			• NO. •
REIN	UNITED STATES ATOMIC ENERGY COMMIS ABURSEMENT AUTHORIZ		R.A. No.26 To Mod. 104
		LOCATION	PAGE 1 OF 2 PAGE
	int	Rocky Flats,	Colorado
The Dow Chemica	l Company		
DATRACT NO.		DATE OF CONTRACT	· · ·
AT(29-1)-1106		January 18,	1951
is approved as an allowable	or addition to the approved emplo cost, effective December 23 chedule I, Part A, S	3, 1968.	
-			EVALUATION
CODE	CLASSIF	ICATION	POINTS
1. Additions			
RF-338	Technical Securit	v Specialist	145
2. Deletions RF- 57	Maintenance Forem	an	153
3. Title and	Evaluation Point Ch	anges	
01d-RF-247 New-RF-247	Data Processing M		264 239
	Data Processing S	-	
Old-RF- 79 New-RF- 79	Supervisor Chemic Assistant Superin		193
	Operations		215
01d-RF-289 New-RF-289	Systems Programmi Business Programm		181 215
4. Title Char	nges	v	
01d-RF-244 New-RF-244	Security Inspecto Security Officer	r	130 130
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PPROVED FOR THE ATOMIC ENER	GY COMMISSION BY-		DATE
NAME		TITLE	
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United States Atomic Energy Commission **REIMBURSEMENT AUTHORIZATION NO.** <u>26</u> — Continuation Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 2 EVALUATION CODE CLASSIFICATION POINTS Evaluation Point Changes 5. Property Accounting Supervisor 01d-RF-199 130 New-RF-199 Property Accounting Supervisor 158 Appendix A, Schedule I, Part B, Series T is revised as follows: SALARY RANGE CODE CLASSIFICATION MINIMUM MAXIMUM Additions 1. T-532 Lead Industrial Illustrator \$ 599 \$ 840 APPROVED FOR THE CONTRACTOR BY: DATE: DEC 23 1958 Lloyd M./Joshel NAME: TITLE: General Manager Approved for Atomie Energy Commission by: Acting Manager Rocky Flats Area Office Sunderland TITLE

16-74864-1 GPO

	ITATES ATOMIC ENERGY COMM EMENT AUTHORI			Fare of P	RA No to Mo	1.	the second s
					PAGE 1	OF	1 PAGES
PROJECT		LOCATION		- 1997			
Rocky Flats Plant		Ro	cky Flats,	Colora	ado		
CONTRACTOR							
The Dow Chemical C	company		· · · · ·				• • • • •
CONTRACT NO.		DATE OF C					
AT(29-1)-1106	· · ·		ary 18, 19				
The following revision or addit is approved as an allowable cost, eff Appendix A, Schedul follows:	fective January 1,	1969					
Salary Ranges for th formula.	e above classific	ations w	ill be base	d on th	ne follo	wing	
Where (currently):	Range Median a = \$285.00 b = \$ 4.35 x = Evaluation		The value be change accordanc Part II.	d from	time	to tin	ne in
Range Maximum = M Range Minimum = M							
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APPROVED FOR TH	IE CONTRACTOR	R BY:			DATE		
Eduna					11.	27-	- (}
	Valka Title A	Acting G	eneral Man	ager			
Name: Edward J. M					DATE		
APPROVED FOR THE ATOMIC ENERGY COMMI	SSION BY-		·····		DATE	<u> </u>	

	• • • • • • • • • • • • • • • • • • •	NO. R. A. No. 24
	1. · · · ·	To Mod. 104
REIMBURSEMENT AUTHORI	ZATION	-
		PAGE 1 OF 3 PAGE
	LOCATION	
Rocky Flats Plant	Rocky Flats, Col	orado
ONTRACTOR		• •
The Dow Chemical Company		
DNTRACT NO.	DATE OF CONTRACT	•
AT (29-1)-1106 The following revision or addition to the approved employed	January 18, 195	
is approved as an allowable cost, effective June 30, 2 October 1, 1968, for all other ite	ems.	d 2 and
1. Revise Appendix A, Part III, S	Section B to read:	
B. Hourly-Paid Production and	d Maintenance Employ	ees
covered by this Part III.		not in excess
	Payments of wages the agreement dated Company, Rocky Flats f America - District agreement is attache hereby made a part o grievance processing visions and other fr provisions of said a	not in excess June 30, 1968, Division, and 50, Local 15440 d as Schedule II of this Appendix. , arbitration, inge benefits,
covered by this Part III. of those provided for in between The Dow Chemical of the United Mine Workers of will be allowable. Such and by this reference is All other costs, such as dues deduction, leave pro- incurred pursuant to the	Payments of wages the agreement dated Company, Rocky Flats f America - District agreement is attache hereby made a part o grievance processing visions and other fr provisions of said a lowable.	not in excess June 30, 1968, Division, and 50, Local 15440 d as Schedule II of this Appendix. , arbitration, inge benefits,
covered by this Part III. of those provided for in between The Dow Chemical of the United Mine Workers of will be allowable. Such and by this reference is All other costs, such as dues deduction, leave pro- incurred pursuant to the June 30, 1968, will be all	Payments of wages the agreement dated Company, Rocky Flats f America - District agreement is attache hereby made a part o grievance processing visions and other fr provisions of said a lowable. ement to read: mical Company and Lo	not in excess June 30, 1968, Division, and 50, Local 15440 d as Schedule II of this Appendix. , arbitration, inge benefits, greement of
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covered by this Part III. of those provided for in between The Dow Chemical of the United Mine Workers of will be allowable. Such a and by this reference is All other costs, such as dues deduction, leave pro- incurred pursuant to the June 30, 1968, will be all Revise Schedule II Labor Agree Agreement between The Dow Chemical International Union of District	Payments of wages the agreement dated Company, Rocky Flats f America - District agreement is attache hereby made a part o grievance processing visions and other fr provisions of said a lowable. ement to read: mical Company and Lo	not in excess June 30, 1968, Division, and 50, Local 15440 d as Schedule II of this Appendix. , arbitration, inge benefits, greement of

TITLE

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017M AE((3-59)	C-36a	United States Atom	nic Energy Commission
ала 1		REIMBURSEMENT AUTHORIZ	ATION NO. <u>24</u> —Continuation
Contrac	tor <u>T</u>	ne Dow Chemical Co. Contrac	ct No. <u>AT(29-1)-1106</u> Page <u>2</u> of <u>3</u>
3.	Rev:	lse Appendix A, Part III,	Section C to read:
	c.	Hourly-Paid Plant Protect	ion Employees
· · ·		by this Part III. Paymen those provided for in the between The Dow Chemical and The International Gua will be allowable. Such Schedule V and by this re of this Appendix. All ot processing, arbitration, and other fringe benefits	ion employees shall be covered t of wages not in excess of agreement dated April 11, 1966, Company, Rocky Flats Division rds Union of America, Local No. 64, agreement is attached as ference is hereby made a part her costs, such as grievance dues deduction, leave provisions , incurred pursuant to the ent of April 11, 1966, will be
4.	Revi	se Appendix A, Part I, Se.	ction B, Paragraph 2-e to read:
	e.		dance at a Contractor approved ty or similar institution within Rocky Flats Plant.
5.	Revi	se Appendix A, Part II, S	ection N, Paragraph 1 to read:
	1.	be granted time off with	all, when the work schedule permits pay on each of the following falls on a regularly scheduled
		New Years Day	Labor Day
		Good Friday	Thanksgiving Day
		Memorial Day	Friday after Thanksgiving
		Independence Day	Christmas Day
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Contractor _														<u>3</u>	
6. De]	lete	Schee	dule	VI,	Appe	ndix	A.								
		Sched									•		•		
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REI	UNITED STATES ATOMIC ENERGY COMMISSION MBURSEMENT AUTHORIZAT		NO. R.A. NO 7 3 To Mod. 104
	LO	CATION	PAGE OF 2 PAGE
Rocky Flats Pla	int r	Rocky Flats, Colo	rado
CONTRACTOR			
The Dow Chemica	1 Company		
CONTRACT NO.	DA	TE OF CONTRACT	
AT(29-1)-1106		anuary 18, 1951	
is approved as an anowable	or addition to the approved employment cost, effective October 7, 19 chedule I, Part A, Seri	08.	as follows:
CODE	CLASSIFICAT	ION	EVALUATION POINTS
1. Additions			
RF-336	Chemistry Research D	irector	326
RF-337	Strategic Planning M	anager	284
RF-335	Labor Relations Admi	nistrator	181
2. Deletions			
R F-1 59	Chemistry and Physic Research Director	8	390
RF-081	Assistant Fabrication	n Superintendent	229
RF-276	Product Engineering	Supervisor	208
RF-028	Lead Engineer		181
3. Decrease in	Evaluation Points and	Title Change	
01d RF-047	Senior Wage and Salar	ry Analyst	181
New RF-047	Senior Salary Analyst	t	
	Senior Salary Analyst	t v	158
New RF-047	Senior Salary Analyst <u>es</u> Program Engineering S (W.R., Special Orders	Supervisor 3, J-Line)	
New RF-047 <u>4. Title Change</u> Old RF-275	Senior Salary Analyst es Program Engineering S	Supervisor 3, J-Line)	158
New RF-047 <u>4. Title Change</u> Old RF-275	Senior Salary Analyst <u>BS</u> Program Engineering S (W.R., Special Orders Engineering Superviso	Supervisor 3, J-Line) or	158 229

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CODE CLASSIFICATION EVALUATION Title Changes (continued) 1 1 Old RF-167 Defense and Disaster Coordinator 158 New RF-167 Emergency-Disaster-Nobilization 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 New RF-168 Salary Analyst 130 New RF-168 Salary Analyst 130	actor <u>INE DOW CH</u>	emical Co. Contract No. AT(29-1)-1106	Page <u>2</u> of <u>2</u>
Old RF-167 Defense and Disaster Coordinator 158 New RF-167 Emergency-Disaster-Mobilization 158 Old RF-200 (N/C Systems, Scientific Systems, Statistical) Analyst 158 New RF-200 (N/C Systems, Scientific Systems, Statistical) Analyst 158 New RF-200 (N/C Systems, Scientific Systems, Statistical) Analyst 158 Old RF-168 Wage and Salary Analyst 130 New RF-168 Salary Analyst 130 New RF-168 Salary Analyst 130	CODE	CLASSIFICATION	
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	Title Change	s (continued)	
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		Emergency-Disaster-Mobilization	
Business Systems, Statistical) Analyst 158 Old RF-168 Wage and Salary Analyst 130 New RF-168 Salary Analyst 130		(N/C Systems, Scientific Systems, Statistical) Analyst	158
New RF-168 Salary Analyst 130	New RF-200	Business Systems, Statistical)	158
PROVED FOR THE CONTRACTOR BY:			
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UNITED STATES ATOMIC ENERGIAN CONTRACT AUT	
PROJECT	LOCATION PAGE OF PAGES
Rocky Flats Plant	Rocky Flats, Colorado
CONTRACTOR	
The Dow Chemical Company	
ONTRACT NO.	DATE OF CONTRACT
AT(29-1)-1106	January 18, 1951
The following revision or addition to the approve is approved as an allowable cost, effective Octobe	ed employment policies and wage and salary schedules of the contractor er 1, 1968
Appendix A, Part II, Section O, Pa	aragraph 6 is revised to read:
beneficiary will be paid for any paid for vacation at the rate of the year in which he terminates 24-hour platoon schedule will b addition will be paid for vacation	ack of work, is granted a military leave five days' notice, or dies, he or his y unused vacation and in addition will be one day for each full month worked during s or dies, except that an employee on the be paid for any unused vacation and in on at the rate of one-half day for each ear in which he terminates or dies.
Paragraph 5 as follows, is added to	Appendix A, Part V, Section A:
to the new location, the Contract the gross amount) paid out for the the case of those transferred en- estate broker's commission and Recovery of any such amounts a	Serred employee shall be informed that if they ployment within six (6) months after the move ctor will demand return of all of the funds (in travel, moving costs, living expenses, and in mployees covered by Section E, the real d other incidental expenses identified therein. shall be at the sole discretion of the be exercised in the light of the circumstances
APPROVED FOR THE CONTRACTO	DATE:
Name: Lloyd M. Joshel	Title: General Manager

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	UNITED STATES ATOMIC ENERGY C REIMBURSEMENT AUTHO			No. 21 od. 104
PROJECT		LOCATION	PAGE]	OF 5 PA
Rocky Flats	Plant	Rocky Flats.	Colorado	
The Dow Chem	ical Company			
CONTRACT NO.		DATE OF CONTRACT		
	•			
AT(29-1)-110 The following revis	ion or addition to the approval	January 18,	1951	
is approved as an allow	able cost, effective October	1. 1968	and salary schedules	s of the contracto
1. Appendix	A, Schedule I, Part	B, Series C is 1	revised as :	follows:
	٤	SCHEDULE I		
	PARI	B - SERIES C		
	THE DOW	CHEMICAL COMPANY		
	CONTRACT	Y FLATS PLANT NO. AT(29-1)-1106		
	SCHEDULE OF MO NONEXEMPT CLERICA	NTHLY SALARY RANG L SALARIED CLASSI	ES FOR FICATIONS	
JOB CODE	CLASSIFICATION		SALA MINIMU	RY RANGE M MAXIMUM
C-100	Clerk 1		¢ 200	<u> </u>
101	File Clerk 1		\$ 306	\$ 429
102 103	Mail Clerk 1			
	YOP Clerk 1			
C-110	Operator 1			• (••
	· · · ·		\$ 306	\$ 429
C-200	Clerk 2			
201	File Clerk 2		\$ 336	\$ 470
202	Mail Clerk 2			
C-210	Onoroton O			
211	Operator 2 Teletype Operato	n 9	\$ 336	\$ 470
212	Keypunch Operato	or 2		
213	Switchboard Oper	ator 2		
C-220	Stenographer		\$ 336	\$ 4 70
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k				
OVED FOR THE ATOMIC ENER	GY COMMISSION BY-			
			DATE	
NAME		TITLE	S. S. S.	

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TM ABC-368 (3-50)	United States Atomic Energy Commission	- -			
	URSEMENT AUTHORIZATION NO. <u>21</u> C				5
ontractor The DOW	Chemical Co. Contract No. AT(29-1)-1106	_ Pa;	2 		
			SALAR		R ange Ax imum
JOB CODE	CLASSIFICATION		NIRUE		AALAUA
2-300	Clerk 3	\$	367	\$	515
301	Accounting Clerk 3				
C-310	Operator 3	\$	367	\$	515
311	Teletype Operator 3				
312	Keypunch Operator 3				
313	Switchboard Operator 3				
C-320	Junior Secretary	\$	367	\$	515
C-400	Clerk 4	\$	402	\$	564
401	Payroll Clerk 4				
	Or eretor A	\$	402	\$	564
C-410 411	Operator 4 Teletype Operator 4	Ψ		¥	
411 412	Keypunch Operator 4				
		¢	402	¢	564
C-420	Secretary	φ	304	φ	004
		•		~	
C-500	Clerk 5	\$	441	\$	617
C-510	Operator 5	\$	441	\$	617
C- 910	cherence .	•		م	
C-520	Senior Secretary	\$	441	\$	617
-	N. Construction of the second s				
C-600	Clerk 6	\$	482	\$	676
601	Senior Clerk	•			
		\$	482	đ	676
C-620	Administrative Secretary	\$	404	4	010

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Approved for Atomic Energy Commission by:

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Form A19C-86a (3-59)	United States Atomic Energy Commission		
REIME	BURSEMENT AUTHORIZATION NO. 21_C	ontinuation	
	W Chemical Co. Contract No. AT(29-1)-1106		
<u> </u>		· ·	
2. Appendix	A, Schedule I, Part B, Series T is rev	vised as f	ollows:
	SCHEDULE I		
	PART B - SERIES T		
	THE DOW CHEMICAL COMPANY		
	ROCKY FLATS PLANT		
	CONTRACT NO. AT(29-1)-1106		
NO	SCHEDULE OF MONTHLY SALARY RANGES NEXEMPT VOCATIONAL-TECHNICAL SALARIED		ATIONS
		SALA	RY RANGE
JOB CODE	CLASSIFICATION		MAXIMUM
T-100	Technician Trainee	\$ 431	\$ 604
T-110	Operator Trainee	\$ 431	\$ 604
T-12 0	Special Trainee	\$ 431	\$ 604
T-2 00	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		
	N N		
T-31 0	Operator B	\$ 507	E 411
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Approved for Atomic End	ergy Commission by:		

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m AEC-86a (3-59)	United States Atomic	Energy Commission	•	
	RSEMENT AUTHORIZAT	'ION NO. <u>21</u>	Continuation	
ntractor The Dow	Chemical Co. Contract I	No. <u>AT(29-1)-11</u>	06 Page <u>4</u>	of_5
			SALA	RY RANGE
JOB CODE	CLASSIFICATION		MINIMU	MAXIMUM
-320	Specialist B		\$ 507	\$ 711
321	Nurse			
322	Dispatching Office	er		
323	Production Control			
324	Industrial Illust			
325	Industrial Photogr	apher		
327	Data Analyst B		• ·	
328	Accountant B			
329	Draftsman B			
. 400	Technician A		\$ 551	\$ 772
[_40 0	<u> </u>		•	•
r-410	Operator A	_	\$ 551	\$ 772
411	Head Keypunch Open	rator		
-420	Specialist A		\$ 551	\$ 772
421	Head Nurse			
422	Shipment Officer			
423	Senior Scheduler	(Expediter)		
424	Junior Programmer			
425	Head Clerk			
426	Confidential Secre	etary		
427	Data Analyst A			
428	Accountant A			
429	Draftsman A			
431	Summer ()			
104	N.		_	
r -500	Master Technician		\$ 599	\$ 840
501	(R&D, Lab, & other	r "Technical")		
	Master Technician			
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Form AEC-86a (3-59)

United States Atomic Energy Commission

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REIMBURSEMENT AUTHORIZATION NO. <u>21</u> — Continuation

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

JOB CODE	CLASSIFICATION	M		Y RANG MAXIN	
T-520 521	Specialist Associate (Chemist, Physicist, Programmer, etc.)	\$	599	\$ 840)
5 22	Master Locksmith				
523	Planner				
524	Senior Industrial Illustrator				
5 2 5	Senior Industrial Photographer				
5 2 6	Tool Designer				
527	Master Data Analyst				
5 2 9	Designer I				
531	Summer ()				
	\cdot . \cdot				
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APPROVED FOR THE CONTRACTOR BY:	DATE:
Name: Lloyd M. Joshel Title: (AUG 1 5 1968
Approved for Atomic Energy Commission by: H.C. Double Commission by: NAME: TITLE:	DATE

	UNITED STATES ATOMIC ENERGY C		R.A. No. 20 to Mod. 104
IQUECT .		LOCATION	PAGE 1 OF 2 PAG
		LOCATION	
	lats Plant	Rocky Flats, (Colorado
ONTRACTOR			
The Dow	Chemical Company		•
ONTRACT NO.		DATE OF CONTRACT	
100			
AT(29-1) The follow	<u>1-1106</u>	January 18, 19	51
is approved as	ving revision or addition to the approved en a an allowable cost, effective October	1, 1968.	salary schedules of the contractor
			•
1. Appe as f	endix A, Part II, Section follows:	I, Paragraph 2. is	revised
Revi	ise subparagraph c to rea	d:	
. · · · ·	The increases under para are intended to cover a proving period for newly newly employed person is increase to a new classi nine months of service, such transfer be covered Section I of this Part I subparagraph d., below.	combination trainin employed personnel promoted with a sa fication before com the employee shall by Section D rathe	g and . If a lary pleting upon r than
Add	new subparagraph d to rea	ad:	
	An employee in the Contra Training Program will be the minimum rate for the After satisfactory complete program, the employee may to bring his salary to the hiring rate for qualified with no work experience. employee will be consider enter into the progression of subparagraph a., above	hired as a trainee lowest clerical gra etion of the training be granted an income the then current base d clerical employees At such time, the red a new employee a on under the provisi	at ade. ng rease e s
	or subparagraph a., above	•	

TITLE

U. S. GOVERNMENT PRINTING OFFICE 16-57129-2

PROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME

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DATE

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State Street

Revise Appendi		I, Part B,				
Add the follow	ing classifica	tion under	Job Code	C-100:		
IOB CODE		•	CLASSIF	CATION	•	
104			Clerical	Trainee		
	• • •		·.	• •	•	
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RF-330 Planning Supervis	•	2 55
	pervisor	158
. Deletions	sor	134
RF-278 Albuquerque Plan	t Manager	447
RF-280 Albuquerque Qual:	ity Manager	264
RF-279 Albuquerque Manut	facturing Manage	
RF-281 Albuquerque Servi	•	215
RF-180 Supervisor, Pluto		215
RF-248 General Accountin		181
RF-323 Lead QC Engineer		· · ·
RF-048 Administrative Ai	da	181 92

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United States Atomic Energy Commission **REIMBURSEMENT AUTHORIZATION NO.** <u>19</u>—Continuation Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 2 Increase in Evaluation Points 3. **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 01d 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 Decrease in Evaluation Points 4. **Old** RF-241 Fire Inspector 119 New RF-241 Fire Inspector 102 Old RF-054) Shop Superintendent 222 New RF-054) Shop Superintendent (181 Evaluation Point and Title Change 5. **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: SEP 4 1968 NAME: Llovd Joshel TITLE: General Manager Approved for Atomic Energy Commission by: Lettenumly Manager MME. Seth R. Woodruff, Jr Rocky Flats Area Office

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The Dow Chemical	Company				
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AT(29-1)-1106		January	8. 1951		
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Section C, Part	VI, of Appendix	A is amended as	follows:		
	ence of the first	t paragraph of Se		sare	
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The Dow Chemical Company		
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AT(29-1)-1106	January 18, 1951 employment policies and wage and salary schedules of the	
Appendix A, Part V, Section F,		
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RF-313 Technical Analyst 130				130

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		nemical Co. Contract No. AT(29-1)-110	
	<u> </u>		
. <u>Deleti</u>	ons		
CODE		CLASSIFICATION	EVALUATION POINTS
RF-18		lity Control Supervisor	208
RF-22		cial Services Supervisor	181
$RF-\epsilon$		trument Specialist	172
RF = 2		ountant	120
	,	a Utilities Supervisor	120
RF- 9		rarian	120
RF-14		ion Picture Specialist	117
RF-20)6 MOT	ion picture specialist	
01 d	es in Ev RF-253 RF-253	aluation Points Industrial Engineering Manager Industrial Engineering Manager	264 247
01d	RF- 90 RF- 90	Area Utilities Superintendent Area Utilities Superintendent	207 190
	RF- 18 RF- 18	Lead Cost Accountant Cost Accounting Supervisor	153 181
4. <u>Title</u>	Changes	<u>3</u>	· · · ·
	RF-136 RF-136	Senior Development Specialist Senior (Mfg, QA, NDT, Stds) Eng	198 gineer 198
Old	RF-297	Senior Systems Engineer	198
	RF-297	Sr (N/C, Scientific, Business) Systems Engineer	198
f. J			
Approved for A	tomic Energ	y Commission by:	

(3-50) United States Atomic Energy Commission REIMBURSEMENT AUTHORIZATION NO. <u>15</u>—Continuation

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

4. <u>Title Changes</u> (continued)

CODE	CLASSIFICATION	EVALUATION POINTS
Old RF- 65 New RF- 65	Service Department Superintendent Superintendent of Transportation and Labor	181 181
Old RF-296 New RF-296	Systems Engineer (N/C, Scientific, Business) Systems Engineer	172 172
Old RF- 31 New RF- 31	() Engineer Advanced () Engineer	158 158
Old RF-137 New RF-137	Development Specialist Advanced (Mfg, QA, NDT, Stds) Enginee	158 r 158
Old RF-200 New RF-200	Systems Analyst (N/C Systems, Scientific Systems, Statistical) Analyst	158 14:1:
Old RF-138 New RF-138	Development () (Mfg, NDT, QA, Stds) Engineer	5 (40) (
Old RF- 32 New RF- 32	Engineer () Engineer	n. 1 € 2

APPROVED FOR THE CONTRACTOR BY:

Lloyd M. Joshel

Approvent for Atomic Energy Commission by:

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PROJECT		LOCATION	PAGE L OF L PAGES
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CONTRACTOR		·	
The Dow Chemic	cal Company	· · ·	
CONTRACT NO.		DATE OF CONTRACT	· · · · · · · · · · · · · · · · · · ·
AT(29-1)-1106		January 18, 195	51
is approved as an allowable co	chedule I, Part A,	8	salary schedules of the contractor LSED AS follows: EVALUATION
CODE	CLASS	IFICATION	POINTS
1. Additions			
RF-327	Materials Manager		274
RF-328	Purchasing Agent		193
RF-329	Traffic Specialis	t	145
2. Evaluation Po	int Changes		
Old RF-235 New RF-235	Research Scientist Research Scientist		376 484
Old RF- 89 New RF- 89	Plant Services Man Plant Services Man		274 265
3. Deletions			· ·
RF-105	Purchasing Manager	с. С. 1. – С.	264
RF-106	Assistant Purchasi	ing Agent	186
RF-307	Research Liaison S	Specialist	222
APPROVED FOR THE	CONTRACTOR BY:		DATE:
Clorefus	Joshe	ar sa	AUN 10 1968
Name: Lloyd M. J	/ oshel	Title: General	Manager
PROVED FOR THE ATOMIC ENERGY C	Compussion BY-	Acting Manager	DATE 1

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	UNITED STATES ATOMIC REIMBURSEMENT		RA 13704
R	Rocky Flats Plant	LOCATION Rocky Fla	ts, Colorado
CONTRACTOR	he Dow Chemical Compa	any	
	. T(29-1)- 1106	DATE OF CONTRACT January 18	
<u>RANK KAN</u>			ANGO AND
	re July 1, 1968, Appendi		
l. Add	d the following at the end	of paragraph 1., Sect	tion B., Part II:
- 1	"The scope of such audit	s will include the follo	wing:
1	"a. Mutually agreed upo	n Rocky Flats benchm	ark jobs.
			the Commission since the
ı	'c. Any other individual	jobs requested by the	Contracting Officer.
1	'd. A total number of al representative samp	l Rocky Flats jobs suf ling of jobs from each	ficient to furnish a organizational segm ent. ''
2. Add	the following sentence a	t the end of paragraph	4, Section B., Part II:
C	request from	the Appendix A upon r the Contractor in the ation and a statement t	eceipt by the Contracting form of a proposed
3. Rew	rite Section O., Part II,	to read in its entirety	v as follows:
0.	Vacation Leave		
	1. Employees not on the to vacation as follow	e 24=hour platoon sche s:	dule will be entitled
			· ·
OVED FOR THE	ATOMIC ENERGY COMMISSION BY-		DATE
NAM	IE	TITLE	

Form AEC-36a (3-59) United States Atomic Energy Commission Contract No. AT(29-1)-1106 Contractor The Dow Chemical Co. Page 2 8 Years of Service Days of Vacation Attained During Available on Maximum Days Maximum Days Calendar Year Jan. 1 of Each Year May Borrow May Carry Over 1 1 0 5 1 $(Jan-Apr)^2$ 1 14 5 5 $(May-Aug)^2$ 1 12 5 5 $(Sept-Dec)^2$ 1 10 5 5 2 through 4 14 5 5 5 through 9 17 5 10 10 through 14 19 5 10 15 through 19 20 5 10 20 through 24 24 10 20 25 through 29 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. Employees on the 24-hour platoon schedule will be entitled to vacation 2. as follows: Years of Service Days of Vacation Attained During Available on Maximum Days Maximum Days 10 Calendar Year Jan. 1 of Each Year May Borrow May Carry Over 0 1 3 1 (Jan-Apr)¹ 1 7 - 1/23 3 (May-Aug)¹ 1 6 - 1/23 3 $(Sept-Dec)^{I}$ 1 5 - 1/23 3 2 through 4 8 3 3 5 through 9 9 3 5 10 through 14 10 3 5 15 through 19 10 - 1/23 5 20 through 24 12 - 1/25 25 through 29 5 13 30 and over 13 - 1/25 ¹Month of hire. Approved for Atomic Energy Commission by: NAME. TITLE: 18-74864-1

Form AEC-86a (3-59)

United States Atomic Energy Commission

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

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.

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Except for the vacation days allowed (as hereinbefore provided) as 4. 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:

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REIMBURSEMENT AUTHORIZATION NO.

---Continuation The Dow Chemical Co. Contractor Contract No. AT(29-1)-1106

> 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:

Page

DATE

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0 = 59 mo. 0 da $60 = 71 \qquad 4$ $72 = 83 \qquad 3$			S	
72 - 833 $84 - 95$ 2 $96 - 107$ 1 $108 - 119$ 0 $120 - 131$ 8 $132 - 143$ 6 $144 - 155$ 4 $156 - 167$ 2 $168 - 179$ 0 $180 - 191$ 12 $192 - 203$ 9 $204 - 215$ 6	216-227 mo. 228-239 240-251 252-263 264-275 276-287 288-299 300-311 312-323 324-335 336-347 348-359 360-371 372-383	3 days 0 16 12 8 4 0 16 12 8 4 0 20 20 15	384-395 mo. 396-407 408-419 420-431 432-443 444-455 456-467 468-479 480-491 492-503 504-515 516-527 528-539	V 10 days 5 0 20 15 10 5 0 20 15 10 5 0 20 15 10 5 0 20 15 10 5 0 20 15 10 5 0 20 15 10 5 0 20 15 10 20 20 15 10 20 20 20 20 20 20 20 20 20 2

S = Continuous service at time of retirement.

V = Accredited vacation days pay.

- If an employee is discharged for cause or quits without giving at least 8. 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.

TITLE:

ed for Atomic Energy Commission by:

Form AEC-86a

United States Atomic Energy Commission The Dow Chemical Co. Contractor Contract No. AT(29-1)-1106 Page 5 8. of Add a new paragraph, designated "5.", to Section P., Part II, 4. "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." Rewrite Section W., Part II, to read in its entirety as follows: 5. "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 Prior to the inception of each new budget period, a Cash a. 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. Decisions as to who shall receive cash awards and as ь. 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."

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Comile Energy Commission by:

Form A (3-59)	EC-86a)	United States Atomic Energy Commission
Contra	וידי	REIMBURSEMENT AUTHORIZATION NOContinuation the Dow Chemical CoContract No. AT(29-1)-1106 Page 6 of 8
6.	Add t (None	the following new section, designated "CC. Cash Awards exempt 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 com- puting 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.
i.		d. Receipt of a cash award shall not affect an employee's basic salary or his salary range. "
7. I	Rewri	ite Section A., Part III, to read in its entirety as follows:
1	'A.	Labor Relations
		1. Prior to any negotiation of any collective transmission of any collective transmission of any collective transmission of a sector shall be

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ontractor .	The	Dow C	hemica	1 Co.	Contrac	t No. <u>AT(2</u>	9-1)-110	6 Pi	go _7	01
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·		b.	labor	marke	et and in	nents in t other ma s for labo	rkets in	er-Bould which t	ler he	
		c.	Potent	ial un	ion dema	ands.				
		d.	The ob	jectiv	es for co	ontract se	ettlement			
		e.	propos	ea coi	annualiz ntract te negotiate	zed cost p rm within	erimete which t	r over t he Cont	he ractor	
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	3.	The Offic	Contrac er in w	tor sh riting	pall pron of:	nptly advi	ise the C	ontract	ing	
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			ii)	the N	ILRB at a	any level;	;			
		. (iii)	refer		e Atomic		Labor-	Manag	ement
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	REIMBURSEMENT AUTHORIZATION NO. —————————————————————————————————
ntractor Th	ne Dow Chemical Co. Contract No. AT(29-1)-1106 Page 8 of 8
	(in) entions on proceedings and on the Televille
	(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."
_	
Revi	se 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;
́ь.	deleting the period at the end of subparagraph l.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.
۰ <u>.</u>	
PPROV	ED FOR THE CONTRACTOR BY: DATE:
	to Pino Leo
Name:	Lloyd M. Joshel Titpe: General Manager JUN 13 1969
	<u> </u>
roved for At	tomic Energy Commission by: James L. Macaret, Deputy Manager
1. C	

Becember 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	DATE OF CONTRACT January 18, 1951 loyment policies and wage and salary schedules of the contr D67 for policy number 16740-G and licies specified.	PAGES
The Dow Chemical Company The Dow Chemical Company CONTRACT NO. AT (29-1)-1106 The following revision or addition to the approved empl is approved as an allowable cost, effective July 1, 19 December 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	DATE OF CONTRACT January 18, 1951 loyment policies and wage and salary schedules of the contr 967 for policy number 16740-G and	actor
The Dow Chemical Company CONTRACT NO. AT(29-1)-1106 The following revision or addition to the approved empl is approved as an allowable cost, effective July 1, 19 December 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	DATE OF CONTRACT January 18, 1951 loyment policies and wage and salary schedules of the contr 967 for policy number 16740-G and	actor
AT (29-1)-1106 The following revision or addition to the approved empl is approved as an allowable cost, effective July 1, 19 December 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	January 18, 1951 loyment policies and wage and salary schedules of the contr 967 for policy number 16740-G and	actor
AT(29-1)-1106 The following revision or addition to the approved empl is approved as an allowable cost, effective July 1, 19 December 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	January 18, 1951 loyment policies and wage and salary schedules of the contr 967 for policy number 16740-G and	actor
The following revision or addition to the approved empl is approved as an allowable cost, effective July 1, 19 December 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	loyment policies and wage and salary schedules of the contr b67 for policy number 16740-G and	actor
Becember 1, 1967 for all other pol Revise Appendix A, Part VI, Sectio	loyment policies and wage and salary schedules of the contr b67 for policy number 16740-G and	actor
 I. There shall be allowable under by the Contractor for its shar under contributory group insur Part I (Salaried) and Part II Insurance Company; 5022, as am Life Insurance Company of Hart amended, issued by the Minneso GS 13607, as amended, by Prude and the Group Master Contract Surgical Service, Inc. and ACF cuted November 5, 1965, as amen status, for purposes of the ins at the Rocky Flats Plant or at vided that the insurance polic have the written approval of the further that, with respect to a 	rved Section Plan, to Section B, to read: The contract the costs incurred the of premiums paid for coverage rance policies 16740-G, as amended (Hourly) issued by Metropolitan L hended, issued by Phoenix Mutual ford, Connecticut; 3031-G, as the Mutual Life Insurance Company; ential Life Insurance Company; between Hospital Service, Inc F Industries, Incorporated, exe- ended, for individuals having the surance policies, of employees the SAW Reserved Section; pro- ies and amendments thereof shall the Commission; and provided a retired employee who was	
premiums shall be that portion	r the Contractor's share of the of the Contractor's share paid ployee's years of service at the total years of service as a	

TITLE

NAME

United States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. <u>12</u>—Continuation

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

3. SAW Reserved Section Plan

C-860

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:

Cloghty polul

Title: General Man

Approved for Atomic Energy Commission by:

Lloyd M. Joshel

Name:

	UNITED STATES ATCHIC ENERGY COMMISSION REIMBURSEMENT AUTHORIZAT		NO. R.A. No. 11 to Mod. 104	
ROJECT	L0	CATION	PAGE 1 OF 2	PAGE
Rocky F	lats Plant	Rocky Flats,	Colorado	
ONTRACTOR The Dow	Chemical Company			
ONTRACT NO.		TE OF CONTRACT	•	
AT (29-1		January 18. 1	951	
is approved as an a	evision or addition to the approved employment llowable cost, effective February 28, x A, Schedule I, Part A, Se	1968.		ctor
1. <u>Additio</u>				
CODE	CLASSIFICATION		EVALUATION POINTS	
			POINIS	
RF-312	R&D Planning Manager		229	
		.st		
RF-312	R&D Planning Manager	.st	229	
RF-312 RF-307	R&D Planning Manager Research Liaison Speciald		229 222	
RF-312 RF-307 RF-305	R&D Planning Manager Research Liaison Speciald Systems Supervisor	visor	229 222 215	
RF-312 RF-307 RF-305 RF-311	R&D Planning Manager Research Liaison Speciali Systems Supervisor Criticality Liaison Super	visor cialist	229 222 215 186 171	
RF-312 RF-307 RF-305 RF-311 RF-303	R&D Planning Manager Research Liaison Special Systems Supervisor Criticality Liaison Super Technical Information Spe	visor cialist	229 222 215 186 171	
RF-312 RF-307 RF-305 RF-311 RF-303 RF-326	R&D Planning Manager Research Liaison Speciald Systems Supervisor Criticality Liaison Super Technical Information Spe Equal Employment Opportun	visor cialist ity Coordina	229 222 215 186 171 tor 158	
RF-312 RF-307 RF-305 RF-311 RF-303 RF-326 RF-294	R&D Planning Manager Research Liaison Special Systems Supervisor Criticality Liaison Super Technical Information Spe Equal Employment Opportun Senior Accountant	visor cialist ity Coordina st	229 222 215 186 171 tor 158 153	
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TITLE

WERNMENT PRINTING OFFICE

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APROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME

DATE

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United States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. 11 -- Continuation

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

3. Evaluation Point Changes

CODE	CLASSIFICATION	EVALUATION POINTS
01d RF-273	Technical Information Supervisor	181
New RF-273	Technical Information Supervisor	201

Title Changes

4.

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

Date

APPROVED FOR THE CONTRACTOR BY:

Name: Lloyd MV Joshel

Approved for Atomic Energy Commission by:

NAME: TITLE:

	UNITED STATES ATOMIC ENERGY (REIMBURSEMENT AUTH(No. 10 RA No. 10 to Mod. 104
ROJECT		LOCATION	PAGE 1 OF 1 PAG
Rocky Flat			
ONTRACTOR	s Plant	Rocky Flat	s, Colorado
The Dow Ch	emical Company		
DNTRACT NO.	oompuny	DATE OF CONTRACT	
AT(29-1)-1	106	January 18	1051
The following revis is approved as an allow	ion or addition to the approved e able cost, effective Decembe	January 18 mployment policies and wage an	ad salary schedules of the contractor
. <u>Changes in</u>	chedule I, Part A, and Evaluation Points		•
CODE	CLASSIFIC	CATION	EVALUATION POINTS
01d RF-125 New RF-125	Fire Chief Fire Chief	· .	131 144
ld RF-126	Captain		
ew RF-126	Guard Captain		110 131
ld RF-244 ew RF-244	Security Inspecto Security Inspecto	r	110
ld RF-127	Lieutenant	· •	130
ew RF-127	(Guard, Fire) Lie	utenant	93 104
	~		101
. Addition			
CODE	CLASSIFI	ር ልጥ τ ር እነ	EVALUATION
RF-302		UNI TON	POINTS
	Fire Captain	Х	121
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FROMED FOR TH	IE CONTRACTOR BY:		Date:
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me: Lloyd M.	Joshel Title:	General Manager	DEC 1 5 1967

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REIMBURSEMENT AUTHORIZATION

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Rocky Flats F	1
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Rocky Flats, Colorado

CONTRACTOR

PRO JECT

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, 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.

	•
APPRQUED FOR THE GONTRACTOR BY:	Date:
Name: Lloyd M. Joshel Title: General Manager	JAN 5 1968
APPROVED FOR THE ATOMIC ENERGY COMMISSION BY ICCL ON THE ATOMIC A	DATE

UNITED STATES ATOMIC ENERGY COMMISSION REIMBURSEMENT AUTHORIZATION PAGE LOCATION PROJECT Rocky Flats, Colorado Rocky Flats Plant CONTRACTOR The Dow Chemical Company DATE OF CONTRACT CONTRACT NO. January 18, 1951 AT (29-1)-1106 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: . Additions EVALUATION 1. POINTS CLASSIFICATION CODE 198 Sr Systems Engineer VRF - 297 198 Industrial Engrg Group Supervisor RF - 299 172 Systems Engineer RF - 296 Sr Materials Management Specialist 158 RF - 293 Deletions 149 Industrial Engineer RF - 239 172 Sr Industrial Engineer RF - 240

W TOR THE ATOMIC ENERGY COMMISSION BY-

DATE

nited States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. _8___Continuation Contractor The Dow Chemical Company Contract No. AT(29-1)-1106 2 Page 3. Title Changes **EVALUATION** CODE POINTS Manufacturing Technical Mgr Old RF-175 339 New RF-175 Manufacturing Engineering Mgr 339 Old RF-133 Technical Group Manager 229 Manufacturing Engrg Group Mgr New RF-133 229 Old Development Leader RF-134 187 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:

ðshel

Name:

Wed for A

Title: General Manager

ion by:

JAN 16 1968

DATE

L. P. Gise, Manager ManagerguAlbuquergueilice TITLE Operations Officer

A CONTRACT OF		LOCATION	PAGE 1	<u>of 1 page</u>
Rocky Flats P	lant	Rocky Fla	ats, Colorado	
The Dow Chemic	al Company			
ACT NO.		DATE OF CONTRACT		
AT(29-1)-1106	addition to the approved employ	January 1	8, 1951	
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CODE	CLASSIFICAT		LUATION OINTS	
RF-300	Purchasing Superv	visor	158	
RF-301	Contract Speciali	lst	215	
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PROJECT Rocky Flats Plant	Rocky Flats, Cold	PAGE 1 OF 4 PAGES
CUNTRACTOR		
The Dow Chemical Company		
солтваст но. АТ (29-1)-1106	DATE OF CONTRACT January 18,	1951
The following revision or addition to the approved emp is approved as an allowable cost, effective December	loyment policies and wage and salary 1, 1967	y schedules of the contractor
Change Part III, Section B - Hourly-Pai Section C - Hourly-Paid Plant Protection as follows:	d Production and Mainte on Employees; and add Sc	nance Employees; hedule VI and VII,
B. Hourly-Paid Production and Mainter	nance Employees	
1. Rocky Flats Plant		
Hourly-Paid Production and Ma this Part III. Payments of wag the agreement dated June 28, 1 Rocky Flats Division, and the U 50, Local 15440 will be allowab Schedule II and by this reference. In accordance with the "Settlem with the foregoing agreement of the bargaining unit of 8 cents pe per hour during the period Febr also be allowable. All other con arbitration, dues deduction, lead incurred pursuant to the provisi will be allowable.	es not in excess of those 965, between The Dow Cl Inited Mine Workers of A le. Such agreement is a e is hereby made a part ent Agreement" reached June 28, 1965, payment r hour in addition to that uary 1, 1965 through Jun sts, such as grievance por Ve provisions and other	provided for in hemical Company, merica - District ttached as of this Appendix. in connection to employees of amount paid them he 28, 1965, will rocessing,
2. Albuquerque Plant		
Hourly-Paid Production and Mai this Part III. Payments of wage the agreement dated July 19, 190 Albuquerque Division, and The C Association of Machinists and Ac	s not in excess of those 1 65, between ACF Industr Grand Lodge of The Inter	provided for in ies, Incorporated,
	HALVELDA POCS	1.100ge No. 194,

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME

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DATE

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ANG: RAA CONTRACTOR 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.

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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.

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United States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. _____Continuation

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

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

roved for Atomic Energy Commission by:

Form AEC-864 (3-59)

United States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. ______ 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

Date:
NOV 1 7 1967
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NTRACTOR				
The Dow (Chemical Company		•	
NTRACT NO.		CONTRACT	·····	
AT(29-1)-	1106 ision or addition to the approved employment power offective tions affective to 2007	January 18, 1		
Appendix A,	wable cost, effective (0) 3 0 1967 Schedule I, Part A, Series	RF is revised	as fol	lows:
1. Increase	s in Evaluation Points		EVALU	ATION
CODE	CLASSIFICATIO	N	POI	NTS
RF-108			OLD	NEW
	Traffic Manager	• • • • •	158	163
RF-106	Assistant Purchasing Agen	nt	181	186
RF- 79	Supervisor, Chemical Open	rations	188	193
RF-186	Quality Control Superviso)r	200	208
RF- 54	() Shop Superintende	ent	215	222
RF-133	Technical Group Manager		222	229
RF- 39	Employment Manager		238	246
RF-253	Industrial Engineering Ma	nager	246	264
RF- 89	Plant Services Manager		252	274
RF- 74	Fabrication Superintenden	t	264	274
	Chemical Operations Super	•	264	274
RF- 72	•	· · · · · · · · ·		~ 1 .
RF- 72 RF-285	Labor Relations Manager		264	274
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RF-285	Labor Relations Manager Nuclear Safety Director Chemical & Physics Resear		264 306 377	274 318 390

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TITLE

United States Atomic Energy Commission **REIMBURSEMENT** AUTHORIZATION NO. 5Continuation Contractor The Dow Chemical Co. Contract No. AT(29-1)-1106 Page 2 of 1. Increases in Evaluation Points (continued) EVALUATION POINTS CODE CLASSIFICATION 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 EVALUATION POINTS CODE CLASSIFICATION 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 General Supt. of Fabrication RF- 71 405 390 General Supt. of Metal Production **RF-178** 405 390 APPROVED FOR THE CONTRACTOR BY: DATE: NOV 3 0 1967 Name: Llovd MY Joshel General Manager Approved for Atomic Energy Commission by: oradona Ollice Albuquerq 15 NAME: DATE TITLE:

法定学者的产生的 化合合合金 NO RANO UNITED STATES ATOMIC ENERGY COMMISSION to Mod. 10 **REIMBURSEMENT AUTHORIZATION** PAGE PAGES PROJECT LOCATION **Rocky Flats Plant** Rocky Flats, Colorado CONTRACTOR The Dow Chemical Company CONTRACT NO. DATE OF CONTRACT AT(29-1)-1106 January 18, 1951 The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective 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. Range Median = a + bxThe values of "a" and "b" may be changed Where (currently): a = \$260.00from time to time in b = \$ 4.25accordance with Section x = Evaluation Points G of Part II. Range Maximum = Median plus 20% Range Minimum = Median minus 20% ξ. APPROVED FOR THE CONTRACTOR BY: DATE: OCT 2 3 1967 Name: /Joshel M. Title: General Manager APPROVED FOR THE ATOMIC ENERGY COMMISSION BY DATE no NAME James L. McCraw Deputy Manager

TITLE

CONSTRATO PRIMITIAN

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UNITED STATES ATOMIC	C ENERGY COMMISSION				to M	od. 92'
REIMBURSEMENT	AUTHORIZAT	IION			á. ¹ .	
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JECT			Flats.	Colora	do	•
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contractor The Dov	w Chemical Company AT(29-1)-11	106 Page 2	
JOB CODE	CLASSIFICATION	SALARY MINIMUM	RANGE MAXIMUM
C-300 301 302	Clerk 3 Accounting Clerk 3 Purchasing Clerk 3	\$ 362	\$ 507
C-310 311 312 313	Operator 3 Teletype Operator 3 Keypunch Operator 3 Switchboard Operator 3	362	507
C-320	Junior Secretary	362	507
C-400 401	Clerk 4 Payroll Clerk 4	392	549
C-410 411 412 413	Operator 4 Teletype Operator 4 Reproduction Equipment Operator 4 Keypunch Operator 4	392	549
C-420	Secretary	392	549
C-500	Clerk 5	424	594
C-510	Operator 5	424	594
C-520	Senior Secretary	424	594
C-600 601	Clerk 6 Senior Clerk	461	646
C-6 20	Administrative Secretary	461	646

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JOB CODE	CLASSIFICATIO	<u>N</u>	M	SALARY INIMUM	RANGE MAXIMUM
T-100	T echnician Tr	ainee	\$	431	\$ 604
T-110 111	Operator Trai Computer Oper			431	604
T-120	Special Train	lee		431	604
T-200 201	Technician C Medical Techn	nician		467	654
T-210 211	Operator C Computer Oper	ator C		467	654
T-220 227 228	Specialist C Draftsman C Accountant C	Ê .		467	654
T-300 301 303	Technician B Security Equi (R&D, Lab, an Technician	ipment Technician nd other "Technical") B		507	711
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ntractor ¹		Chemical Company Contract No. AT(29-1)-110	Page 4	of
	שרו	OT A SSTRTCARTON	SALARY	
JOB CC		CLASSIFICATION	MINIMUM	MAXIMUM
-320		Specialist B	\$ 507	\$ 711
3	322	Dispatching Officer	•	• • • • • • • • • • • • • • • • • • • •
3	323	Production Control Scheduler	_	
	324	Industrial Illustrator		
		Industrial Photographer		-
	828	Nurse		
÷	329	Draftsman B	•	
-400		Technician A	551	772
-410		Operator A	551	772
. 4	11	Computer Operator A	•	
4	12	Head Keypunch Operator		
-420		Specialist A	551	772
	21	Junior Programmer		
4	122	Shipment Officer	•	
	23	Senior Scheduler (Expediter)		
	25	Head Clerk		
	26	Confidential Secretary		
	27	Draftsman A		
	28	Head Nurse		
4	129	Summer ()		
500		Master Technician	599	840
	501	(R&D, Lab, and other "Technical")	555	0.20
		Master Technician	-	
-520		Specialist	599	840
5	521	Associate (Chemist, Physicist,		
F	522	Programmer, etc.) Master Locksmith		
	523	Planner		
	524	Senior Industrial Illustrator		
	5 2 5	Senior Industrial Photographer	•	
	526	Tool Designer		
	527	Designer		
	529	Summer ()	•	
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PROJEC (LOCATION			
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AT (29-1) - 1106	. ·	January 18,	1951		
is approved as an allowable cos	addition to the approved employ st, effective Sept ember 7, Section B., Part I, A	1907	ge and salary	schedules of th	ie contrac
	e. is amended to read		ly as fol	lows:	
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United States Atomic Energy Commission

REIMBURSEMENT AUTHORIZATION NO. 2 --- Continuation

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

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 0., 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

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

TITLE:

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10-74884-1

Approved for Atomic Energy Commission by:

NAME:

STORES STOR

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	The Dow Chemical	Company Contract No. AT(29-1)-1106	Page3_ of6
Contractor	The now one		
	c	only, whichever provides the great	er vacation allowance.
	(b) 4 2	A former ACFI employee who has read anniversary date prior to the effe employment by the Contractor will day of vacation during the period employed by the Contractor.	iched his 1967 ective date of his be entitled to one in 1967 he is
		On January 1, 1968, a vacation al to the employee computed by multi days shown in the chart set forth on the service years to be attain using total Dow and ACFI service whichever provides the greater va by the ratio	in (d) below, based ed during 1968 and or Dow service only,
		Days in 1968 beginning thave been his anniversa in 1968 and ending Dece 366	
		and rounding the product to the	nearest half day.
		On January 1, 1969, and on the f subsequent calendar year, a vaca be credited to the employee base to be attained during such calen by the chart set forth in (d) be and ACFI service or Dow service provides the greater vacation a	ed on the service years ndar year, as determined elow, using total Dow only, whichever
٤.		at and in	1967 in accordance
	(c)	with $(1)(a)$ and $(1)(b)$ and $(1)(b)$	arried over into
		calendar year 1968.	
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REIMBURSEMENT AUTHORIZATION NO. 2—Continuation

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

(d) Vacation Chart

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	9	15 days	16 day s
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 9 days If May through August, 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.
- Effective July 1, 1968, former ACFI employees shall be (3) entitled to all borrowing and carryover privileges as set forth in Paragraphs 3. and 6., Section 0., Part II of this Appendix A.
- The provisions of Paragraphs 8. and 9., Section 0., (4) 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

ed for Atomic Energy Commission by:

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United States Atomic Energy Commission

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. <u>Return Moves</u>

n ADC-8 (3-89)

> 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.

DATE

- 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.

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	l, Section A at the SAW Re time it appea	served Sec	tion" after	d by inserti the word "F	ng the lant"
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	X .				
APPROVED FOR THE CONTRA	CTOR BY:			DATE:	· .
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		CONITED STATES ATO REIMBURSEMENT	经资产者 经公共工		Mode	102
oject Rocky Fla	ats P	lant		LOCATION Rocky Flats, Col	PAGE 1 orado	OF 1 PAGE
ntractor The Dow	Chen	nical Company		an a		
NTRACT NO.		_		DATE OF CONTRACT		
AT(29-1)	-1106)		January 18, 1951	•	
		vision or addition to the owable cost, effective Ju		ment policies and wage and	salary schedules o	of the contractor
The follo	wing	new Section AA	is added to	Part II, Appendix	A:	
''AA.	Spe	cial Benefits for	<u>Cer</u> tain Ad	vanced Systems Gi	roup ("Model	l Shop'')
		ployees				
	1.	Vacation Leave		he Rocky Flats Pla		
	1.		8.	anted vacation leav	re in accorda	ince
		with Section Z.	, Paragrap	h 2., of this Part]	II.	
	2.	Return-Move	Ъ.,			•
-		of such employ in accordance tractor and suc	ees may hav with the emp ch employee	a return-move age ve had with ACF In ployment agreemen . Only those expense nce with such empl	dustries, Ind at between th nses actually	corporated, e Con- incurred
		allowable here				- - -
						<u> </u>
PROVED	FOR	THE CONTRAC	CTOR BY:	•		
ime:	Con	dupole .	Title:	General Manager	Date: O	ctober 13 196
ROVED FOR THE	ATOMIC E	NERGY COMMISSION BY-			DATE	

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