editor	130
RF-138	(NDT, QA, Stds.) Engineer	130
RF-164	Analytical ()	130
RF-168	Salary Analyst	130
RF-198	Senior Employment Specialist	130
*RF-213	Labor Relations Specialist	130
RF-215	Education Specialist	130
RF-230	Chemist, Physicist, Engineer, etc.	130
RF-244	Security Officer	130
RF-298	Records Analyst	130
RF-309	Public Relations Specialist	130
RF-318	Apprentice Coordinator	130
RF-321	Special Librarian	130
*RF-086	(Semi-skilled) Foreman	130
RF-341	Employee Benefits Specialist	130
RF-352	Safety Engineer	130
*RF-405	Programmer - Analyst	130
RF-110	(PC or Fab.) Coordinator	127
RF-190	Material Control Supervisor	127
RF-357	Program Planning Coordinator	127

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-373	Laundry Supervisor	126
RF-382	Procedures Analyst	123
RF-302	Fire Captain	121
RF-045	Employment Specialist	117
RF-118	Senior Technical Writer	117
RF-127	(Guard, Fire) Lieutenant	117
RF-087	(Unskilled) Foreman	117
RF-277	Key Punch Operations Supervisor	116
RF-410	Purchasing Support Supervisor	108
RF-310	Communications Specialist	105

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

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

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

Where (currently): a = \$315.00
 *b = \$ 5.35
 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.

SCHEDULE I
 *PART B - SERIES C
 DOW CHEMICAL U.S.A.
 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	\$ 378	\$ 530
101	File Clerk 1		
102	Mail Clerk 1		
103	YOP Clerk 1		
104	Clerical Trainee		
C-110	() Operator 1	\$ 378	\$ 530
C-200	() Clerk 2	\$ 413	\$ 579
201	File Clerk 2		
202	Mail Clerk 2		
C-210	() Operator 2	\$ 413	\$ 579
211	Teletype Operator 2		
212	Keypunch Operator 2		
213	Switchboard Operator 2		
C-220	Stenographer	\$ 413	\$ 579
C-300	() Clerk 3	\$ 453	\$ 635
301	Accounting Clerk 3		
302	Mail Clerk 3		
C-310	() Operator 3	\$ 453	\$ 635
311	Teletype Operator 3		
312	Keypunch Operator 3		
313	Switchboard Operator 3		

*Revised by R.A. #97, Mod. 104
 Effective October 1, 1971

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<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
C-320	Junior Secretary	\$ 453	\$ 635
C-400	() Clerk 4	\$ 497	\$ 697
401	Payroll Clerk 4		
403	Order Services Clerk 4		
C-410	() Operator 4	\$ 497	\$ 697
411	Teletype Operator 4		
412	Keypunch Operator 4		
413	Switchboard Operator 4		
C-420	Secretary	\$ 497	\$ 697
C-500	() Clerk 5	\$ 536	\$ 750
501	Payroll Clerk 5		
C-510	() Operator 5	\$ 536	\$ 750
C-520	Senior Secretary	\$ 536	\$ 750
C-600	() Clerk 6	\$ 580	\$ 812
601	Senior () Clerk 6		
C-620	Administrative Secretary	\$ 580	\$ 812

Contract AT(29-1)-1106

SCHEDULE I
*PART B - SERIES T
DOW CHEMICAL U.S.A.
ROCKY FLATS PLANT
CONTRACT NO. AT(29-1)-1106

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

<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
T-100	() Technical Trainee	\$ 497	\$ 697
T-120	() Trainee	\$ 497	\$ 697
131	(Co-op) Trainee		
135	Computer Operator Trainee		
T-200	() Technician C	\$ 544	\$ 762
T-220	() Specialist C	\$ 544	\$ 762
227	Data Analyst C		
228	Accountant C		
229	Junior Draftsman		
235	Computer Operator C		
T-300	() Technician B	\$ 596	\$ 836
T-320	() Specialist B	\$ 596	\$ 836
321	Nurse		
322	Dispatching Officer		
323	(PC, Metallurgical, or Chemical Operations) Scheduler		
324	Industrial Illustrator		
325	Industrial Photographer		
327	Data Analyst B		
328	Accountant B		
329	Draftsman		
331	(Co-op or Summer) ()		
335	Computer Operator B		

*Revised by R.A. #97, Mod. 104 - 10 -

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Schedule
App

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<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
T-400	() Technician A	\$ 654	\$ 916
T-411	Head Keypunch Operator	\$ 654	\$ 916
T-420	() Specialist A	\$ 654	\$ 916
421	Head Nurse		
422	Shipment Officer		
423	PC Senior Scheduler		
424	Junior Programmer		
425	Head () Clerk		
426	Confidential Secretary		
427	Data Analyst A		
428	Accountant A		
429	Senior Draftsman		
432	Engineering Analyst A		
435	Computer Operator A		
T-500	() Master Technician	\$ 751	\$ 1,053
T-520	() Specialist	\$ 751	\$ 1,053
521	Associate ()		
522	Master Locksmith		
523	Planner		
524	Senior Industrial Illustrator		
525	Senior Industrial Photographer		
526	Tool Designer		
527	Master Data Analyst		
529	Designer		
531	(Co-op or Summer) ()		
532	Lead Industrial Illustrator		
533	Executive Secretary		
535	Computer Operator		
539	Forms Analyst		
541	Technical Writer		
542	Engineering Specialist		
T-600	() Development Specialist	\$ 822	\$ 1,152

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<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
T-620	Advanced () Specialist	\$ 822	\$ 1,152
621	Associate () Engineer		
626	Tool Engineer		
629	Advanced Designer		
631	Nuclear Materials Control Accountant		
642	Computer Analyst Engineer		

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	10% above range maximum
2	Range Maximum
3**	80% of range
4	60% of range
5***	60% of range

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

***Not eligible for salary increases

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Contract AT(29-1)-1106

*SCHEDULE II

LABOR AGREEMENT

Agreement between the Dow Chemical Company, Rocky Flats Division and Local 15440, International Union of District 50, Allied & Technical Workers of the U. S. and Canada, effective June 30, 1968, including amendments thereto, if any, identified in Part III, Section B. of Appendix A.

*Revised by R. A. 102, Mod. 104
Effective July 1, 1972

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Appendix A
Schedule II

SCHEDULE II
LABOR AGREEMENT

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

* Revise wages in Exhibit A of Labor Agreement as follows:

Effective 11:45 PM June 30, 1968

Assembler	3.33 (10)	3.43 (13)	3.53
Handyman		2.95 (8)	3.05
* Inspector		3.75 (10)	3.85
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
* Tool Grinder		3.75 (10)	3.85
Toolmaker		4.04 (10)	4.14

Toolmaker Apprenctice:

<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 July 3, 1968

Production Welder	3.75 (10)	3.85
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* Revised by R. A. No. 54 to Mod. 104
Effective as indicated

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

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 August 6, 1968

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

Effective 11:45 PM 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
* Inspector		3.98 (10)	4.08
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
* Painter (applies only to those employees entering this classification on or after June 30, 1969)		3.67 (10)	3.77
Production Welder		3.94 (10)	4.04
Toolmaker		4.26 (10)	4.36
Service Lab Technician	\$3.23 per progression schedule		4.21
Tool & Gage Inspector & Standardizer		4.29 (10)	4.39
* Tool Grinder		3.98 (10)	4.08
Stationary Operating Engineer		4.03 (10)	4.13

*Revised by R. A. 54 to Mod. 104
Effective as indicated

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Effective April 30, 1970

Air Filter Technician (new classification)

\$3.50 (10) \$3.60

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

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

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

*Waste Handler

\$3.46 (10) \$3.56

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

*Waste Handler

\$3.68 (10) \$3.78

*Revised by R.A. 78 to Mod. 104
Effective as indicated

SPAIN

SCHEDULE IIA

() -- indicates number of weeks between rate steps.

<u>CLASSIFICATIONS</u>	<u>BASE RATES</u>			
Air Filter Technician			3.73 (10)	3.83
Assembler	3.81	(10)	3.91 (13)	4.01
Auto Mechanic			4.11 (10)	4.21
Bio-Assay Technician			3.44 per progression schedule	4.40
**Bio-Assay Technician			3.44 per progression schedule	4.30
Cable Fabricator			3.46 (10)	3.56
Carpenter			4.11 (10)	4.21
*Chemical Process Operator			3.73 per progression schedule	4.58
Clerk			3.55 (10)	3.65
Clerk Packer			3.55 (10)	3.65
Counting Technician			3.39 (10)	3.49
Decontamination Worker			3.62 (10)	3.72
Dispatcher			3.62 (10)	3.72
Electrician			4.30 (10)	4.40
Electrician Technician	4.33	(26)	4.38 (26)	4.48
Electronics Technician	4.43	(26)	4.48 (26)	4.58

*Revised by R.A. No. 98 to Mod. 104
 Effective 11:45 p.m., June 18, 1972



CLASSIFICATIONS

BASE RATES

Equipment Operator	3.89	(10)	3.99	(13)	4.09
**Equipment Operator	3.63	(10)	3.73	(13)	3.83
Experimental Operator			4.48	(10)	4.58
Glassworker			4.38	(10)	4.48
Handyman			3.31	(8)	3.41
Heavy Equipment Operator			4.11	(10)	4.21
**Heavy Equipment Operator			3.91	(10)	4.01
Hydraulic Press Operator			4.11	(10)	4.21
Inspector			4.30	(10)	4.40
Instrument Processman					4.67
Instrument Repairman			4.30	(10)	4.40
Instrument Technician	4.52	(26)	4.57	(26)	4.67
Janitor			3.07	(4)	3.17
Journeyman Machinist			4.30	(10)	4.40
Journeyman Maintenance Machinist			4.30	(10)	4.40
Laborer			3.13	(4)	3.23
Laundry Machine Man			3.55	(10)	3.65
**Laundry Machine Man			3.38	(10)	3.48
Lineman			4.35	(10)	4.45
**Lineman			4.30	(10)	4.40
Lubrication Man			3.56	(10)	3.66
Master Glassworker			4.57	(10)	4.67
Material Analyst	3.81	(10)	3.91	(13)	4.01
*Metallurgical Process Operator	3.73	per progression schedule			4.58
Metrology Technician			4.30	(10)	4.40
NDT Technician	3.44	per progression schedule			4.40
**NDT Technician	3.44	per progression schedule			4.30
Painter			4.11	(10)	4.21
**Painter			3.91	(10)	4.01
Parts & Tool Attendant			3.73	(10)	3.83
**Parts & Tool Attendant			3.55	(10)	3.65
Personnel Meters Technician			3.55	(10)	3.65
Pipefitter			4.30	(10)	4.40
Power Tool Operator			3.38	(10)	3.48
Production Records Clerk			3.62	(10)	3.72

CLASSIFICATIONS

BASE RATES

Production Welder	4.20 (10)	4.30
Rolling Mill Operator	4.20 (10)	4.30
Senior Radiation Monitor	3.44 per progression schedule	4.21
Service Attendant	3.31 (10)	3.41
Service Laboratory Technician	3.44 per progression schedule	4.48
Sheetmetal Worker	4.30 (10)	4.40
Shop Clerk	3.62 (10)	3.72
Sorter Sewer	3.22 (10)	3.32
Stationary Operating Engineer	4.30 (10)	4.40
Stock Clerk I	3.73 (10)	3.83
Stock Clerk II	3.55 (10)	3.65
Tool Crib Attendant	3.39 (10)	3.49
TGIS	4.57 (10)	4.67
Tool Grinder	4.30 (10)	4.40
Toolmaker	4.57 (10)	4.67
Vehicle Driver	3.46 (10)	3.56
Washer	3.22 (10)	3.32
**Washer	3.39 (10)	3.49
Welding Machine Operator	3.82 (10)	3.92

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

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

Revised by R. A. No. 60 to Mod. 104
 Effective 11:45 p.m., June 28, 1970

Schedule II
 Appendix A

***JOURNEYMAN APPRENTICE WAGE SCHEDULES**

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

<u>PERIOD</u>	<u>PERCENT OF JOB RATE</u>	<u>RATE</u>
1st 6 months	76%	\$3.64
2nd 6 months	79%	3.78
3rd 6 months	82%	3.93
4th 6 months	85%	4.07
5th 6 months	90%	4.31
6th 6 months	95%	4.55

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

<u>PERIOD</u>	<u>PERCENT OF JOB RATE</u>	<u>RATE</u>
1st 6 months	76%	\$3.70
2nd 6 months	79%	3.85
3rd 6 months	82%	3.99
4th 6 months	85%	4.14
5th 6 months	90%	4.38
6th 6 months	95%	4.63

*Revised by R. A. No. 93 to Mod. 104
Effective 11:45 p.m., March 10, 1972

Contract AT(29-1)-1106

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

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

Apprentice:

<u>PERIOD</u>	<u>PERCENT OF JOB RATE</u>	<u>RATE</u>
1st 6 months	70%	\$3.01
2nd 6 months	73%	3.14
3rd 6 months	76%	3.27
4th 6 months	80%	3.44
5th 6 months	85%	3.66
6th 6 months	95%	4.09

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

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

<u>PERIOD</u>	<u>PERCENT OF JOB RATE</u>	<u>RATE</u>
1st 6 months	Machinist Job Rates	\$4.40
2nd 6 months		4.46
3rd 6 months		4.53
4th 6 months		4.60

Effective 11:45 p.m., January 3, 1972

The following wage schedule applies to the three-year Machinist Trainee

(Fabrication):

<u>PERIOD</u>	<u>PERCENT OF JOB RATE</u>	<u>RATE</u>
1st 6 months	75%	\$3.59
2nd 6 months	79%	3.78
3rd 6 months	83%	3.98
4th 6 months	87%	4.17
5th 6 months	91%	4.36
6th 6 months	95%	4.55

Revised by R. A. No. 93 to Mod. 104
Effective 11:45 p.m., March 10, 1972

Schedule IIA
Appendix A

Contract AT(29-1)-1106

Effective 11:45 p.m., January 3, 1972

* The following wage schedule applies to the three-year Machinist Trainee

(Fabrication):

<u>PERIOD</u>	<u>PERCENT OF JOB RATE</u>	<u>RATE</u>
1st 6 months	75 %	\$3.59
2nd 6 months	79 %	3.78
3rd 6 months	83 %	3.98
4th 6 months	87 %	4.17
5th 6 months	91 %	4.36
6th 6 months	95 %	4.55

* Revised by R.A. No. 90 to Mod. 104
Effective as indicated above

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Schedule IIA

* SCHEDULE III

OVER TIME CHART

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

*Revised by R. A. #92, Mod. 104
Effective April 24, 1972



Contract AT(29-1)-1106

* SCHEDULE IV

RETIREMENT PLANS

Supplementary Retirement Plan, booklet
dated September 1, 1968

The Dow Chemical Company Rocky Flats Division
Salaried Employees Supplementary Retirement Plan,
dated July 1, 1970

Group Annuity Contract No. 880
issued to the
Contractor by the
Metropolitan Life Insurance Company
effective July 1, 1970

The Dow Chemical Company Rocky Flats Division
Salaried Employees' Retirement Plan

Contract AT(29-1)-1106

*SCHEDULE V

LABOR AGREEMENT

Agreement between the Dow Chemical Company, Rocky Flats Division
and International Guards Union of America, Local No. 64, effective
January 4, 1972, including amendments thereto, if any, identified in
Part III, Section C. of Appendix A.

*Revised by R. A. No. 102, Mod. 104
Effective July 1, 1972

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Appendix A
Schedule V

Contract AT(29-1)-1106

* SCHEDULE V
LABOR AGREEMENT

BETWEEN

THE DOW CHEMICAL COMPANY

Rocky Flats Division

and

Local No. 64

INTERNATIONAL GUARDS UNION OF AMERICA

Effective

January 4, 1972

*Revised by R.A. No. 88 to Mod. 104
Effective January 4, 1972 - 15 -

Appendix A
Schedule V

SWANSON

Contract AT(29-1)-1106

*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

*Revised by R. A. No. 6 to Mod. 104
Effective December 1, 1967 - 16 -

Schedule VI
Appendix A

* SCHEDULE VI
GROUP INSURANCE

1. Active Salaried Employees Group Insurance Contribution

Salary Class

Employees with basic annual salaries of:

Less than \$3,500
\$ 3,500 but less than \$ 4,500
\$ 4,500 but less than \$ 5,500
\$ 5,500 but less than \$ 6,500
\$ 6,500 but less than \$ 7,500
\$ 7,500 but less than \$ 8,500
\$ 8,500 but less than \$ 9,500
\$ 9,500 but less than \$10,500
\$10,500 but less than \$13,000
\$13,000 but less than \$15,000
\$15,000 but less than \$17,000
\$17,000 but less than \$19,000
\$19,000 but less than \$21,000
\$21,000 but less than \$23,000
\$23,000 but less than \$25,000
\$25,000 but less than \$27,000

<u>Active Employee</u>	
<u>Contribution/week</u>	
<u>Empl.</u>	<u>Empl. &</u>
	<u>Dependent</u>

\$1.05	\$2.30
1.45	2.70
1.68	2.93
1.90	3.15
2.13	3.38
2.55	3.80
2.80	4.05
3.05	4.30
3.46	4.71
4.20	5.45
4.65	5.90
5.10	6.35
5.55	6.80
6.55	7.80
7.05	8.30
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.

* 2. Active Hourly Employees Group Insurance Contributions

		<u>Weekly Employee Cost</u>	
		<u>Employee</u>	<u>Employee &</u>
		<u>Ins. Only</u>	<u>Dependent</u>
<u>Group Insurance Contributions with</u>			
<u>Blue Cross/Blue Shield Preferred 90</u>			
Basic Annual Earnings of:			
<u>Effective August 1, 1971</u>			
Class 1	Less than \$5, 500	\$1. 52	\$3. 30
Class 2	\$5, 500 but less than \$6, 500	2. 12	3. 90
Class 3	\$6, 500 and over	2. 32	4. 10
<u>Effective October 1, 1972</u>			
Class 1	Less than \$5, 500	\$1. 65	\$3. 65
Class 2	\$5, 500 but less than \$6, 500	2. 25	4. 25
Class 3	\$6, 500 and over	2. 45	4. 45
<u>Group Insurance Contributions with</u>			
<u>Blue Cross/Blue Shield Preferred 120</u>			
Basic Annual Earnings of:			
<u>Effective April 1, 1972</u>			
Class 1	Less than \$5, 500	\$1. 78	\$4. 04
Class 2	\$5, 500 but less than \$6, 500	2. 38	4. 64
Class 3	\$6, 500 and over	2. 58	4. 84

2. Active Hourly Employees Group Insurance Contributions

<u>Weekly Employee Cost</u>	
<u>Employee</u>	<u>Employee &</u>
<u>Ins. Only</u>	<u>Dependent</u>

Basic Annual Earnings of:

Effective October 1, 1972

Class 1	Less than \$5,500	\$1.96	\$4.51
Class 2	\$5,500 but less than \$6,500	2.56	5.11
Class 3	\$6,500 and over	2.76	5.31

Contract AT(29-1)-1106

*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

*Revised by R. A. No. 6 to Mod. 104

Effective December 1, 1967

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Schedule VII
Appendix A

* SCHEDULE VIII

GROUP INSURANCE

1. Active Salaried Employees Group Insurance Contribution

Salary Class

Employees with basic annual salaries of:

Less than \$3,500
 \$ 3,500 but less than \$ 4,500
 \$ 4,500 but less than \$ 5,500
 \$ 5,500 but less than \$ 6,500
 \$ 6,500 but less than \$ 7,500
 \$ 7,500 but less than \$ 8,500
 \$ 8,500 but less than \$ 9,500
 \$ 9,500 but less than \$10,500
 \$10,500 but less than \$13,000
 \$13,000 but less than \$15,000
 \$15,000 but less than \$17,000
 \$17,000 but less than \$19,000
 \$19,000 but less than \$21,000
 \$21,000 but less than \$23,000
 \$23,000 but less than \$25,000
 \$25,000 but less than \$27,000

Active Employee
Contribution/week
Empl. Empl. &
 Dependent

\$1.05	\$2.30
1.45	2.70
1.68	2.93
1.90	3.15
2.13	3.38
2.55	3.80
2.80	4.05
3.05	4.30
3.46	4.71
4.20	5.45
4.65	5.90
5.10	6.35
5.55	6.80
6.55	7.80
7.05	8.30
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.

2. Active Hourly Employees Group Insurance Contributions

Basic Annual Earnings of:		<u>Weekly Employee Contributions</u>	
		<u>Employee Ins. Only</u>	<u>Employee and Dependents</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

APPENDIX B
Contract AT(29-1)-1106
Modification No. 104

SCOPE OF WORK

The work to be performed by the Contractor under this contract shall consist of the activities described below. It is the prime objective of this contract to have a production plant managed and operated by the Contractor and so organized, staffed, equipped, and maintained as to efficiently perform manufacturing operations, including supporting research and development, to produce components, assemblies, and products whose major constituents are plutonium, uranium, and such other materials as are required for completed components and assemblies, in such quantities and in conformance with such product specifications as the Commission may specify in writing from time to time. The Commission expressly agrees to furnish the plutonium and uranium in sufficient amounts and of appropriate type and quality necessary for operations and reserves the right to furnish any other materials for such operations. The Contractor shall not be obligated to utilize any material furnished by the Commission if in the judgment of the Contractor use of the material would constitute an unreasonable hazard to health and safety. The phrase "supporting research and development" means such research and development as may be necessary to assure the Contractor's ability to meet design

specifications on approved and anticipated production assignments.

1. PRODUCTION

The Contractor shall undertake all production activities necessary or incidental to the carrying out of the objective set forth above, including such services and functions as technical services (including analytical laboratory and library service), engineering, process development, procurement, accounting, budgeting, health physics, safety, cafeteria operation, fire protection, plant security, armed guard service (including assistance to Commission representatives in transporting classified materials to and from the plant and protecting such materials while in transit), maintenance, property management, and other related services and functions as are necessary to properly operate and maintain an industrial plant. The services and functions mentioned above shall include: the preparation of operating procedures; making studies and preparing preliminary drawings and cost estimates for proposed plant modifications and additions; and engineering consulting and related services for plant construction activities.

2. QUALITY CONTROL

The Contractor shall maintain an effective Quality Control System with the objective of insuring that its products meet design agency

specifications at maximum efficiency and minimum unit cost.

The Contractor's Quality Control System shall be satisfactory to the Commission. Concurrent with the submission of materiel to the Commission for acceptance, the Contractor shall certify in writing that such materiel meets the requirements of applicable drawings, specifications, and written instructions.

3. SYSTEM PRODUCTION CONTROL

Since the Rocky Flats Plant is a unit in a closely integrated production system, the Contractor shall provide adequately, in accordance with Commission programming procedures, for:

- a. preparing and issuing Interproject Schedules based on directives received through the Contracting Officer;
- b. reporting development and production progress and problems to the Commission;
- c. coordinating with other facilities in solution of problems for the purpose of insuring adherence to time scales and attainment of program objectives;
- d. exchanging production control information on a day-to-day basis with the Commission and other Commission contractors;
and
- e. participating in the preparation of the Master Nuclear Schedule.

4. ASSEMBLY, MANUALS AND RECORDS

In accordance with standards and procedures prescribed or approved by the Commission, the Contractor shall assemble parts fabricated by the Contractor or others. This activity shall include: preparing assembly and inspection manuals; maintaining various inventory records of nuclear and special material in a manner acceptable to the Commission; maintaining records on nuclear assemblies and inventories thereof; undertaking minor technical development projects related to inspection and surveillance as requested by the Commission.

5. RESEARCH AND DEVELOPMENT WORK

The Contractor shall, concurrently with its production activities hereunder, carry on research and development work which shall include the following areas:

- a. The improvement of current production methods and processes in the interest of increased production, better products, and lower costs.
- b. The investigation of new and improved methods and processes of producing parts and products.
- c. Miscellaneous research projects not directly related to a. and b. above.

The scope and costs of the research and development work shall be

subject to the prior approval of the Commission and to annual review. The Contractor shall provide periodic reports as required by the Commission.

6. WEAPON ENGINEERING

The Contractor shall perform product design functions for nuclear components originated by the Los Alamos and Livermore research groups. In discharging these responsibilities, the Contractor shall utilize weapon information, data and criteria furnished by these groups and design components suitable for quantity production. Some of the Contractor's responsibilities under this Section 6. shall be to cooperate with Commission representatives and other Commission contractors in establishing preferred designs and specifications for components, and related equipment such as shipping containers, which will be compatible to the extent practicable with the current capabilities of all Commission-owned production facilities; to make, or have made, tests on components; to establish manufacturing tolerances; to design and maintain master inspection gauges; to prepare and distribute production drawings and specifications; to serve as consultants to other Commission production contractors; and to keep other Commission production contractors and Commission design agencies timely informed of manufacturing processes,

pertinent factors affecting processes, and significant changes thereto.

7. DEVELOPMENT SUPPORT

The Contractor shall furnish such development support to the weapon design laboratories, on a cash basis, as may be requested from time to time by the laboratories, within general limits of volume and type agreed upon annually between the Contractor and the laboratories consistent with Specific Plant Missions policy.

8. CIVILIAN APPLICATION PROGRAM

The Contractor shall cooperate with the Commission as requested in its program for furthering the civilian application of nuclear energy. It is understood that the scope of this activity will not require additional plant or personnel beyond that required for the contract work described above.

9. RADIOLOGICAL INCIDENT ASSISTANCE

In the event of a radiological incident, and as requested by the Commission, the Contractor shall direct such of its Plant medical, monitoring and related personnel, as is agreed to from time to time by the parties, to serve as participants in the Commission's radiological assistance plan. While serving as participants in the Commission's radiological assistance plan such personnel shall be

under the direction of the Commission and may be utilized at such off-site locations as may be required. Whenever the Contractor's capability for making available such personnel shall become reduced as a result of travel, sickness or other absence, or in the event the Contractor determines that the presence at the Plant of any such personnel is necessary for the minimal effective operation of the Plant or that the absence of any such personnel from the Plant will unduly jeopardize the safety of the remaining Plant personnel, the Contractor shall promptly so notify the Commission of its reduced capability and the anticipated duration thereof. Similarly the Contractor shall advise the Commission whenever the Contractor's capability hereunder increases.

10. TRANSHIPMENT OF CLASSIFIED MATERIAL

The Contractor shall unload, store, load, and monitor AEC couriered material which may from time to time be transhipped from a Commission consignor through the Plant to a Commission consignee.

APPENDIX C
TO
MODIFICATION NO. 104 TO
CONTRACT AT(29-1)-1106

THE DOW CHEMICAL COMPANY
SPECIAL BANK ACCOUNT AGREEMENT

Agreement entered into this _____ day of _____,
196___, between THE UNITED STATES OF AMERICA (hereinafter
called the "Government"), represented herein by the UNITED STATES
ATOMIC ENERGY COMMISSION (hereinafter referred to as the "Com-
mission"), THE DOW CHEMICAL COMPANY (hereinafter called the
"Contractor"), a corporation under the laws of the State of Delaware,
and _____ (hereinafter called
the "Bank"), a banking corporation under the laws of the State of
_____, located at _____.

Recitals

1. Under date of _____, 196___, the
Commission and the Contractor entered into Contract AT(29-1)-1106
or a Supplemental Agreement thereto, providing for the making
of advances of Government funds to the Contractor. Copy of such
advance provisions has been furnished to the Bank.
2. The Commission requires that amounts advanced to the Contractor
under said contract or Supplemental Agreement be deposited in a
Special Bank Account or accounts with a bank designated by the

Treasury Department as a depository and financial agent of the Government (Section 10 of the Act of June 11, 1942, 56 Stat. 356; 12 U.S.C. 265), separate from any of the Contractor's general or other funds; and, the Bank being such a bank, the parties are agreeable to so depositing said amounts with the Bank.

3. This Special Bank Account shall be designated:

"The Dow Chemical Company, Contract AT(29-1)-1106,
United States Atomic Energy Commission Special Bank
Account."

Covenants

In consideration of the foregoing, and for other good and valuable considerations, it is agreed that:

1. The Government shall have title to the credit balance in said account to secure the return of all advances made to the Contractor, which title shall be superior to any lien or claim of the Bank or others with respect to such account.
2. The Bank will be bound by the provisions of said contract relating to the deposit and withdrawal of funds in the above Special Bank Account, but shall not be responsible for the application of funds properly withdrawn from said account.

After receipt by the Bank of written directions from the

Contracting Officer, or from the duly authorized representative of the Contracting Officer or the Manager of the Albuquerque Operations of the Commission, the Bank shall act thereon and shall be under no liability to any party hereto for any action taken in accordance with the said written directions.

3. The Government, or its authorized representatives, shall have access to the books and records maintained by the Bank with respect to such Special Bank Account at all reasonable times and for all reasonable purposes, including, without limitation, the inspection or copying of such books and records and any and all memoranda, checks, correspondence or documents appertaining thereto. Except as agreed upon by the Government and the Bank, all books and records pertaining to the Special Bank Account in the possession of the Bank relating to the Special Bank Account Agreement shall be preserved by the Bank for a period of three (3) years after final payment under the contract to which the Special Bank Account Agreement pertains or otherwise disposed of in such manner as may be agreed upon by the Government and the Bank.

Contract AT(29-1)-1106

4. In the event of the service of any writ of attachment, levy of execution, or commencement of garnishment proceedings with respect to the Special Bank Account, the Bank will promptly notify the Manager, Albuquerque Operations, United States Atomic Energy Commission.
5. This Agreement supersedes all previous such Agreements between the Contractor and the Bank.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed in several counterparts.

THE UNITED STATES OF AMERICA
BY: U. S. ATOMIC ENERGY COMMISSION

BY: _____

THE DOW CHEMICAL COMPANY

BY: _____

TITLE: _____

(BANK)

BY: _____

TITLE: _____

CORPORATE CERTIFICATE

I, _____, certify that I am the _____
_____ of the Dow Chemical Company named herein; that
_____, who signed this Special Bank Account
Agreement on behalf of said corporation was then _____
of said corporation; that this Special Bank Account Agreement was duly
signed for and in behalf of said corporation by authority of its governing
body and is within the scope of its corporate powers; and that I have set
my hand and the seal of the said corporation hereto on this _____ day
of _____, 19 _____.
(SEAL)

TITLE: _____

CORPORATE CERTIFICATE

I, _____, certify that I am the _____
_____ of the _____
Bank named herein; that _____, who signed this
Special Bank Account Agreement on behalf of said Bank was then _____
_____ of said Bank; that this Special Bank Account Agreement
was duly signed for and in behalf of said Bank by authority of its governing
body and is within the scope of its corporate powers; and that I have set
my hand and the seal of the said Bank hereto on this _____ day of _____
19 _____.
(SEAL)

TITLE: _____