

SCHEDULE IV

GROUP INSURANCE

HOURLY-RATED EMPLOYEES \*

<u>Benefit</u>	<u>Coverage</u>	<u>Employee Weekly Contribution</u>
<u>Employees</u>		
1. Life Insurance	\$ 4,250.00	
2. Accident & Health		
Non-Occupational Disability	31.50	
3. Hospital Expense and Surgical Expense		
Daily Room Benefit - maximum	13.50	
Special Services - maximum	2,000.00	
Physician Attendance (\$4 per day) - maximum	480.00	
Surgical Operations - maximum	300.00	
		Total \$ .82
<u>Dependents</u>		
1. Hospital Expense and Surgical Expense		
Daily Room Benefits - maximum	11.00	
Special Services - maximum	2,000.00	
Physician Attendance (\$3 per day) - maximum	360.00	
Surgical Operations - maximum	250.00	
		Total \$ .45

\* Upon attainment age 65, coverage reduced to that indicated under "Retired Hourly-Rated Employees."

Contract AT(29-1)-1106

SCHEDULE IV

GROUP INSURANCE

RETIRED HOURLY-RATED EMPLOYEES \*

<u>Completed Years of Service at Age 65 or Retirement</u>	<u>Life Insurance at Age 65 or after Retirement</u>	<u>Maximum Combined Hospital and Surgical Benefits on Account of You and Your Wife</u>
13 or less	\$ 1,000	\$ 500
14	1,000	600
15	1,000	700
16	1,000	800
17	1,000	900
18	1,000	1,000
19	1,000	1,100
20	1,000	1,200
21	1,000	1,300
22	1,000	1,400
23	1,000	1,500
24	1,000	1,500
25	1,000	1,500
26	1,100	1,500
27	1,200	1,500
28	1,300	1,500
29	1,400	1,500
30 or more	1,500	1,500

\* Attainment age 65, or retirement under Company Retirement Plan.  
(For additional details, see Metropolitan Life Insurance Company  
Group Insurance Policies Nos. 16740-G and 16741-G.)

Contract AT(29-1)-1106

\*SCHEDULE IV

PENSION AND PROFIT SHARING PLAN

- 18 -

\*Revised by R.A. No. 68 to Mod. 92  
Effective November 15, 1965

Appendix A

SEARCHES

\* SCHEDULE V  
LABOR AGREEMENT  
BETWEEN  
THE DOW CHEMICAL COMPANY

Rocky Flats Division

and

Local No. 64

INTERNATIONAL GUARDS UNION OF AMERICA

Effective

April 11, 1966

AGREEMENT

BETWEEN

THE DOW CHEMICAL COMPANY

Rocky Flats Division

and

Local No. 64

INTERNATIONAL GUARDS UNION OF AMERICA

Effective:

April 11, 1966

This contract  
not copied



**[REDACTED]**

APPENDIX B  
Contract AT(29-1)-1106  
Modification No. 92

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 word "plant" means the Rocky Flats Plant and

**[REDACTED]**  
**[REDACTED]**  
**[REDACTED]**  
**[REDACTED]**

SEARCHED	INDEXED
SERIALIZED	FILED
DEC 29 1966	
FBI - DENVER	
114 Belmont	
11/17/67	
M. Connelly	
12/29/66	



Contract AT(29-1)-1106

includes all buildings, facilities, and equipment located there. 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

~~CONFIDENTIAL~~  
Contract AT(29-1)-1106

plant modifications and additions; and engineering consulting and related services for plant construction activities.

2. QUALITY CONTROL AND QUALITY ASSURANCE

- a. 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.
- b. The Contractor shall perform such quality assurance activities related to acceptance of final product as may be delegated by the Commission, in accordance with procedures prescribed or approved by the Commission.

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. DEVELOPMENT WORK

The Contractor shall, concurrently with its production activities hereunder, carry on 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.

The scope and costs of the 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. The Contractor may be assigned responsibilities for four to eight new nuclear assemblies per year, including modernization programs on existing assemblies and components.

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.

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,

~~CONFIDENTIAL~~  
Contract AT(29-1)-1106

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. 92  
CONTRACT AT(29-1)-1106

FORM OF SPECIAL BANK ACCOUNT AGREEMENT

AGREEMENT entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1962,  
between THE UNITED STATES OF AMERICA (hereinafter called the  
"Government"), represented herein by the UNITED STATES ATOMIC  
ENERGY COMMISSION (hereinafter called the "Commission"), THE  
DOW CHEMICAL COMPANY (hereinafter called the "Contractor"), a  
corporation organized and existing 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

- A. Effective July 1, 1962, the Commission and the Contractor entered into a Supplemental Agreement to Contract AT(29-1)-1106, designated Modification No. 92, providing for the making of advances of Government funds to the Contractor. Copy of such advance provisions has been furnished to the Bank.
- B. The Commission requires that amounts advanced to the Contractor under said Supplemental Agreement and Contract be deposited in a

SEARCHED

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.

C. 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 Office 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. Any direction received by the Bank upon stationery of the Commission and purporting to be signed by and at the direction of the Commission, shall, insofar as the rights, duties and liabilities of the Bank are concerned, be deemed to be at the written direction of the Contracting Officer. The Bank shall not be liable to the Commission or the Contractor for the withdrawal of any funds from the account by properly endorsed checks signed by an authorized representative of the Contractor, certified to be so authorized, under the seal of the Contractor.

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. Such books and records



shall be preserved by the Bank for a period of six years after the closing of this Special Bank Account.

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 Office, United States Atomic Energy Commission.
5. This Agreement supersedes all previous such Agreement between the Contractor and the Bank.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the day and year first above written.

THE UNITED STATES OF AMERICA  
BY: ATOMIC ENERGY COMMISSION

BY \_\_\_\_\_

THE DOW CHEMICAL COMPANY

BY: \_\_\_\_\_

TITLE: \_\_\_\_\_

BANK

BY: \_\_\_\_\_

TITLE: \_\_\_\_\_

UNITED STATES  
ATOMIC ENERGY COMMISSION  
P. O. BOX 5400  
ALBUQUERQUE, NEW MEXICO

Modification No. 91  
Supplemental Agreement  
Contract AT(29-1)-1106

SUPPLEMENTAL AGREEMENT

This SUPPLEMENTAL AGREEMENT, entered into this 30th day of July 1962, by and between THE UNITED STATES OF AMERICA (hereinafter called the "Government"), represented by the UNITED STATES ATOMIC ENERGY COMMISSION (hereinafter called the "Commission"), and THE DOW CHEMICAL COMPANY (hereinafter called the "Contractor"), a corporation organized and existing under the laws of the State of Delaware,

WITNESSETH THAT:

WHEREAS, on January 18, 1951, the Government and the Contractor entered into Contract AT(29-1)-1106 for the management and operation by the Contractor of the Commission's Rocky Flats Plant and for related work; and

WHEREAS, the said contract has previously been amended by Modifications Nos. 1 through 56, 58, 61 through 64, 66 through 71, 73 through 90; and

WHEREAS, the parties are presently negotiating regarding the terms and conditions to be applied to a long term extension of said contract; and

WHEREAS, the parties have previously agreed to temporarily extend the contract through July 31, 1962, pending completion of negotiations; and

WHEREAS the parties desire to further extend the contract, temporarily, through August 31, 1962, pending completion of negotiations, and to provide for a continuation of the work and to provide additional funds and provisional payment of fee for this extended term; and

WHEREAS, this Supplemental Agreement is entered into by the Commission under the authority of the Atomic Energy Act of 1954, as amended.

Modification No. 91  
Contract AT(29-12)-1106

NOW THEREFORE, the parties hereto agree that Contract AT(29-1)-1106, as amended, is further amended in the following particulars only:

1. The term of Contract AT(29-1)-1106 is hereby extended through August 31, 1962.
2. During this extended term of the contract, the Contractor will (a) continue to perform the contract work as specified for the Commission; and (b) continue to negotiate with the Commission in a good faith effort to reach agreement on all the terms and conditions to be applicable to a long term extension of said contract.
3. In recognition of the Contractor's performance of work during the temporary extension of the contract from July 31, 1962, through August 31, 1962, the Contractor shall receive a provisional payment of \$66,916.67 on account of fixed fee; provided, however, that such fee payment shall be adjusted either upward or downward to reflect the final agreement of the parties on the fixed fee for the fee year following June 30, 1962.
4. The fourth sentence of Paragraph 2. of ARTICLE IV - TERM, ESTIMATES, OBLIGATION OF FUNDS, FIXED FEE AND FINANCIAL PLAN, is amended in its entirety to read as follows:

"The Commission hereby obligates an additional Three Million Seven Hundred Thousand Dollars (\$3,700,000.00) for the performance of the work under Contract AT(29-1)-1106, including the Contractor's fee or fees, making the total obligation under said contract One Hundred Sixty-six Million Seven Hundred Seventeen Thousand Five Hundred Dollars (\$166,717,500.00) for all purposes from its inception."

All other terms and conditions of Contract AT(29-1)-1106, as previously amended, shall to the extent not inconsistent with this Supplemental Agreement remain unchanged and in full force and effect.

Modification No. 91  
Contract AT(29-1)-1106

IN WITNESS WHEREOF, the parties hereto have executed this Supplemental Agreement in several counterparts.

THE UNITED STATES OF AMERICA  
BY: ATOMIC ENERGY COMMISSION

BY: /s/ Paul W. Ager  
**Paul W. Ager, Acting Manager  
Albuquerque Operations Office  
Contracting Officer**

THE DOW CHEMICAL COMPANY

BY: /s/ Calvin A. Campbell

TITLE: Vice President

CORPORATE CERTIFICATE

I, W. A. Groening Jr., certify that I am the Assistant Secretary of the corporation named as Contractor herein; that Calvin A. Campbell who signed this Supplemental Agreement on behalf of said corporation was then Vice President of said corporation; that this Supplemental 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 2nd day of August, 1962.

/s/ W. A. Groening Jr.

(SEAL)

UNITED STATES  
ATOMIC ENERGY COMMISSION  
P. O. BOX 5400  
ALBUQUERQUE, NEW MEXICO

Modification No. 90  
Supplemental Agreement to  
Contract AT(29-1)-1106

SUPPLEMENTAL AGREEMENT

This SUPPLEMENTAL AGREEMENT, entered into on the 20th day of July 1962, by and between THE UNITED STATES OF AMERICA represented by the UNITED STATES ATOMIC ENERGY COMMISSION (hereinafter called the "Commission"), and THE DOW CHEMICAL COMPANY (hereinafter called the "Contractor"), a corporation organized and existing under the laws of the State of Delaware,

WITNESSETH THAT:

WHEREAS, on January 18, 1951, the Government and the Contractor entered into Contract AT(29-1)-1106 for the management and operation by the Contractor of the Commission's Rocky Flats plant and for related work; and

WHEREAS, the said contract has been amended by Modifications Nos. 1 through 56, 58, 61 through 64, 66 through 71, 73 through 89; and

WHEREAS, the parties desire to further amend the contract to provide additional funds through the month of July 1962; and

WHEREAS, this Supplemental Agreement is authorized by and executed under the Atomic Energy Act of 1954, as amended.

NOW THEREFORE, the parties agree that Contract AT(29-1)-1106, as previously amended, is hereby further amended in the following particular but in no others:

The fourth sentence of Paragraph 2 of ARTICLE IV - TERM, ESTIMATES, OBLIGATION OF FUNDS, FIXED FEE AND FINANCIAL PLAN, is amended in its entirety to read as follows:

Modification No. 90  
Contract AT(29-1)-1106

"The Commission hereby obligates an additional One Million Three Hundred Thousand Dollars (\$1,300,000.00) for the performance of the work under Contract AT(29-1)-1106 including the Contractor's fee or fees, making the total obligation under said contract One Hundred Sixty-three Million Seventeen Thousand Five Hundred Dollars (\$163,017,500.00) for all purposes from its inception."

All other terms and conditions of Contract AT(29-1)-1106 as previously amended shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Supplemental Agreement in several counterparts.

THE UNITED STATES OF AMERICA  
BY: ATOMIC ENERGY COMMISSION

BY: /s/ L. P. Gies  
**L. P. Gies, Deputy Manager  
Albuquerque Operations Office  
Contracting Officer**  
THE DOW CHEMICAL COMPANY

BY: /s/ H. D. Dunn  
**H. D. Dunn  
Executive Vice President**

**CORPORATE CERTIFICATE**

I, W. A. Greening Jr., certify that I am the Assistant Secretary of the corporation named as Contractor herein; that H. D. Dunn who signed this Supplemental Agreement on behalf of said corporation was then Executive Vice President of said corporation; that this Supplemental 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 31st day of July, 1962.

(SEAL)

/s/ W. A. Greening Jr.

UNITED STATES  
ATOMIC ENERGY COMMISSION  
P. O. BOX 5400  
ALBUQUERQUE, NEW MEXICO

Modification No. 89  
Supplemental Agreement  
Contract AT(29-1)-1106

SUPPLEMENTAL AGREEMENT

This SUPPLEMENTAL AGREEMENT, entered into this 22nd day of June 1962, by and between THE UNITED STATES OF AMERICA (hereinafter called the "Government"), represented by the UNITED STATES ATOMIC ENERGY COMMISSION (hereinafter called the "Commission"), and THE DOW CHEMICAL COMPANY (hereinafter called the "Contractor"), a corporation organized and existing under the laws of the State of Delaware,

WITNESSETH THAT:

WHEREAS, on January 18, 1951, the Government and the Contractor entered into Contract AT(29-1)-1106 for the management and operation by the Contractor of the Commission's Rocky Flats Plant and for related work; and

WHEREAS, the said contract has previously been amended by Modifications Nos. 1 through 56, 58, 61 through 64, 66 through 71, 73 through 88; and

WHEREAS, the parties are presently negotiating all the terms and conditions to be applied to a long term extension of said contract; and

WHEREAS, it now appears that the present negotiations will extend beyond June 30, 1962, the current expiration date of said contract; and

WHEREAS, the parties desire to extend the term of said contract until said negotiations can be completed and to provide for a continuation of the work and to provide additional funds and provisional payment of fee for this extended term; and

WHEREAS, this Supplemental Agreement is entered into by the Commission under the authority of the Atomic Energy Act of 1954, as amended.

NOW THEREFORE, the parties hereto agree that Contract AT(29-1)-1106, as amended, is further amended in the following particulars only:

Modification No. 89  
Contract AT(29-1)-1106

1. The term of Contract AT(29-1)-1106 is hereby extended through July 31, 1962.
2. During this extended term of said contract, the Contractor will (a) continue to perform the contract work as specified by the Commission; and (b) continue to negotiate with the Commission in a good faith effort to reach agreement on all the terms and conditions to be applicable to a long term extension of said contract.
3. During this extended term or, if sooner, until the parties reach agreement on all the terms and conditions to be applied to a long term extension of said contract, the Contractor shall receive a provisional payment for fixed fee of \$66,916.67 at the end of the month; provided, however, that such fee payment shall be adjusted either upward or downward to reflect the final agreement of the parties on the fixed fee for the fee year following June 30, 1962.
4. The fourth sentence of Paragraph 2. of ARTICLE IV - TERM, ESTIMATES, OBLIGATION OF FUNDS, FIXED FEE AND FINANCIAL PLAN, is amended in its entirety to read as follows:

"The Commission hereby obligates an additional Five Hundred Ninety-six Thousand Dollars (\$596,000.00) for the performance of the work under Contract AT(29-1)-1106, including the Contractor's fee for fees, making the total obligation under said contract One Hundred Sixty-one Million Seven Hundred Seventeen Thousand Five Hundred Dollars (\$161,717,500.00) for all purposes from its inception."

5. The additional funds obligated under Paragraph 4. of this Modification No. 89 reflect the financial plan adjustment for fiscal year 1962 and the additional obligation authority for the month of July 1962.

All other terms and conditions of Contract AT(29-1)-1106, as previously amended, shall to the extent not inconsistent with this Supplemental Agreement remain unchanged and in full force and effect.



Modification No. 89  
Contract AT(29-1)-1106

IN WITNESS WHEREOF, the parties hereto have executed this Supplemental Agreement in several counterparts.

THE UNITED STATES OF AMERICA  
BY: ATOMIC ENERGY COMMISSION

BY: /s/ L. P. Glas  
L. P. Glas, Deputy Manager  
All-purpose Operations Office  
Contracting Officer

THE DOW CHEMICAL COMPANY

BY: /s/ H. D. Doss  
H. D. Doss  
TITLE: Executive Vice President

CORPORATE CERTIFICATE

I, W. A. Grewing Jr., certify that I am the Assistant Secretary of the corporation named as Contractor herein; that H. D. Doss who signed this Supplemental Agreement on behalf of said corporation was then Exec. Vice President of said corporation; that this Supplemental 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 20th day of July, 1962.

/s/ W. A. Grewing Jr.

(SEAL)

UNITED STATES  
ATOMIC ENERGY COMMISSION  
P. O. BOX 5400  
ALBUQUERQUE, NEW MEXICO

Modification No. 88  
Supplemental Agreement  
Contract AT(29-1)-1106

SUPPLEMENTAL AGREEMENT

This SUPPLEMENTAL AGREEMENT, entered into on the 1st day of March 1962, by and between THE UNITED STATES OF AMERICA represented by the UNITED STATES ATOMIC ENERGY COMMISSION (hereinafter called the "Commission"), and THE DOW CHEMICAL COMPANY (hereinafter called the "Contractor"), a corporation organized and existing under the laws of the State of Delaware,

WITNESSETH THAT:

WHEREAS, on January 18, 1951, the Government and the Contractor entered into Contract AT(29-1)-1106 for the management and operation by the Contractor of the Commission's Rocky Flats plant and for related work; and

WHEREAS, the said contract has been amended by Modifications Nos. 1 through 56, 58, 61 through 64, 66 through 71, 73 through 87; and

WHEREAS, the parties desire to further amend the contract as hereinafter provided; and

WHEREAS, this Supplemental Agreement is authorized by and executed under the Atomic Energy Act of 1954, as amended.

NOW THEREFORE, the parties agree that Contract AT(29-1)-1106, as previously amended, is hereby further amended in the following particular but in no others:

The fourth sentence of Paragraph 2 of ARTICLE IV - TERM, ESTIMATES, OBLIGATION OF FUNDS, FIXED FEE AND FINANCIAL PLAN, is amended in its entirety to read as follows:

Modification No. 88  
Contract AT(29-1)-1106

"The Commission hereby obligates an additional Five Million Thirty Thousand Five Hundred Dollars (\$5,030,500.00) for the performance of the work under Contract AT(29-1)-1106 including the Contractor's fee or fees, making the total obligation under said contract One Hundred Sixty-one Million One Hundred Twenty-One Thousand Five Hundred Dollars (\$161,121,500.00) for all purposes from its inception."

All other terms and conditions of Contract AT(29-1)-1106 as previously amended shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Supplemental Agreement in several counterparts.

THE UNITED STATES OF AMERICA  
BY: ATOMIC ENERGY COMMISSION

BY: /s/ R. F. Hartford  
**R. F. Hartford, Manager  
Albuquerque Operations Office  
Contracting Officer**

THE DOW CHEMICAL COMPANY

BY: /s/ H. D. Dunn  
**H. D. Dunn  
Executive Vice President**

CORPORATE CERTIFICATE

I, Fred L. Brown, certify that I am the Assistant Secretary of the corporation named as Contractor herein; that H. D. Dunn who signed this Supplemental Agreement on behalf of said corporation was then Executive Vice President said corporation; that this Supplemental 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 11th day of March 1962.

/s/ Fred L. Brown

(SEAL)

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO.

R. A. # 7  
to Mod. 87

PAGE 1 OF 1 PAGES

PROJECT

Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective June 18, 1962

Appendix A, Part II, Paragraph J, Shift Premium, is revised in the following particular, by adding the following:

- " 5. Exempt and non-exempt employees working continuous shift schedules shall be paid a premium of thirty (30) cents per hour for all hours worked on Saturday and a premium of fifty (50) cents per hour for all hours worked on Sunday.

Such premium shall not apply on an hour for which a premium is payable for overtime or holiday purposes. "

APPROVED FOR THE CONTRACTOR BY:

Name: Luther Evans

Title: General Manager

DATE:

September 4, 1962

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME Seth R. Woodruff, Jr.

Manager, RFAO

DATE

September 4, 1962

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R.A. #6  
to Mod. 87

PAGE 1 OF 1 PAGES

PROJECT Rocky Flats Division LOCATION Rocky Flats, Colorado

CONTRACTOR The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective June 18, 1962

- Appendix A, Part II, Paragraph J.2., Shift Premium is revised in the following particular, by adding the following jump shift premium for salaried employees:

"Jump Shift \$38.00"

- Appendix A, Part II, Paragraph M.4. is revised as follows:

"4. Any exempt employee working a 7-day week shift schedule and any non-exempt employee who is required to work on a recognized or observed holiday, as provided in this Section M., shall receive their basic salary plus premium pay for all hours worked on the holiday. Such premium pay shall be calculated by multiplying the employee's basic hourly rate plus shift premium, if applicable, by one and one-half times the number of hours worked. Any salaried employee who is scheduled to work on such a holiday but who does not do so, may lose straight-time and premium pay for the holiday if the Plant Manager determines that the failure to work was not based on a reasonable excuse."

APPROVED FOR THE CONTRACTOR BY:

Name: Luther Evans Title: General Manager Date: 9-11-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY-

NAME Seth R. Woodruff, Jr. TITLE Area Manager.

DATE

RFAO

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. #5  
to Mod. 87

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PAGE 1 OF 1 PAGES

PROJECT: Rocky Flats Division      LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective May 14, 1962

Schedule I, Part D, referred to in Part III, B.1. is revised to read as follows:

SCHEDULE I  
PART D  
THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT AT(29-1)-1106

Hourly Wage Rate Schedule for Plant Protection Personnel

Effective May 14, 1962

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>
Master Sergeant	\$ 2.84 (3) \$ 2.94
Senior Sergeant	\$ 2.64 (3) \$ 2.70 (3) \$ 2.80
Patrolman	\$ 2.46 (2) \$ 2.56 (3) \$ 2.66

(Figures in parenthesis indicate number of months to be served at each rate before advancing to the next rate within a classification.)

APPROVED FOR THE CONTRACTOR BY:

*Luther Evans*

Name: Luther Evans      Title: Manager

Date: 9-11-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—  
NAME: Seth R. Woodruff, Jr.      TITLE: Area Mgr., RFAO      DATE: SEP 11 1962

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R.A. No. 4  
to Mod. 87

PAGE 1 OF 2 PAGES

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

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **July 9, 1962**

Appendix A, Schedule 1, Part A, Series RF, revised as follows:

1. Change of Classification Titles and/or Points:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF 50	Superintendent, Maintenance	350
RF 72	Pu Chemistry Superintendent	264
RF 74	Misc Fabrication Superintendent	264
RF 76	Pu Fabrication Superintendent	264
RF 145	Supervisor, Quality Evaluation	255
RF 77	Pu Assembly Superintendent	246
RF 78	Foundry Superintendent	246
RF 111	Supervisor, Quality Acceptance	246
RF 195	Assistant Prod. Eng. Superintendent	246
RF 89	Plant Services Superintendent	239
RF 79	Assistant Pu Chemistry Superintendent	229
RF 81	Assistant Pu Fabrication Superintendent	229
RF 82	Supervisor, U Fabrication	229
RF 64	Chief Construction Inspector	225
RF 186	Supervisor, Quality Engineering	222
RF 133	Development Supervisor	222
RF 194	Industrial Relations Staff Assistant	222
RF 193	Supervisor, SSRL	215
RF 90	Supervisor, Area Utilities	215
RF 180	Supervisor, Pu Foundry	215
RF 181	Supervisor, U Chemistry	215
RF 182	Supervisor, General Assembly	215
RF 39	Supervisor, Employment	215
RF 183	U Foundry Supervisor	195

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

UNITED STATES ATOMIC ENERGY COMMISSION  
REIMBURSEMENT AUTHORIZATION

NO.

R.A No. 4  
to Mod. 87

PAGE 2 OF 2 PAGES

PROJECT

Rocky Flats Plant

LOCATION

Rocky Flats, Colorado

CONTRACTOR

The Dow Chemical Company

CONTRACT NO.

AT(29-1)-1106

DATE OF CONTRACT

January 18, 1951

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

July 9, 1962

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF 184	Am Supervisor	187
RF 185	Machining Supervisor	187
RF 112	Inspection Supervisor	181
RF 83	Inspection Foreman	158
RF 192	Lead Analytical Chemist	158
RF 188	Shift Supervisor	158
RF 187	Tooling Coordinator	134
RF 191	Production Control Supervisor	134
RF 91	Area Utilities Supervisor	134
RF 113	Head Inspector	134
RF 196	Disbursement Accountant	130
RF 189	Production Control Supervisor	127
RF 190	Material Control Supervisor	127
RF 92	Area Utilities Supervisor	120
RF 93	Area Utilities Foreman	104
RF 101	Material Control Foreman	100

APPROVED FOR THE CONTRACTOR BY:



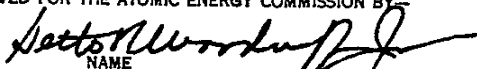
Name: Luther Evans

Title: General Manager

Date:

7-2-62

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY:



NAME

TITLE

Manager, RFAC

DATE

July 3, 1962



UNITED STATES ATOMIC ENERGY COMMISSION  
REIMBURSEMENT AUTHORIZATION

NO.

R. A.#3  
to Mod. #87

PAGE 1 OF 2 PAGES

PROJECT Rocky Flats Plant	LOCATION Rocky Flats, Colorado
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CONTRACTOR The Dow Chemical Company
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CONTRACT NO. AT(29-1)-1106	DATE OF CONTRACT January 18, 1951
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The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective May 14, 1962

Appendix A, Schedule 1, Part A, Series RF, revised as follows:

Change of Classification Titles and/or Points:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-47	General Superintendent, Maintenance, Construction and Service	447
RF-71	General Superintendent, Fabrication	405
RF-178	General Superintendent, Metal Production	405
RF-25	Chief Engineer	390
RF-73	Superintendent, Manufacturing Assembly	354
RF-131	Superintendent, Technical Metallurgy	354
RF-157	Analytical Laboratory Director	354
RF-148	Superintendent, Health Physics	328
RF-26	Superintendent, Product Engineering	326
RF-174	Superintendent, Quality Control	318
RF-175	Manufacturing Technical Superintendent	304
RF-119	Security Director	285
RF-16	Chief Accountant	264
RF-22	Chief Auditor	264
RF-105	Purchasing Agent	264
RF-176	Production Line Services Superintendent	264
RF-99	Production Control Superintendent	229

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

DATE

NAME

TITLE

May 1, 1962

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. **R. A. 3**  
to Mod. #87

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

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

CONTRACTOR **The Dow Chemical Company**

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective **May 14, 1962**

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-2	Accountability Representative	229
RF-4	Data Processing Supervisor	215
RF-5	Statistics and Applied Mathematics Supervisor	215
RF-3	Industrial Engineering Superintendent	215
RF-6	Budgeting and Scheduling Supervisor	215
RF-142	Technical Information Officer	215
RF-179	Administrative Assistant	182
RF-177	Motion Picture Specialist	158

APPROVED FOR THE CONTRACTOR BY:

*Luther Evans*

Name: Luther Evans

Title: General Manager

Date:

May 2, 1962

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY—

*Peter Woodruff*  
NAME

TITLE Manager

DATE

May 4, 1962

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO. R. A. 2  
to Mod. #87  
PAGE 1 OF 1 PAGES

PROJECT: Rocky Flats Plant LOCATION: Rocky Flats, Colorado

CONTRACTOR: The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective March 26, 1962.

Appendix A, Schedule 1, Part A, Series RF, revised as follows:

**I. Change of Evaluation Points:**

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-173	Manufacturing Manager	639
RF-69	Assistant General Manager, Services	591
RF-130	Technical Director	571
RF-1	Business Manager	557
RF-144	Staff Assistant to the General Manager & Assistant Technical Director	494
RF-169	Product Manager	447

APPROVED FOR THE CONTRACTOR BY: *Luther Evans* Name: Luther Evans Title: General Manager Date: March 21, 1962

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *Michael J. Sunderland* Name: Michael J. Sunderland Title: Acting Manager RFAO Date: March 21, 1962

UNITED STATES ATOMIC ENERGY COMMISSION  
**REIMBURSEMENT AUTHORIZATION**

NO.  
 R.A. 1  
 to Mod. #87

PAGE 1 OF 1 PAGES

FACTORY: Rocky Flats Plant      LOCATION: Rocky Flats, Colorado

The Dow Chemical Company

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

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective January 1, 1962.

Appendix A, Schedule 1, Part A, Series RF, revised as follows:

1. Add Classification:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-173	Manufacturing Manager	405

2. Change Classification Titles:

<u>Code</u>	<u>Classification</u>	<u>Evaluation Points</u>
RF-69	Assistant General Manager, Services	582
RF-144	Staff Assistant	557
RF-1	Business Manager.	430
RF-169	Product Manager	405

3. Change values for the salary range median formula:

$$a = \$220.00$$

$$b = \$ 3.60$$

Part VI, Section B., Paragraph 2.a. is revised to include amendment No. 11 to the number of amendments to Group Annuity Contract Number 437 which are on file and approved by the Commission.

APPROVED FOR THE CONTRACTOR BY: *Luther Evans*      Date: January 2, 1962  
 Name: Luther Evans      Title: General Manager

APPROVED FOR THE ATOMIC ENERGY COMMISSION BY: *Seth R. Woodruff, Jr.*      DATE: January 2, 1962  
 NAME: Seth R. Woodruff, Jr.      TITLE: Manager

UNITED STATES  
ATOMIC ENERGY COMMISSION  
P. O. BOX 5400  
ALBUQUERQUE, NEW MEXICO

Modification No. 87  
Supplemental Agreement to  
Contract AT(29-1)-1106

SUPPLEMENTAL AGREEMENT

This SUPPLEMENTAL AGREEMENT, entered into effective on the 1st day of January 1962, by and between THE UNITED STATES OF AMERICA (hereinafter called the "Government"), represented by the UNITED STATES ATOMIC ENERGY COMMISSION (hereinafter called the "Commission"), and THE DOW CHEMICAL COMPANY (hereinafter called the "Contractor"), a corporation organized and existing under the laws of the State of Delaware,

WITNESSETH THAT:

WHEREAS, on January 18, 1951, the Government and the Contractor entered into Contract AT(29-1)-1106 for the management and operation by the Contractor of the Commission's Rocky Flats Plant and for related work; and

WHEREAS, the said contract has been amended by Modifications Nos. 1 through 56, 58, 61 through 64, 66 through 71, 73 through 86; and

WHEREAS, the parties have agreed upon a revision of Appendix A of the contract and desire to incorporate the revised Appendix A in the contract; and

WHEREAS, this Supplemental Agreement is authorized by and executed under the Atomic Energy Act of 1954, as amended.

NOW THEREFORE, the parties agree that Contract AT(29-1)-1106, as previously amended, is hereby further amended in the following particular but in no others:

Effective January 1, 1962, Appendix A of Contract AT(29-1)-1106, as amended, is further amended to read in its entirety as provided in the attached Appendix A, designated "Appendix A, Contract AT(29-1)-1106, The Dow Chemical Company, Modification No. 87".

Contract AT(29-1)-1106  
Modification No. 87

All other terms and conditions of Contract AT(29-1)-1106, as previously amended, shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Supplemental Agreement in several counterparts.

THE UNITED STATES OF AMERICA  
BY: ATOMIC ENERGY COMMISSION

BY: /s/ Ralph P. Johnson  
**Ralph P. Johnson**  
**Assistant Manager for**  
**Administration & Construction**  
**Contracting Officer**

THE DOW CHEMICAL COMPANY

BY: /s/ H. D. Dean  
**H. D. Dean**  
TITLE Executive Vice President

CORPORATE CERTIFICATE

I, Calvin A. Campbell, certify that I am the Secretary of the corporation named as Contractor herein; that H. D. Dean who signed this Supplemental Agreement on behalf of said corporation was then Executive Vice President of said corporation; that this Supplemental 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 11th day of January, 1962

(SEAL)

/s/ Calvin A. Campbell  
**Calvin A. Campbell**  
**Secretary**

APPENDIX A  
CONTRACT AT(29-1)-1106  
THE DOW CHEMICAL COMPANY  
MODIFICATION NO. 87

PERSONNEL POLICIES  
WAGE & SALARY SCHEDULES  
TRANSPORTATION, TRAVEL AND LIVING EXPENSES AND  
RELATED POLICIES

The personnel policies, wage and salary schedules, and transportation, travel and living expense policies set out in this Appendix A are the policies of the Contractor which have been approved by the Commission for application to this Contract for the purpose of determining certain allowable costs as provided for in the Article of this Contract entitled "Costs and Expenses", and shall apply to all Contractor employees regularly assigned to the Rocky Flats Plant, engaged in work under this Contract irrespective of the place of performance of work. However, failure to mention any item of cost in this Appendix is not intended to imply that it is either allowable or unallowable.

Through the Contractor's own standard audit procedures and executive review, the Contractor will take steps to ascertain that the policies and procedures set forth in this Appendix A are carried out.

Either party may at any time request that this Appendix A be revised and the parties hereto agree to negotiate in good faith concerning any requested

Contract AT(29-1)-1106

revision. Revisions to this Appendix A shall be accomplished by written modifications to the Contract, normally in the form of Reimbursement Authorizations, signed by both parties to this Contract. Unless otherwise approved by the Commission, the effective date of each such modification shall not precede the date on which the Contractor first requested such Contract modification in writing. Execution of such a modification by the Plant Manager, or higher authority, will be binding upon the Contractor. For ease of reference, all such modifications are hereinafter referred to as Reimbursement Authorizations.

SMITHSONIAN INSTITUTION



PART I - GENERAL PROVISIONS

A. Recruitment and Help-Wanted Advertising

Reasonable expenses incurred for the recruitment of personnel for work under this Contract, including Help-Wanted advertisements, newspapers, trade journals and other media; shall be allowable costs. Appropriate records shall be maintained by the Contractor to enable accurate reporting of such costs to the Commission.

B. Consultants

As the work program requires, the Contractor may, with the prior approval of the Commission, hire technical and professional personnel as consultants. These personnel shall be hired at a daily rate and for relatively short periods. Requests to the Commission for approval of such hires will be accompanied by written evidence from the Contractor that the consultant has a proper personnel security clearance, if one is required, and that the daily rate to be paid the consultant is in keeping with the rate paid by other Commission contractors.

C. Training

1. Reasonable costs of training programs may be allowed, as required to increase employee skills and efficiency and to

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develop techniques for solution of operating problems and to prepare participating employees for increased responsibility. Training programs may include orientation, job training, supervisory training, and executive development. Such programs and the cost thereof shall be subject to periodic review by the Commission.

2. Employees may be refunded 50% of tuition costs for courses started on or subsequent to November 19, 1959, subject to the following conditions:
  - a. Courses are taken outside of working hours.
  - b. Courses are related to the employee's current job or a job to which the employee can logically aspire.
  - c. Employees shall be full-time employees who have completed six months employment with the Contractor at Rocky Flats prior to the beginning of the course.
  - d. Each course shall be approved by the Manager of Industrial Relations.
  - e. Courses shall be by attendance at a Contractor approved school, college, university or similar institution in the Denver-Boulder area.

- f. Total payment to any employee will not exceed \$150 in any calendar year.
- g. Employee is not eligible to receive educational assistance under any applicable Veteran's Benefit Statute.
- h. Refund shall be for tuition, laboratory fees and other such fees directly related to enrollment in a course; the cost of books, instruments, equipment, supplies and other such items connected with instruction will not be refunded.
- i. Allowance provided for herein shall be paid to an employee after completion of each semester, session or term provided that each employee shall have submitted evidence authenticated by the educational institution certifying that a grade of "C" (70%) or better was received by such employee in the subject studied.

STATION 87

PART II - EXEMPT AND NON-EXEMPT SALARIED EMPLOYEES

A. Coverage

The provisions of this Part II shall apply to all salaried personnel, both exempt and non-exempt except as set forth in Article XVIII, Paragraph 2, of this Contract. Salaried employees in bona fide executive, administrative, or professional capacities shall be referred to herein as "exempt employees". Salaried personnel in other categories shall be referred to herein as "non-exempt employees". The Contractor's policies as contained in this Appendix A for exempt and non-exempt employees, as well as the distinctions between the two categories, shall be compatible with the Wage and Hour Provisions of the Fair Labor Standards Act, and official regulations and interpretations issued thereunder.

B. Job Classifications (Positions) and Salary Ranges

1. The Contractor has developed a job evaluation program which covers all salaried job classifications. Such program is on file with and has been approved by the Commission for application at the Rocky Flats Plant. Not less frequently than once each two years a responsible executive of the Contractor's Salary

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Administration Department, Midland, Michigan, shall conduct a comprehensive audit of the application and administration of the job evaluation program at Rocky Flats. Such audit, together with a statement of action taken, if any, shall be promptly submitted to the Commission.

2. The job classifications, which term in this Appendix A is used as being synonymous with the word "positions", the monthly salary ranges for all non-exempt job classifications and the evaluation points for all exempt job classifications shall be in accordance with Schedule 1, Parts A, B, and C, attached to and hereby made a part of this Appendix A. The salary range for exempt salaried employees will be based on the formula set forth in Schedule 1, Part A. No part of the basic salary paid to an employee in excess of the salary range of his position shall be an allowable cost unless approved by the Commission. As used in this Part II, the term "basic salary" shall mean the straight time monthly compensation, exclusive of premium or other compensation.
3. Contractor job descriptions and evaluations for each job classification shall be developed and amended to reflect changes in duties as they occur covering all personnel employed for work under this Contract.

Copies of such descriptions and evaluations, and amendments thereto, shall be furnished by the Contractor for review by the Commission. All salaried employees shall be required to work substantially within the job description for their classification.

4. From time to time a new job classification, together with its salary range as established by job evaluation, may be authorized for use at the Rocky Flats Plant. Any such additional job classification and salary range, or other similar change, shall constitute a revision of this Appendix A and can be accomplished only by a Reimbursement Authorization. When the salary range of any job classification is revised upward as a result of job re-evaluation, such classification shall, for purposes of this Part II, be considered a new job classification. For purposes of this paragraph 4, salary ranges for new job classifications shall be approved by the Commission at Contractor's request so long as the same are consistent with the Contractor's approved job evaluation program.
5. The hiring rate or a change in an employee's salary may be made by the Contractor in accordance with its policies and practices as provided in paragraphs C, D, E, F and G below; provided that each starting basic salary of \$1666 per month or over, and

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each salary increase result in a basic salary of \$1666 per month or over, shall require the prior written approval of the Commission. The Contractor will submit salary approval requests to the Commission on AEC Form 37 for approvals required by the foregoing proviso. The effective date of such approval, if given, will be on or after the date of the written request for such approval, unless otherwise approved by the Commission.

C. Hiring Rates

Salaried employees shall normally be hired within the salary range established for the classification which is to be filled. Ordinarily the starting rate will be the minimum of the range for the position. An individual's previous experience, training, ability and educational background together with salaries paid to other employees in the same job classification who have the most nearly comparable experience, training, ability and educational background may be taken into consideration in establishing the starting rate which may be above or below the minimum.

D. Merit Increases (Non-Exempt Employees)

1. Merit increase may be granted to non-exempt salaried employees at the discretion of the Contractor in a percentage not to exceed

that established for exempt employees under Section G.1 below, provided, that (1) during any salary budget year of the Contractor no non-exempt employee may, except with prior written approval of the Contracting Officer receive merit increases which total more than ten (10%) per cent of his basic salary as of the beginning of the salary budget year, and (2) if contractor's company-wide economic conditions are such that the Contractor does not authorize salary adjustments for exempt employees as described in Section G.1 below, Contractor may, with prior Commission approval, nevertheless grant salary increases to non-exempt employees in amounts which may be required or necessary to meet conditions in the local labor market.

2. The total merit increases granted during any salary budget year shall not exceed the percentage figure as established by the Dow Board of Directors, as specified in paragraph 1 above, multiplied by the monthly base non-exempt payroll as of the pay period defined in Section G., Paragraph 2 c, excluding the salaries of those non-exempt employees who are on the Progression Schedule (Section H of this Part II) or are on single rated jobs.
3. Merit increases within the above limitations may be granted on the effective date as set forth in Section G, paragraph 2 d or may

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be deferred for certain employees at the discretion of the Contractor and granted at any time during the ensuing twelve months.

E. Pay Adjustments Resulting from Promotions and Job Re-evaluations  
(Non-Exempt Employees)

A salary adjustment for an employee who is promoted to a higher position or whose position is re-evaluated upward, may be made at the discretion of the Contractor to the minimum of the new salary range for the new or re-evaluated position or to an amount not in excess of 115% of the employee's prior basic salary, whichever is greater; provided, that the resulting basic salary does not exceed the maximum of the salary range for the new or re-evaluated position. Any increase in excess of fifteen per cent (15%) of an employee's prior basic salary shall require the prior approval of the Contracting Officer unless such increase is necessary to bring the new basic salary to the minimum of the established salary range of the new or re-evaluated position.

F. Adjustment of Salary Ranges (Non-Exempt Employees)

It is recognized that it will probably be necessary to adjust non-exempt salary ranges annually. Such adjustments of established salary ranges

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may be made with the approval of the Commission. Requests for such adjustments shall be supported by adequate survey data, including but not necessarily limited to, conditions in the labor market from which such employees would normally be recruited. The scope of salary surveys should be sufficiently comprehensive, both as to area and number of participants, to permit a representative finding.

Salary schedules should be so related to the survey findings as to result in a competitive position with respect to generally comparable industry.

G. Salary Increases (Exempt Employees)

- 1.. a. When Company-wide economic conditions warrant, the Executive Committee of the Contractor's Board of Directors shall periodically establish a percentage figure which shall be the basis for computing the average amount by which salaries of exempt employees in each plant may be increased within a twelve month period.
- b. At such time, the Contractor's Company Salary Committee may authorize adjustments in the Company-wide exempt salary rate ranges. Such adjustments shall thereupon be incorporated into a Reimbursement Authorization.

2. When such percentage adjustments have been established, the Contractor will advise the Commission in writing of such percentage figures and will provide the Commission with the following information:
  - a. The then-current Dow Company-wide exempt salary line.
  - b. The then-current Rocky Flats exempt salary line and the point evaluation of each exempt classification.
  - c. The pay period of which the basic exempt payroll is to be used for computing the percentage adjustment.
  - d. The percentage adjustment figure converted to a total dollar amount for Rocky Flats and the date which begins the twelve-month period during which the salary increases may be granted to exempt employees.
  - e. Changes in cost of living, adjustments in hourly rates resulting from collective bargaining and changes in technical hiring rates and other appropriate criteria utilized by the Executive Committee in determining the percentage figures set forth in Section G, paragraph 1.a and b.
3. If the Commission requests, the Contractor will schedule a meeting at a convenient time to review the competitive aspects

behind the establishment of the above-mentioned percentage figure. However, it is understood that much of this information is confidential and will be respected as such by the Commission.

4. Such salary increases may be granted within the limitations set forth above on the effective date, or may be deferred for certain exempt employees at the discretion of the Contractor and be granted at any time during the ensuing twelve months, provided that during any salary budget year of the contractor no exempt employee may, except with prior written approval of the resident contracting officer, receive merit increases which total more than 15 per cent of his basic salary as of the beginning of the salary budget year.
5. The total of all increases granted for any twelve-month period as aforesaid shall not exceed the total amount as set forth in subparagraph 2. d. above; provided, however, that the pay of exempt employees covered in Section H, during any such pay period will be excluded from the total exempt salary payroll for purposes of computing the total salary increases permissible hereunder.

6. When an employees' duties are changed and his responsibilities have increases or decreases and it is determined by the Contractor that a position reclassification is in order, the employee shall be reclassified and increases to his basic starting salary, if any, will be commensurate with his training and ability and in line with the basic salaries being paid other employees in the new classification having the most nearly comparable experience, training and ability. Each increase made in basic salary hereunder will not, except in unusual circumstances, exceed 15 per cent of the employee's basic salary prior to such increase. The basis on which increases exceeding 15 per cent are made will be furnished the Commission in writing.
7. When the pay relationship of all or any member of a group of salaried employees with the competitive labor market for workers with comparable positions indicates a need for adjustment of salaries paid or salary ranges under this contract, such pay adjustments and/or adjustments of established salary ranges, may be made with the prior approval of the Commission. Requests for such adjustments shall be supported by adequate survey data, including, but not necessarily limited to, conditions in the appropriate employment market.

H. Progression Increases

1. College Graduates

a. In lieu of salary increases heretofore provided under Section G of this Part II, the work progress of a newly-employed college graduate with a bachelor's, master's or doctor's degree and who is employed in a job which requires substantial utilization by such employee of his academic training will be reviewed as follows:

- (1) A new employee, with one year or less of related experience, shall be scheduled for work progress and salary review at six and twelve months from date of employment. After the second review, the employee shall be covered by Section G of this Part II.
- (2) A new employee with one year but not more than two years of related experience, shall be scheduled for work progress and salary review only once, six months from date of employment. After such review, the employee shall be covered by Section G of this Part II.

- b. As a result of each such progress and salary review, a college graduate may receive a salary increase in accordance with the following:

For an employee whose basic salary is between \$340 and \$400 - \$15.00 to \$25.00.

For an employee whose basic salary is between \$405 and \$550 - \$15.00 to \$35.00.

For an employee whose basic salary is \$555 or more - \$20.00 to \$40.00.

2. Others

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

- (1) A \$10.00 raise in basic salary after three months of service if the employee has demonstrated at least normal advancement in ability.
- (2) A \$15.00 raise in basic salary after an additional six months of service, if the employee merits it.
- (3) No basic salary resulting from an increase hereunder shall exceed \$370.00.

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(4) After an employee's basic salary has been increased twice or to \$370.00 in accordance with this Section H. 2. a., he will no longer be covered by this Section H, but will be covered by Section G of this Part II.

- b. If an employee is not entitled to a particular increase hereunder upon the elapse of the appropriate time interval, the employee shall be again considered for the particular increase at the lapse of a similar time interval.
- c. The increases under paragraph 2 of this Section H are intended to cover a combination training and proving period for newly employed personnel. If a newly employed person is promoted with a salary increase to a new classification before completing nine months of service, the employee shall upon such transfer be covered by Section G rather than Section H of this Part II.

I. Computation of Salary for Partial Pay Period

An employee who does not work for an entire pay period shall, unless he is on leave with pay during the portion of the pay period he does not work, be paid only a pro-rata salary for work



performed; provided, however, that nothing herein shall limit payment to an employee for shift premium and overtime as elsewhere provided for in this Appendix A. The following formula shall be used in determining the straight time daily wage of salaried employees:

$$\text{Daily Wage} = \frac{\text{Basic Salary} \times 12 \times 14}{365 \times 10}$$

J. Shift Premium

1. An exempt employee is eligible for shift premium pay as set forth below provided he has been assigned to the shift for four (4) weeks or longer.
2. A non-exempt employee who is assigned to work on a second or third shift will receive shift premium pay as hereinafter provided:

1st Shift	7:45 a.m. to 3:45 p.m.	None
2nd Shift	3:45 p.m. to 11:45 p.m.	\$24.00 per month
3rd Shift	11:45 p.m. to 7:45 a.m.	\$33.00 per month
* Jump Shift		\$38.00 per month

3. In the event a salaried employee is not entitled to a full month's premium as provided in the above schedule, he shall receive a pro-rata share of such premium pay based upon the number of hours actually worked for which he is entitled to such premium pay utilizing the following formula:

$$\text{Hourly Shift Premium} = \frac{\text{Applicable Monthly Shift Premium}}{173.33}$$

4. Shift premium pay shall be added to the basic salary for the purpose of computing overtime pay.
- \* 5. Exempt and non-exempt employees working continuous shift schedules shall be paid a premium of thirty (30) cents per hour for all hours worked on Saturday and a premium of fifty (50) cents per hour for all hours worked on Sunday.

Such premium shall not apply on an hour for which a premium is payable for overtime or holiday purposes.

K. Requirements for Commission Approval Respecting Overtime

1. Basic Workweek: For purpose of this Contract, the basic workweek is a forty-hour week consisting of five basic workdays of eight hours each within a designated period of seven consecutive days considered as a unit when pay is computed.
2. Overtime: When deemed essential to the performance of work under this Contract, the Contractor may authorize any employee or group of employees to work overtime, but, except as provided below, not more in one workweek than eight hours per employee in excess of the basic workweek, or longer workweek previously authorized by the Commission: Provided, that whenever the need for overtime for more than four consecutive

workweeks, including immediately previous workweek and regardless of the number of hours per workweek, for an employee or group of employees becomes apparent the Contractor shall obtain with respect to such employee or group of employees, Commission authorization of a longer workweek than the basic, or previously authorized longer workweek then in

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effect, before permitting any such additional overtime to be worked. A longer workweek authorized by the Commission under this Section K is hereafter referred to as an "extended workweek".

Prior Commission authorization shall also be required for overtime to be worked by any employee or group of employees in any workweek of more than eight hours per employee in excess of the basic workweek, or an extended workweek.

Any authorized absence which occurs within the basic or extended workweek and which is counted as time worked for the purpose of overtime compensation shall, for the purpose of determining overtime hours requiring prior Commission approval, be considered as part of the basic or extended workweek in the same manner as if the time of the absence had actually been spent in work.

Exception to the foregoing authorization requirements may be made by the Contractor when overtime is required to meet an emergency or for security reasons. In such cases, immediate action shall be taken by the Contractor to meet the situation and on the following workday the Contractor shall report the matter to the Commission stating the number of overtime hours worked and the reasons therefor.

3. Employee Time Records: Employee time or attendance records, acceptable to the Commission, shall be maintained for all employees.

L. Computation of Overtime

1. Exempt Employees

Overtime pay for Exempt Employees Working an Extended Workweek shall be as follows:

- a. Employees whose basic salaries are \$640.00 or less per month will be paid time and one-half for the scheduled overtime hours worked.
- b. Employees whose basic salaries are between \$640.00 and \$1090.00 will be paid for the scheduled overtime hours worked in accordance with Schedule 3 which is attached to and hereby made a part of this Appendix A.
- c. Employees whose basic salaries exceed \$1090.00 will not receive any overtime pay.

2. Non-Exempt Employees

- a. A non-exempt employee who is required to work in excess of the basic workweek shall be paid one and one-half times

his basic hourly rate plus shift premium, if applicable, for hours actually worked in excess of eight hours in one workday or forty hours in one workweek, calculated on both a daily and weekly basis with payment of the higher amount so derived, but in no event shall the same period of time be paid for twice. The basic hourly rate is the straight-time daily wage divided by eight.

- b. Non-exempt salaried employees when required to report to work outside their regularly scheduled working hours will be paid not less than four hours' pay at straight time, when such call-in requires the employee to make an extra round trip to the Plant.
- c. The following hours shall be considered as hours worked for the purpose of calculating overtime pay:
  - (1) Hours actually worked.
  - (2) Hours allowed for a holiday recognized or observed as provided in Section M below.
  - (3) Hours allowed for such other absences as are specifically provided in this Appendix A as being considered as hours of work for the purposes of calculating overtime pay.

- (4) Time spent traveling on official business during (i) hours which correspond to the traveler's normal daily hours of work, irrespective of the day of the week, (ii) hours in which work is actually performed, and (iii) other hours for which the Contractor is required by law to pay compensation.

M. Holidays

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

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Day

2. Any recognized holiday falling on a Saturday may be observed the preceding Friday.
3. Any recognized holiday falling on Sunday may be observed on the Monday immediately following.
- \* 4. Any exempt employee working a 7-day week shift schedule and any non-exempt employee who is required to work on a recognized or observed holiday, as provided in this Section M., shall receive

their basic salary plus premium pay for all hours worked on the holiday. Such premium pay shall be calculated by multiplying the employee's basic hourly rate plus shift premium, if applicable, by one and one-half times the number of hours worked. Any salaried employee who is scheduled to work on such a holiday but who does not do so, may lose straight-time and premium pay for the holiday if the Plant Manager determines that the failure to work was not based on a reasonable excuse.

5. Time absent due to holidays for which salary payments are made shall be counted as time worked for purposes of computing over-time pay.

N. Vacation Leave

1. Regular Vacation

- a. After one year of continuous employment, salaried employees will become eligible for a paid vactaion of thirteen working days. This first vacation must be completed during the remaining part of the calendar year after the employee first becomes eligible, except that (1) by arrangement with his supervisor an employee may take up to five of these thirteen days as vacation during the first year



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of employment; (2) where the eligibility date of an employee falls during the month of December, vacation for which such employee would otherwise become eligible on that date, may be taken at such time during that month as his supervisor may approve; (3) an employee may carry over up to five days of vacation from one calendar year to the next succeeding calendar year; and (4) if employment is terminated for any reason whatsoever prior to an employee's completion of one year of continuous service, the Contractor shall take reasonable steps to recover salary paid to such employee for any vacation taken.

- b. After the first anniversary of his hire, each salaried employee becomes entitled to thirteen days of vacation on or after each succeeding January 1st that the employee is on the payroll. This vacation must be taken during the calendar year in which the employee becomes entitled to the vacation or lost without payment therefor, except that
- (1) an employee may carry over up to five days of regular vacation from one calendar year to the next succeeding calendar year;

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- (2) by arrangement with his supervisor, an employee may borrow up to five days of regular vacation from the following year; and
  - (3) if employment is terminated for any reason whatsoever prior to the date the employee would normally have become eligible for said vacation, the Contractor shall take reasonable steps to recover salary paid to such employee for the borrowed vacation.
- c. If an employee is laid off for lack of work or quits with five days' notice, he will be paid for any vacation due. However, if an employee is discharged for cause or quits without giving five days' notice, no vacation pay will be allowed.
- d. Effective January 1st of the year in which the employee completes twenty-five years of continuous service and each year thereafter, he is entitled to three additional days of regular vacation.

2. Merit Vacation

- a. An employee will be entitled to additional vacation, known as Merit Vacation, as follows:

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- (1) After five years of continuous employment, he shall be entitled to five additional days of vacation for the ensuing five years which shall be taken at any time during the ensuing five years.
- (2) After ten years of continuous employment, he shall be entitled to ten additional days of vacation for the ensuing five years which shall be taken at any time during the ensuing five years.
- (3) After fifteen years of continuous employment, he shall be entitled to fifteen additional days of vacation for the ensuing five years which shall be taken at any time during the ensuing five years.
- (4) After twenty years of continuous employment, he shall be entitled to twenty additional days of vacation for each ensuing five year period thereafter and which shall be taken at any time during each of the ensuing five year periods.
- (5) Merit vacation must be taken in not less than one-day periods.
- (6) An employee is not eligible to receive pay in lieu of merit vacation, nor can he be allowed to accumulate

vacation from one five year period to another. He will receive pay for any such vacation due if he quits the Contractor with five days' notice, or is laid off for lack of work.

3. Absences allowed under this Section N shall be considered hours worked for purposes of computing overtime pay.

O. Sick Leave

1. No salary deductions are made if salaried employees are absent for a reasonable period due to illness or injury if approved by Department Heads who report to the Plant Manager or, for periods of absences of over five days, if approved by the Plant Manager.
2. Pay to an employee for sick leave will be limited to the difference between the sum of money receivable, if any, under the Company Group Insurance Plan or Workmen's Compensation Insurance, or both, and the amount of money the employee would have received if working full time at his job. This does not rule out or negate any lump sum settlements or loss-of-member payments under the applicable Workman's Compensation Statutes.

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3. Payment for individual sick leave which exceeds a total of ninety (90) calendar days per calendar year shall require Commission approval.
4. Absences allowed under this Section O shall be considered as hours worked for purposes of computing overtime pay.

P. Personal Leave

1. Salaried employees necessarily absent from work for a reasonable period for personal reasons, such as death or serious illness in their immediate family, attendance in court other than under Section S below, or doctor and dental appointments, will receive no deduction in salary for periods of absence of five or less days if approved by a Supervisor who reports to the Plant Manager, or for periods of absence of over five days, if approved by the Plant Manager.
2. Absences allowed under this Section P shall be considered as hours worked for purposes of computing overtime pay.

Q. Military Service and Military Training

1. Extended Military Service
  - a. Any employee leaving his job to enter military service will receive two weeks' pay at his basic salary rate for

two years or less service with the Contractor, and one additional week's pay for each additional year of service with the Contractor, except that the total pay received will not exceed eight weeks' pay. Upon returning from the armed forces, an employee's re-employment shall be in accordance with applicable laws.

- b. An employee is deemed to have entered military service if the employee enters the Armed Forces of the United States Government (i) under the Selective Service Act, (ii) by enlistment, or (iii) by call into active service as opposed to annual training because of membership in the National Guard or Reserve.

2. Annual Military Training

- a. An employee absent from work because of participation in annual military training with the National Guard or Reserves will be paid at one-half of his basic rate for each of his scheduled workdays during such absence but not more than twelve scheduled working days in any one fiscal year: Provided, That such payment shall be made only if the employee has been employed by the Contractor for at least thirty-five days prior to his leaving for training.

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- b. An employee's job status will not be affected by participation in military training programs when the time of such programs does not exceed a total of eight weeks for any one calendar year.

R. Separation Pay

1. An exempt employee whose services are no longer needed under this Contract at the Rocky Flats Plant and did not resign or was not discharged for cause will receive a separation pay allowance of one month's basic salary for services of one year or less plus one week's pay at his basic salary rate for each full year of service over one year.
2. A non-exempt employee whose services are no longer needed under this Contract at the Rocky Flats Plant and who did not resign or was not discharged for cause will receive one week's pay at his basic salary rate for services of from one month to one year, two weeks' pay at his basic salary rate for service of from one to two years, three weeks' pay at his basic salary rate for service of from two to three years, and four weeks' pay at his basic salary rate for service of three or more years.

3. No employee whose employment is continued by a successor Contractor operating the Plant, or who accepts transfer to another facility, subsidiary or affiliate of the parent Company of the retiring Contractor, will be eligible for separation pay.
4. All Salaried Employees. Upon retirement at age 65 or under the provisions of a Contractor-sponsored Retirement Plan, a separation allowance of one month's basic pay shall be granted.

S. Jury or Court Duty

Time off with pay as herein provided may be allowed for jury duty or appearance as Contractor's or the Commission's witness for the period called, but the employee shall be instructed that any day or portion thereof on which he is excused from jury duty or as a witness he is to report to work, if practicable. In all instances, the employee shall submit to the Contractor his jury duty notice, and a certification of the dates and times of jury services rendered and of amounts received. An employee shall be paid the difference between his basic pay for the period involved and jury or witness fee received.

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T. Voting Time

Except as hereinafter provided, all salaried employees who are registered to vote and who are scheduled to work on a voting day may be allowed not more than two hours off with pay for the purpose of voting in Local, State, and Federal Elections. If a non-exempt employee is required to travel an excessive distance in order to vote, such employee may be allowed an additional absence but without pay.

PART III - ALL OTHER EMPLOYEES

A. Hourly-Paid Production and Maintenance and Cafeteria Employees

1. Rates of Pay and Fringe Benefits

Hourly-Paid Production and Maintenance and Cafeteria Employees shall be covered by this Part III and shall be paid in accordance with the agreement between The Dow Chemical Company, Rocky Flats Plant, and the Denver Metal Trades Council, AFL-CIO, dated May 16, 1960. Such agreement is included in attached Schedule 2 and 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 such agreement will be allowable.

2. Labor Negotiation

- a. Preliminary to any original or renewal negotiations concerning a labor agreement, the Contractor will review with the Contracting Officer any union proposal which can be expected to increase existing costs for wages and fringe benefits in effect under this Contract. The status of existing wage and fringe benefits currently in

effect at the Rocky Flats Plant will be compared with those existing at other Commission and Contractor installations. The Contracting Officer and the Contractor will jointly evolve perimeters within which the Contractor will be authorized to negotiate.

- b. The Contractor will promptly advise the Commission of labor relations developments which appear likely to involve its employees in a possible strike situation, or referral to the Atomic Energy Labor Management Relations Panel, or recourse to procedures under the Labor Management Relations Act.

B. Hourly Paid Plant Protection Employees

1. Wage rates for hourly-paid Plant Protection Employees shall be in accordance with Schedule I, Part D, which is attached hereto and made a part of this Appendix.
2. Except as provided under Section D of this Part III, all other benefits such as sick leave, vacation, overtime, and holidays, for employees covered under this Section B shall be in accordance with the Agreement heretofore provided for under Section A. 1 of this Part III.

C. Requirements for Commission Approval Respecting Overtime

Requirements of Commission approval respecting overtime shall be as heretofore provided under Part II, Section K of this Appendix.

D. Separation Pay

Employees covered under this Part III, who are retiring under the Contractor's Pension Plan, will be paid four weeks' basic pay at the time of Separation.

PART IV - MISCELLANEOUS BENEFITS - ALL EMPLOYEES

A. Coverage

This Part IV applies to all employees of the Contractor engaged in work under this Contract.

B. Recreation and Morale Benefits

1. A recreational program adapted to the requests and needs of employees is provided. Such a program will, to a large measure, depend upon the facilities available in the vicinity of the Rocky Flats Plant, will be subject to mutual agreement of the Plant Manager and the Commission, and will probably include among other activities, soft-ball, bowling, basket-ball and social activities such as dancing, picnics and bridge.
2. Flowers and other reasonable good will remembrances may be provided by the Contractor for any employee who is sick or has had a death in his immediate family or to the family of any deceased employee.

C. Medical Facilities

Medical facilities are provided for care of employees at the Rocky Flats Plant in the event of occupational injuries, to provide

temporary relief for minor physical complaints of employees while at work and to provide medical examinations as set forth in Section D below. In the case of temporary ailments which are not attributed to the employee's occupation, if the condition of the employee is such that recurrent treatment is required, such employee shall be advised to contact his own physician for whatever treatment may be required. Medical facilities at the Plant will be adequately staffed with registered nurses and physicians. Costs of equipment and operating supplies are allowable subject to any other applicable provisions of this Contract.

D. Medical Examination

Routine industrial pre-employment and termination medical examinations are provided by the Contractor. Such examinations shall be conducted by competent medical people. The Rocky Flats Plant medical facilities will be utilized to the fullest extent possible to conduct such examinations.

E. Plant Newspaper

The Contractor may publish a plant newspaper of the type of the Dow Corral for the purpose of building up and maintaining employee interest and morale. This newspaper, produced without

expense to employees, will serve as a news gathering source and a means of distributing necessary information to employees.

F. Attendance at Outside Meetings and Conferences

Certain supervisory and other selected employees may be requested to attend meetings or seminars outside the Rocky Flats Plant in various professional, educational, administrative and technical organizations and conferences called by the Contractor. All activities hereunder shall be pertinent to the work of the employee and shall require the written approval of the employee's line supervisor and the Plant Manager.

G. Safety Awards

Luncheons, dinners, or other reasonable awards are provided employees and their families when such employees have attained prescribed safety goals.

H. Business Luncheons

1. The Contractor may sponsor official business luncheons related to work performance under the Contract at the Rocky Flats Plant. Only an employee whose attendance at such a luncheon is requested by the Contractor, shall be provided such a luncheon free of charge.

2. During the course of union contract negotiations and on other special occasions, the Contractor may provide union representatives with a lunch free of charge either at the Rocky Flats Plant or in the Denver, Colorado area.
3. Costs incurred under paragraphs 1 and 2 above, shall be reasonable and will be reported annually to the Commission.



PART V - TRANSPORTATION, TRAVEL AND LIVING EXPENSES

A. Definitions and General Provisions

1. In this Part V, the term "employee" means any person on the Contractor's payroll, any prospective Contractor employee being brought to the Rocky Flats Plant for an interview or initial employment, and any person who is employed in other offices or Divisions of the Contractor's organization, who is being transferred to work under this Contract.
2. The meaning of the term "dependents" as used in this Part V shall be in accordance with the definition contained in the Internal Revenue Code of 1954, or amendments thereto.
3. The Contractor shall maintain documentary evidence of all expenditures which are allowable under this Part V. Travelers shall be required to submit expense accounts itemizing expenditures for which reimbursement is requested. Such expense accounts shall be supported by receipts or stubs normally received by the traveler, i. e., for air line tickets, Pullman berth tickets, other first class transportation tickets, and lodging and car rental receipts. In the event of loss or unavailability of such tickets or stubs, the traveler will furnish written explanations of the reasons therefor.

B. Travel on Official Business

1. Employees required to travel in connection with work performed under this Contract will be allowed reasonable transportation and subsistence expenses incurred incidental to the travel. Reasonable transportation expense items would be first-class railroad and Pullman fare or plane fare on regularly scheduled airlines, taxis, rental automobile, toll and parking fees, street cars, bus fares, and tips. (Wherever practicable, tourist or coach accommodations shall be utilized by all employees who travel on regularly scheduled airlines.) Reasonable subsistence expense items would be lodging, meals, valet services, laundry, postage, official telephone calls, telegrams, and tips. Interviewees may be furnished meals by the Contractor.
2. Employees using personal automobiles for authorized travel on official business will be given a mileage allowance of seven (7) cents per mile while so engaged.
3. The Contractor may furnish travel insurance to employees traveling on official business at a cost not to exceed \$1.00 per trip.

C. Living Expenses

Subject to the approval of the Plant Manager, any employee who does not live within reasonable commuting distance of the Rocky Flats Plant when employed to work under this Contract will be given a reasonable time in which to secure housing accommodations within commuting distance of the Rocky Flats Plant. During such period of time, such employee will be reimbursed for the reasonable daily food and lodging expenses for himself and his dependents. When this period is to exceed thirty days for such an employee, approval of the Commission will be required for an extension of the time during which such expenses of such employee are to be reimbursable.

D. Transportation of Dependents and Personal Effects

- 1.. When employees who do not live within reasonable commuting distance of the Rocky Flats Plant are employed for work under this Contract, they may be reimbursed for the reasonable travel expenses they incur in moving their dependents to within commuting distance of Rocky Flats Plant either by public transportation facilities or by personal automobile.
2. Subject to the written approval of the Plant Manager, such employees may also be reimbursed for the reasonable expenses of shipping their household goods and effects by

common or contract carrier from their former residences to their new residences within commuting distance from the Rocky Flats Plant, including insurance costs for up to \$10,000.00 coverage, but not to exceed a premium of \$50.00.

3. Within sixty days subsequent to termination of the employment of any person under this Contract for reasons beyond his control, the Plant Manager may authorize reimbursement to such person for actual reasonable expenses for returning that person, his dependents and his household goods and effects to his former home from which such original transportation was allowed or to a location of equivalent distance: Provided, However, That (1) reimbursement will not be made until the employee has completed and has furnished the Contractor with reasonable evidence of having completed the return trip to his former home or such other location, (2) in the case of a return move to a location of greater distance than that of the original move, the employee shall receive that portion of the cost of the return move as the distance of the original move bears to the distance of the return move, and (3) such employee has furnished the Contractor with a statement certifying (a) he has not and to the best of his knowledge, will not receive

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reimbursement for such move from another company and (b) that the employee will return the amount received from the Contractor should he receive such reimbursement from another company. Any employee who is transferred to another Office or Division of the Contractor's private operations at the request of the Contractor, shall not be reimbursed under this Contract for return travel costs incurred.

PART VI - INSURANCE AND PENSIONS

A. Group Insurance

1. The Contractor maintains a contributory Group Insurance Plan for all employees who wish voluntarily to participate in the Plan. The terms and conditions of the Plan are as described in the attached Schedule 4, and are controlled by group insurance policies 16740-G and 16741-G issued to the Contractor by the Metropolitan Life Insurance Company on January 1, 1955. The group insurance policies, including amendments 1 through 7 on Policy 16740-G and amendments 1 through 12 on Policy 16741-G, are on file with and have been approved by the Commission for application to this Contract and are incorporated herein by reference and made a part of this Appendix A. Such group insurance policies may, with the prior approval of the Commission, be modified from time to time by agreements between the Contractor and the insurer. Modifications to such policies shall be accomplished by Reimbursement Authorization.
2. Allowable group insurance costs shall be the Contractor's share of the group insurance premiums paid with respect

to the Contractor's participating employees whose salaries and wages are allowable under the Contract; except that, with respect to a retired employee whose salary or wage was allowable under the Contract for a period of less than five years, allowable costs shall be that proportion of the Contractor's share of group insurance premiums paid for such employee which his years of service as a participating employee under the Contract bears to his total years of service as a participating employee under the group insurance plan.

3. Dividends, return premiums, or other credits and allowances, as accrued under each policy under the plan, shall be applied as a reduction to the cost of work under this Contract to the extent allowable by law in that proportion of such credits which total allowable costs under paragraph A. 2 above, for each policy bears to total Contractor contributions under each policy for the period during which such dividends, return premiums, or other credits and allowances are accrued.
4. In the determination of allowable group insurance costs, the Contractor will provide the Commission with such data and information as may be required by the Commission.

B. Pension and Profit Sharing Plan

1. Midland Plan

- a. The Contractor maintains a Pension and Profit Sharing Program as set forth in the pamphlet entitled "Pension and Profit Sharing Plan" which is included under Schedule 5 and hereby made a part of this Appendix A for all eligible transferred employees.
- b. Contractor employees, transferred from other Divisions or Offices of the Contractor to work under this Contract who had attained eligibility for participation in this Plan, will continue to accumulate benefit credits under the Plan. Other transferred employees who attain eligibility under the Plan while serving on work under this Contract will likewise continue to accumulate benefit credits. Employees covered by this subparagraph b may not participate in any other pension plan, the cost of which is allowable under this Contract.
- c. The Company shall be reimbursed for those amounts which it provides for the individual accounts of such transferred employees in accordance with Section 5 of the pamphlet included in subparagraph a of this

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Section B. This paragraph will apply only to employees whose entire compensation is directly allowable under this contract.

2. Rocky Flats Plan

- \* a. The Contractor maintains a Pension Program for all employees as defined in subparagraph 11 of Article I of Group Annuity Contract Number 437, issued to the Contractor by the Metropolitan Life Insurance Company, dated June 27, 1956 and effective July 1, 1954. The Pension Program, which is controlled by said Group Annuity Contract Number 437 and amendments 1 through 11 thereto, 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. Such Group Annuity Contract, may, with the prior approval of the Commission, be modified from time to time by agreements between the Contractor and the insurer. Modifications to such Contract shall be accomplished by Reimbursement Authorization.

PART A - SERIES RF  
 THE DOW CHEMICAL COMPANY  
 ROCKY FLATS PLANT  
 CONTRACT NO. AT(29-1)-1106

CLASSIFICATIONS AND EVALUATION POINTS  
 FOR  
 EXECUTIVE, ADMINISTRATIVE & PROFESSIONAL EMPLOYEES

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
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RF-69	Assistant General Manager, Services	591
RF-130	Technical Director	571
RF-1	Business Manager	557
RF-144	Staff Assistant to the General Manager & Assistant Technical Director	494
RF-169	Product Manager	447
RF-47	General Superintendent, Maintenance, Construction and Service	447
RF-178	General Superintendent, Metal Production	405
RF-71	General Superintendent, Fabrication	405
RF-147	Director, Health Physics	400
RF-25	Chief Engineer	390
RF-35	Manager Industrial Relations	375
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RF-131	Superintendent, Technical Metallurgy	354
RF-157	Analytical Laboratory Director	354
*RF-50	Superintendent, Maintenance	350
RF-148	Superintendent, Health Physics	328
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RF-119	Security Director	285
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*RF-72	Pu Chemistry Superintendent	264
*RF-74	Misc Fabrication Superintendent	264
*RF-76	Pu Fabrication Superintendent	264
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RF-109	Production Superintendent	255
*RF-145	Supervisor, Quality Evaluation	255
*RF-77	Pu Assembly Superintendent	246
*RF-78	Foundry Superintendent	246
*RF-111	Supervisor, Quality Acceptance	246
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*RF-195	Assistant Prod. Eng. Superintendent	246
RF-36	Labor Relations Supervisor	239
RF-51	Electric Shop Superintendent	239
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*RF-89	Plant Services Superintendent	239
RF-95	Chief Tool Engineer	230
RF-2	Accountability Representative	229
*RF-79	Assistant Pu Chemistry Superintendent	229
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*RF-82	Supervisor, U Fabrication	229
RF-99	Production Control Superintendent	229
*RF-64	Chief Construction Inspector	225
RF-53	Machine Shop Superintendent	222
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RF-55	Sheetmetal Shop Superintendent	222
RF-75	Production Department Superintendent	222
*RF-133	Development Supervisor	222
RF-149	Health Physics Supervisor	222
RF-160	Radiographic Laboratory Supervisor	222
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*RF-186	Supervisor, Quality Engineering	222
*RF-194	Industrial Relations Staff Assistant	222
RF-120	Assistant Director of Security	220
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RF-38	Administrative Services Supervisor	215
*RF-39	Supervisor, Employment	215
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RF-142	Technical Information Officer	215
RF-150	Electronics Shop Supervisor	215
RF-161	Analytical Laboratory Supervisor	215
*RF-180	Supervisor, Pu Foundry	215
*RF-181	Supervisor, U Chemistry	215
RF-182	Supervisor, General Assembly	215
*RF-193	Supervisor, SSRL	215
RF-29	Engineering Staff Specialist	205
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RF-65	Service Department Superintendent	195
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RF-114	Special Projects Leader	193
RF-151	Health Physics Group Leader	193
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RF-179	Administrative Assistant	182
RF-28	Lead Engineer	181
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RF-99	Production Control Supervisor	181
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*RF-112	Inspection Supervisor	181
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RF-80	Production Dept. Asst. Superintendent	175
RF-62	Instrument Specialist	172
RF-152	Health Physics Laboratory Leader	171



<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-66	Warehouse Superintendent	166
RF-153	Health Physics Unit Leader	166
RF-31	( ) Engineer	158
RF-40	Technical Employment Specialist	158
RF-42	Safety Engineer	158
RF-43	Education & Training Supervisor	158
RF-56	Miscellaneous Maintenance Shop Superintendent	158
*RF-83	Inspection Foreman	158
RF-97	Senior Tool Engineer	158
RF-102	Production Development Leader	158
RF-108	Assistant Traffic Manager	158
RF-137	Development Specialist	158
RF-146	Waste Disposal Specialist	158
RF-154	Radiation Engineer	158
RF-165	Analytical Specialist	158
RF-166	Editor	158
RF-167	Defense & Disaster Coordinator	158
RF-177	Motion Picture Specialist	158
*RF-188	Shift Supervisor	158
*RF-192	Lead Analytical Chemist	158
RF-163	Radiological Leader	154
RF-18	Lead Accountant	153
RF-57	Maintenance Foreman	153
RF-115	Special Projects Engineer	150
RF-23	Senior Auditor	149
RF-8	Programming Supervisor	147
RF-10	Senior Statistician	145
RF-11	Material Control Accountant	145
RF-172	Senior Buyer	145
RF-41	Women's Employment Supervisor	141
RF-84	Production Foreman	139
RF-7	Machine Operations Supervisor	137
RF-139	Senior Development Man	136
RF-12	Statistical Quality Control Chemist	135
RF-49	Construction Inspector	134
RF-58	Maintenance Foreman	134
RF-60	Area Maintenance Supervisor	134
RF-85	Production Foreman	134
*RF-91	Area Utilities Supervisor	134

\*Revised by R. A. #4  
Effective 7/9/62

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Schedule I  
Appendix A, Attachment  
to Modification No. 87

SEARCHED

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
*RF-113	Head Inspector	134
RF-124	Identification & Communications Supervisor	134
*RF-187	Tooling Coordinator	134
*RF-191	Production Control Supervisor	134
RF-9	Lead Industrial Engineer	131
RF-19	Cost Accountant	131
RF-122	Reproduction Supervisor	131
RF-123	Document Control Supervisor	131
RF-125	Fire Chief	131
RF-24	Auditor	130
RF-32	Design Engineer	130
RF-44	Procedures Coordinator	130
RF-63	Maintenance Engineer	130
RF-98	Tool Engineer	130
RF-100	Quality Control Engineer	130
RF-104	Plant Engineer	130
RF-107	Buyer	130
RF-138	Development ( )	130
RF-164	Analytical ( )	130
RF-168	Wage & Salary Analyst	130
RF-171	Programmer	130
*RF-196	Disbursement Accountant	130
RF-110	Production Coordinator	127
*RF-189	Production Control Supervisor	127
RF-190	Material Control Supervisor	127
RF-13	Production Control & Planning Engineer	126
RF-116	Planning Coordinator	126
RF-14	Statistician	123
RF-103	Administrative Assistant	123
RF-20	Accountant	120
*RF-92	Area Utilities Supervisor	120
RF-143	Librarian	120
RF-15	Industrial Engineer	117
RF-34	Executive Secretary	117
RF-45	Employment Specialist	117
RF-128	Investigator	117
RF-140	Development Man	117

\*Revised by R. A. #4  
Effective 7/9/62

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>EVALUATION POINTS</u>
RF-59	Maintenance Foreman	116
RF-67	Service Foreman	116
RF-118	Inspection Coordinator	116
RF-46	Employee Services Coordinator	114
RF-61	Estimator Checker	114
RF-86	Production Foreman	114
RF-126	Captain	110
RF-129	Shipment Coordinator	110
*RF-93	Area Utilities Foreman	104
RF-117	Technical Writer	104
RF-70	Confidential Secretary	101
RF-68	Service Foreman	100
RF-87	Production Foreman	100
RF-94	Production Services Foreman	100
*RF-101	Material Control Foreman	100
RF-127	Lieutenant	93
RF-48	Maintenance Aide	92

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

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

Where (currently): a = \$220.00  
 b = 3.60  
 x = Evaluation Points

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

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

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

SCHEDULE OF MONTHLY SALARY RANGES  
 FOR  
 NON-EXEMPT SALARIED CLASSIFICATIONS  
 (EXCEPT FOR CLERICAL)

<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
RFN-1	Mail Clerk	\$329	\$444
RFN-2	General Clerk	373	503
RFN-3	Operations Clerk	395	533
RFN-4	Senior Clerk	424	572
RFN-5	Head Clerk	456	615
RFN-6	Scheduler	441	595
RFN-7	Scheduler-Expediter	480	648
RFN-8	Accountant I	395	533
RFN-9	Accountant II	456	615
RFN-10	Material Control Accountant I	395	533
RFN-11	Material Control Accountant II	456	615
RFN-12	Draftsman	395	533
RFN-13	Engineer-Draftsman	441	595
RFN-14	Reproduction Equipment Operator	373	503
RFN-15	Tabulating Machine Operator I	330	495
RFN-16	Tabulating Machine Operator II	373	503
RFN-17	Tabulating Machine Operator III	441	595
RFN-18	Medical Technician	395	533
RFN-19	Nurse	424	572
RFN-20	Head Nurse	441	595
RFN-21	Time Study Technician	441	595
RFN-22	Health Physics Technician I	424	572
RFN-23	Health Physics Technician II	480	648
RFN-24	Shop Technician I	441	595
RFN-25	Shop Technician II	480	648
RFN-26	Industrial Photographer	473	638
RFN-27	Industrial Illustrator	473	638
RFN-28	Lock and Key Technician	441	595



Contract AT(29-1)-1106

<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
RFN-29	Equipment & Armory Technician	\$441	\$595
RFN-30	Product Inspector	492	664
RFN-35	Engineer	485	655
RFN-36	Chemist, Physicist, Metallurgist, etc.	485	655
RFN-40	Assistant Product Inspector		*555

\*Single Rate Job

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

SCHEDULE OF MONTHLY SALARY RANGES  
 FOR  
 NON-EXEMPT CLERICAL CLASSIFICATIONS

<u>JOB CODE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	
		<u>MINIMUM</u>	<u>MAXIMUM</u>
RFC-1	Classified Material Clerk	\$278	\$375
RFC-2	Clerk Typist	283	382
RFC-3	Stenographer	301	407
RFC-4	Accounting Clerk	301	407
RFC-5	Payroll Clerk	301	407
RFC-6	Purchasing Clerk	301	407
RFC-7	Key Punch Operator	301	407
RFC-8	Switchboard Operator	301	407
RFC-12	Senior Stenographer	325	438
RFC-13	Senior Key Punch Operator	325	438
RFC-14	Senior Purchasing Clerk	325	438
RFC-17	Secretary	356	481
RFC-18	Insurance Clerk	356	481
RFC-19	Office Cashier	356	481
RFC-22	Administrative Secretary	390	527

\* SCHEDULE I  
PART D  
THE DOW CHEMICAL COMPANY  
ROCKY FLATS PLANT  
CONTRACT AT(29-1)-1106

Hourly Wage Rate Schedule for Plant Protection Personnel

Effective May 14, 1962

CLASSIFICATION

HOURLY RATE

Master Sergeant	\$ 2.84 (3)	\$ 2.94
Senior Sergeant	\$ 2.64 (3)	\$ 2.70 (3) \$ 2.80
Patrolman	\$ 2.46 (2)	\$ 2.56 (3) \$ 2.66

(Figures in parenthesis indicate number of months to be served at each rate before advancing to the next rate within a classification.)

\*Revised by R. A. #5  
Effective 5-14-62

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Appendix A , Attachment  
to Modification No. 87

Contract AT(29-1)-1106

SCHEDULE II

LABOR AGREEMENT

SCHEDULE III

OVERTIME CHART

Base Monthly Salary	Over- time	HOURLY RATE		48-HOUR WEEK	
		Straight time	Over- time	Added Mo. Pay	Total Mo. Pay
\$ 640	1.500	3.699	5.549	192.38	832.38
645	1.483	3.728	5.529	191.69	836.69
650	1.466	3.757	5.508	190.96	840.96
655	1.449	3.786	5.486	190.20	845.20
660	1.432	3.815	5.463	189.40	849.40
665	1.415	3.844	5.439	188.57	853.57
670	1.398	3.873	5.414	187.70	847.70
675	1.381	3.902	5.389	186.84	861.84
680	1.364	3.931	5.362	185.90	865.90
685	1.347	3.960	5.334	184.93	869.93
690	1.330	3.988	5.304	183.89	873.89
695	1.313	4.017	5.274	182.85	877.85
700	1.296	4.046	5.244	181.81	881.81
705	1.279	4.075	5.212	180.70	885.70
710	1.262	4.104	5.179	179.56	889.56
715	1.250	4.133	5.166	179.11	894.11
720	1.233	4.162	5.132	177.93	897.93
725	1.216	4.191	5.096	176.68	901.68
730	1.199	4.220	5.060	175.43	905.43
735	1.182	4.249	5.022	174.11	909.11
740	1.165	4.277	4.983	172.76	912.76
745	1.148	4.306	4.943	171.37	916.37
750	1.131	4.335	4.903	169.99	919.99
755	1.114	4.364	4.861	168.53	923.53
760	1.097	4.393	4.819	167.07	927.07
765	1.080	4.422	4.776	165.58	930.58
770	1.063	4.451	4.731	164.02	934.02
775	1.046	4.480	4.686	162.46	937.46
780	1.029	4.509	4.640	160.87	940.87
785	1.012	4.538	4.592	159.20	944.20

## OVERTIME CHART (cont'd)

Contract AT(29-1)-1106

Base Monthly Salary	Over- time	HOURLY RATE		48-HOUR WEEK	
		Straight time	Over- time	Added Mo. Pay	Total Mo. Pay
\$ 790	1.000	4.566	4.566	158.30	948.30
795	.983	4.595	4.517	156.60	951.60
800	.966	4.624	4.467	154.87	954.87
805	.949	4.653	4.416	153.10	958.10
810	.932	4.682	4.364	151.30	961.30
815	.915	4.711	4.311	149.46	964.46
820	.898	4.740	4.257	147.59	967.59
825	.881	4.769	4.201	145.65	970.65
830	.864	4.798	4.145	143.71	973.71
835	.847	4.827	4.088	141.73	976.73
840	.830	4.855	4.030	139.72	979.72
845	.813	4.884	3.971	137.67	982.67
850	.796	4.913	3.911	135.59	985.59
855	.779	4.942	3.850	133.48	988.48
860	.762	4.971	3.788	131.33	991.33
865	.750	5.000	3.750	130.01	995.01
870	.733	5.029	3.686	127.79	997.79
875	.716	5.058	3.622	125.57	1000.57
880	.699	5.087	3.556	123.29	1003.29
885	.682	5.116	3.489	120.96	1005.96
890	.665	5.145	3.421	118.61	1008.61
895	.648	5.173	3.352	116.21	1011.21
900	.631	5.202	3.282	113.79	1013.79
905	.614	5.231	3.212	111.36	1016.36
910	.597	5.260	3.140	108.86	1018.86
915	.580	5.289	3.068	106.37	1021.37
920	.563	5.318	2.994	103.80	1023.80
925	.546	5.347	2.919	101.20	1026.20
930	.529	5.376	2.844	98.60	1028.60
935	.512	5.405	2.767	95.93	1030.93
940	.500	5.434	2.717	94.20	1034.20
945	.483	5.462	2.638	91.46	1036.46
950	.466	5.491	2.559	88.72	1038.76
955	.449	5.520	2.478	85.91	1040.91
960	.432	5.549	2.397	83.10	1043.10

## OVERTIME CHART (cont'd)

Contract AT(29-1)-1106

<u>Base Monthly Salary</u>	<u>Over- time</u>	<u>HOURLY RATE</u>		<u>48-HOUR WEEK</u>	
		<u>Straight time</u>	<u>Over- time</u>	<u>Added Mo. Pay</u>	<u>Total Mo. Pay</u>
\$ 965	.415	5.578	2.315	80.26	1045.26
970	.398	5.607	2.232	77.38	1047.38
975	.381	5.636	2.147	74.44	1049.44
980	.364	5.665	2.062	71.49	1051.49
985	.347	5.694	1.976	68.51	1053.51
990	.330	5.723	1.889	65.49	1055.49
995	.313	5.751	1.800	62.41	1057.41
1000	.296	5.780	1.711	59.32	1059.32
1005	.279	5.809	1.621	56.20	1061.20
1010	.268	5.838	1.530	53.05	1063.05
1015	.250	5.867	1.467	50.86	1065.86
1020	.233	5.896	1.374	47.64	1067.64
1025	.216	5.925	1.280	44.38	1069.38
1030	.199	5.954	1.185	41.08	1071.08
1035	.182	5.983	1.089	37.76	1072.76
1040	.165	6.012	.992	34.39	1074.39
1045	.148	6.040	.894	30.99	1075.99
1050	.131	6.069	.795	27.56	1077.56
1055	.114	6.098	.695	24.10	1079.10
1060	.097	6.127	.594	20.59	1080.59
1065	.080	6.156	.492	17.06	1082.06
1070	.063	6.185	.390	13.52	1083.52
1075	.046	6.214	.286	9.92	1084.92
1080	.029	6.243	.181	6.28	1086.28
1085	.012	6.272	.075	2.60	1087.60
1090	.000	6.301	.000	0.00	1090.00

SCHEDULE IV

GROUP INSURANCE

SALARIED EMPLOYEES - BASIC PLAN \*

<u>Benefit</u>	<u>Coverage</u>	<u>Employee Weekly Contribution</u>
<u>Employees</u>		
1. Life Insurance	\$4,250.00	
2. Accident & Health Non-Occupational Disability	31.50	
3. Hospital Expense and Surgical Expense		
Daily Room Benefit - maximum	13.50	
Special Services - maximum	2,000.00	
Physician Attendance (\$4 per day) - maximum	480.00	
Surgical Operations	300.00	
		Total \$ .82

Dependents

1. Hospital Expense and Surgical Expense		
Daily Room Benefits - maximum	11.00	
Special Services - maximum	2,000.00	
Physician Attendance (\$3 per day) - maximum	360.00	
Surgical Operations - maximum	250.00	
		Total \$ .45

\* Upon attainment age 65, coverage reduced to that indicated under "Retired Employees - Expanded Plan."



SCHEDULE IV

GROUP INSURANCE

SALARIED EMPLOYEES - EXPANDED PLAN\*

Employee with Basic Annual Salary of:	Life Insurance	Weekly Contribution Rate per \$1,000 Over \$4,250
Less than \$3,500	\$ 4,250	\$ --
\$ 3,500 but less than 4,500	8,000	.07
4,500 but less than 5,500	10,000	.08
5,500 but less than 6,500	12,000	.09
6,500 but less than 7,500	14,000	.09
7,500 but less than 8,500	16,000	.10
8,500 but less than 9,500	18,000	.10
9,500 but less than 10,500	20,000	.11
10,500 but less than 13,000	24,000	.11
13,000 but less than 15,000	28,000	.12
15,000 but less than 17,000	32,000	.12
17,000 but less than 19,000	36,000	.13
19,000 but less than 21,000	40,000	.13
21,000 but less than 23,000	44,000	.14
From \$23,000 to \$49,000 and Over in Steps of \$2,000	From \$48,000 to \$100,000 in Steps of \$4,000	.14

\* Upon attainment age 65, coverage reduced to that indicated under "Retired Employees - Expanded Plan."

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SCHEDULE IV

GROUP INSURANCE

RETIRED SALARIED EMPLOYEES - EXPANDED PLAN \*

<u>Completed Years of Service at Age 65 or Retirement</u>	<u>Life Insurance at Age 65 or After Retirement</u>	<u>Maximum Combined Hospital and Surgical Benefits on Account of You and Your Wife</u>
13 or less	\$ 1,000	\$ 500
14	1,000	600
15	1,000	700
16	1,000	800
17	1,000	900
18	1,000	1,000
19	1,000	1,100
20	1,000	1,200
21	1,000	1,300
22	1,000	1,400
23	1,000	1,500
24	1,000	1,500
25	1,000	1,500
26	1,100	1,500
27	1,200	1,500
28	1,300	1,500
29	1,400	1,500
30 or more	1,500	1,500

\* Attainment of age 65, or earlier retirement, under a Company Retirement Plan.

(For additional details, see Metropolitan Life Insurance Company Group Insurance Policies Nos. 16740-G and 16741-G.)

SCHEDULE IV

GROUP INSURANCE

HOURLY-RATED EMPLOYEES \*

<u>Benefit</u>	<u>Coverage</u>	<u>Employee Weekly Contribution</u>
<u>Employees</u>		
1. Life Insurance	\$ 4,250.00	
2. Accident & Health		
Non-Occupational Disability	31.50	
3. Hospital Expense and Surgical Expense		
Daily Room Benefit - maximum	13.50	
Special Services - maximum	2,000.00	
Physician Attendance (\$4 per day) - maximum	480.00	
Surgical Operations - maximum	300.00	
		Total \$ .82

Dependents

1. Hospital Expense and Surgical Expense		
Daily Room Benefits - maximum	11.00	
Special Services - maximum	2,000.00	
Physician Attendance (\$3 per day) - maximum	360.00	
Surgical Operations - maximum	250.00	
		Total \$ .45

\* Upon attainment age 65, coverage reduced to that indicated under "Retired Hourly-Rated Employees."

SCHEDULE IV

GROUP INSURANCE

RETIRED HOURLY-RATED EMPLOYEES \*

<u>Completed Years of Service at Age 65 or Retirement</u>	<u>Life Insurance at Age 65 or after Retirement</u>	<u>Maximum Combined Hospital and Surgical Benefits on Account of You and Your Wife</u>
13 or less	\$ 1,000	\$ 500
14	1,000	600
15	1,000	700
16	1,000	800
17	1,000	900
18	1,000	1,000
19	1,000	1,100
20	1,000	1,200
21	1,000	1,300
22	1,000	1,400
23	1,000	1,500
24	1,000	1,500
25	1,000	1,500
26	1,100	1,500
27	1,200	1,500
28	1,300	1,500
29	1,400	1,500
30 or more	1,500	1,500

\* Attainment age 65, or retirement under Company Retirement Plan.  
 (For additional details, see Metropolitan Life Insurance Company  
 Group Insurance Policies Nos. 16740-G and 16741-G.)

DO NOT WRITE

Contract AT(29-1)-1106

SCHEDULE V

PENSION & PROFIT SHARING PLAN