The Agreement shown in Schedule 4, effective May 18, 1953 supersedes on that date the provisions of Part II of this Appendix.

#### PART III

#### Miscellaneous Benefits and Policies

#### A. Group Insurance

A group insurance program administered by the Metropolitan Life Insurance Company and offering those benefits currently available to Midland, Michigan, employees of the Company, with the exception of Life Insurance on Retirement, will be made available to employees under this contract on the same basis. Any enlargement of such benefits negotiated at the Midland Plant will be made available to employees under this contract. The difference between employee contributions and the cost of the program for employees engaged in work under this contract will be allowable. For details see Exhibit "C" hereto.

#### B. Jury Duty

Any employee called to serve on a jury will be paid the difference between his normal wages or salary and the sum received for jury services.

#### C. Military Service and Training

Employees leaving their jobs to enter the service of the armed forces will receive separation pay of two (2) weeks for employees with two (2) years' or less service, with one (1) additional week's pay for each additional year of service up to six (6) years. Upon returning from service, re-employment shall be in accordance with applicable laws.

An employee's standing will not be affected by participation in military training programs when the time of such programs does not exceed a total of eight (8) weeks for any one (1) calendar year.

An employee participating in a military training program will be paid at one-half base rate up to ten (10) scheduled working days in any one (1) calendar year, providing the employee has been employed by the Company at least ninety (90) days prior to his leaving for training.

No pay will be granted for time off for military training in excess of a total of ten (10) days in any one (1) calendar year.

#### D. Recreation and Morale Benefits

The Company will conduct an active recreational program adapted to the requests and needs of the employees. Such a program will to a large measure depend upon the facilities available in the vicinity of the plant site, will be subject to mutual agreement of the Plant Manager and the Commission, and might possibly include softball, bowling, basketball, and social activities, such as dancing, picnics, bridge, etc.

#### E. Medical Examination

Pre-employment and terminal medical examination as specified by the Company and conducted by competent medical personnel will be paid for by the Company. As soon as Plant medical facilities are developed, these facilities will be utilized to the fullest extent possible to conduct such examinations as well as provide other necessary medical services.

#### F. Grievance Procedure

Any employee with a grievance shall be permitted to discuss the grievance with his immediate supervisor. Lacking a satisfactory adjustment, he may, in turn, present his grievance to his departmental head in company with a representative from the Personnel Department. In the event the grievance is not adjusted, the employee, his department head, and the representative from the Personnel Department will present the grievance to the Plant Manager or his appointee for final settlement. Questions involving employee relations not covered herein or in a labor agreement covering the Project will be handled in accordance with the policies and practices in use at the Midland, Michigan, plant of The Dow Chemical Company.

#### G. Pension and Profit Sharing Plans

Regular Dow Chemical Company employees transferring to work under this contract are covered by the Company's Pension and Profit Sharing Plan if they have attained the age thirty-five (35) and have at least five (5) years of service with the Company. Such employees will continue to accumulate benefit credits as will transferred employees who qualify for the Plan while serving on work under this Contract.

The Contractor shall be reimbursed for those amounts which it provides for the individual accounts of such transferred employees, pursuant to Section 5 of the pamphlet entitled "Pension and Profit Sharing Plan of The Dow Chemical Company" which is attached as Exhibit "B" to Appendix "A" of this Contract. This paragraph will apply only to employees whose compensation is directly reimbursable under this Contract.

Any pension, profit-sharing, or retirement plan developed for employees newly employed for work under this contract shall be subject to prior approval of the Commission.

#### \* H. Other Employee Relations

Questions involving employee relations not covered herein or in a labor agreement covering the Project will be handled in accordance with the policies and practices in use at the Midland, Michigan plant of The Dow Chemical Company.

#### \* I. Travel to Professional Meetings

It is the policy of The Dow Chemical Company, in its various plants, to permit employees to attend appropriate professional meetings on company time and at company expense. Such attendance at company expense must be approved by the line supervision and by the Manager's Office.

#### PART IV

#### TRANSPORTATION, TRAVEL AND LIVING ALLOWANCE POLICIES

#### A. Travel and Living Allowance Policy

#### 1. Dow Employees on Temporary Duty

Subject to the approval of the Plant Manager and the Field Manager of the Rocky Flats Field Office, employees of The Dow Chemical Company transferring temporarily to work under this Contract will be reimbursed for their personal travel and living expenses while so engaged.

Subject to the approval of the Plant Manager, employees transferring to or employed to work under this Contract, who move themselves and/or their families to the site will be given a reasonable time in which to secure personal housing accommodations, during which the daily food and lodging expenses of the employee and family will be reimbursable items. If this period exceeds thirty (30) days, approval of the Commission for extension of time will be required.

#### 2. Travel Status

Employees and prospective employees under this Contract required to travel on official business will be reimbursed for personal travel and living expenses as reviewed and approved by the Plant Manager while so engaged. The Plant Manager will approve each voucher under this paragraph.

#### 3. Personal Cars

Employees or prospective employees under this Contract using private automobiles for necessary travel on official business will be given a mileage allowance of seven cents (7¢) per mile while so engaged.

#### 4. Household Goods and Effects

Employees transferring or employed from other areas to work under this Contract may be reimbursed for the reasonable expenses of shipping their household goods and effects by common or contract carrier from their former residence to the project area, subject to the written approval of the Plant Manager. Upon termination of employment under this Contract, the Plant Manager may authorize payment of the expenses of returning the household goods and effects to their original locations, or a point not more distant, for those employees who choose not to remain in the Plant area.

Such reimbursement may include payment for additional insurance to a maximum of \$10,000.00 coverage or a maximum of \$50.00 premium to cover movement of household goods and effects.

#### 5. Movement of Employees and Dependents

Employees reporting for work under this Contract from other areas may be reimbursed for the necessary travel expense of themselves and family, when public transportation

facilities are utilized. When travel is by private automobile, a mileage allowance of seven cents (7¢) per mile for the distance between the former residence and the Project may be allowed, together with the reasonable cost of meals and lodging enroute.

Upon termination of work under this Contract, the Plant Manager may authorize payment of an amount estimated to cover similar costs for the return journey to a point not further distant than the point of hire.

#### \*6. Aircraft Accident Insurance

Employees traveling on official business on commercial airlines who purchase single-trip personal aircraft accident insurance, in a maximum amount of twenty-five thousand dollars (\$25,000) will be permitted to enter the cost thereof on their expense accounts.

<sup>\*</sup> Revised by Reimbursement Authorization No. 12 dated 11-13-53

## THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### BASE EMPLOYMENT RATE FOR TECHNICALLY TRAINED EMPLOYEES

#### EFFECTIVE FEBRUARY 9, 1953

- 1. \$300.00 per month A.B. degree with near minimum requirements.
- 2. \$310.00 per month B.S. in Accounting or related major.
- 3. \$340.00 per month B.S. degree in Engineering or Science.
- 4. \$340.00 per month B.S. in Business Administration and an M.B.A.
- 5. \$375.00 per month M.S. degree obtained by attending one year of post graduate school.
- 6. \$375.00 per month B.S. in Chemistry or Chemical Engineering and one year of Business Administration.
- 7. \$390.00 per month M.S. degree obtained by a two-year assistant-ship during which time laboratory work or teaching was done.
- 8. \$415.00 per month B.S. in Chemistry or Chemical Engineering with an M.B.A.
- 9. \$500.00 per month Ph.D. degree without related work experience, assistantship or fellowship.

#### Additional Values:

Military Service - \$5.00 for each six months of completed service (except V-12) to a \$15.00 maximum.

High Scholarship - Ranging from \$5.00 to \$20.00.

Experience - Up to \$5.00 per month additional salary for every three months of experience, providing it is of value in relation to the position for which applicant is being employed. Very little, if any, credit would be given in excess of \$40.00. For example: If a mechanical engineer were being employed in a shop engineering group, and if he had had two years of experience in general shop practice, \$20.00 to \$40.00 per month could be added to the starting rate.

#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### BASE EMPLOYMENT RATE FOR TECHNICALLY TRAINED EMPLOYEES

#### EFFECTIVE JANUARY 18, 1951 TO FEBRUARY 8, 1953

- 1. \$294.25 per month A.B. degree with near minimum requirements.
- 2. \$305.00 per month B.S. in Accounting or related major.
- 3. \$326.00 per month B.S. degree in Engineering or Science.
- 4. \$330.00 per month B.S. in Business Administration and M.B.A.
- 5. \$355.00 per month M.S. degree obtained by attending one year of post graduate school.
- 6. \$355.00 per month B.S. in Chemistry or Chemical Engineering and one year of Business Administration.
- 7. \$378.00 per month M.S. degree obtained by a two-year assistantship during which time laboratory work or teaching was done.
- 8. \$400.00 per month B.S. in Chemistry or Chemical Engineering with an M.B.A.
- 9. \$475.00 per month Ph.D. degree without related work experience, assistantship or fellowship.

#### Additional Values:

Military Service - \$5.00 for each six months of completed service (except V-12) to a \$15.00 maximum.

High Scholarship - Ranging from \$5.00 to \$20.00.

Experience — Up to \$5.00 per month additional salary for every three months of experience, providing it is of value in relation to the position for which the applicant is being employed. Very little, if any, credit would be given in excess of \$40.00. For example: If a mechanical engineer were being employed in a shop engineering group, and if he had had two years of experience in general shop practice, \$20.00 to \$40.00 per month could be added to the starting rate.

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

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#### CLASSIFICATION

#### Grade III (Contd.)

Electrician Helper
Auto Mechanic Helper
Instrument Repairman Helper
Sheetmetal Helper
Carpenter Helper
Pipefitter Helper
Apprentice Welder
Fire Fighter & Fire Equipment Man
Winch Truck Driver
Machinist Helper

#### Grade IV

\$1.50 (3) \$1.60 (3) \$1.70

Asst. Chemical Operator
Drill Press Operator
Laundry Machine Man - IV
Monitor - IV
Electronics Repairman
Laboratory Assistant
Boiler Operator - Ventilation
Operator
Production Record Clerk
Tool Repairman
Glass Worker Helper
Sandblaster
Light Equipment Operator
Dispatcher
Stock Clerk

#### Grade V

\$1.70 (3) \$1.80

Bench Drill Press Operator
DU-All Saw Operator
Chemical Operator - V
Monitor - V
Tool Repairman
Stock Clerk
(C working conditions)
Brush Painter
Heavy Equipment Operator

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

#### RATE

HIRING JOB

#### CLASSIFICATION

Grade V (Contd.)

Receiving Clerk Boiler Operator Ventilation Operator

#### Grade VI

\$1.80 (3) \$1.90

Surface Grinder Operator
Tool Grinder
Shaper Operator
Milling Machine Operator - VI Rigger
(Normal conditions)
Lathe Operator - VI
(Normal conditions)
Assistant Inspector
Pipe Coverer
Chemical Operator - VI
Electronics Technician
Laboratory Technician
Roofer
Spray Painter
Mobile Crane Operator

#### Grade VII

\$1.90 (3) \$2.00

Production Machinist - VII (Normal conditions) Milling Machine Operator - VII (B working conditions) Lathe Operator - VII (B working conditions) Chemical Operator - VII Machinist-Maintenance Tile and Glass Man Electrician (Maint.) Auto Mechanic (Maint.) Sheetmetal Worker (Maint.) Carpenter (Maint.) Pipefitter (Maint.) Instrument Repairman Welder-Maintenance rap and Valve Repairman

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

	RATE
CLASSIFICATION	HIRING JOB
Grade VIII	\$2.00 (6) \$2.10

Production Machinist - VIII
(B working conditions)
Factory Maintenance Man
Senior Laboratory Technician
Lineman
Glass Worker
Special Machinist (Precision Shop)
Machine Set-up Man
Toolmaker - VIII (Maint. Shop)

#### Grade IX

\$2.10 (6) \$2.20

Production Machinist - IX
(C working conditions)
Final Inspector - IX
Model Maker
Instrument Processman
Die Repairer

#### Grade X

\$2.20 (6) \$2.30

Toolmaker - X
Final Inspector - X
Mason
Master Glass Worker

Sub-Foreman - 20 cents above highest paid man under him. Crew Leader - 10 cents above highest paid man in crew. Head Operator - 10 cents above highest paid man in crew. Head Monitor - 10 cents above Monitor - V.



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

AGREEMENT BETWEEN THE DOW CHEMICAL COMPANY, ROCKY FLATS PLANT, AND THE DENVER METAL TRADES COUNCIL, A.F. OF L.

EFFECTIVE MAY 18, 1953

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#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE MAY 17, 1954

#### CLASSIFICATION

#### HOURLY RATE

Captain (Foreman)	Salaried
Senior Lieutenant	Salaried
Lieutenant	Salaried
Master Sergeant	\$2.10 (3) \$2.20
Senior Sergeant	\$1.87 (3) \$1.97 (3) \$2.07
Patrolman	\$1.74 (2) \$1.84 (3) \$1.94
	, , , , , , , , , , , , , , , , , , , ,

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

Revised by Reimbursement Auth. No. 14, Modification No. 19,21 dated 6-4-54

#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE NOVEMBER 13, 1952 TO FEBRUARY 8, 1953

#### CLASSIFICATION

#### Captain (Foreman) Senior Lieutenant Lieutenant

#### HOURLY RATE

\$2.00 (6) \$2.10 (6) \$2.20 \$1.90 (3) \$2.00 \$1.80 (3) \$1.90

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

These rates, effective dates as indicated, were approved to be made retroactive to July 30, 1952.

#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE NOVEMBER 13, 1952 TO FEBRUARY 8, 1953

#### CLASSIFICATION

#### HOURLY RATE

Master	Sergeant
Senior	Sergeant
Sergear	nt
Patroln	

\$1.70	(3)	\$1.80		
\$1.50	(3)	\$1.60 \$1.50	(3)	\$1.70
\$1.40	(2)	\$1.50	(3)	\$1.60
\$1.40	(2)	\$1.50	(3)	\$1.60

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

These rates, effective dates as indicated, were approved to be made retroactive to July 30, 1952.

#### SCHEDULE !

## THE DOC GHELL (AL. (COLLAN) BOCK 17 Ave 17 Avy CONTRACT W. (C) (SC-1) 11(0).

HOURLY WAGE RATE SCHEDUAG COL PARTY PROVINCE TO THE PROPERTY OF THE PROPERTY O

EFFECTIVE JANUARIE 18 1951 W. 1811

#### CLASSIFICATION

Captain (Foreman)
Senior Lieutenant
Lieutenant
Master Sergeant
Senior Sergeant
Sergeant
Patrolman

HALLEY HELL

(Figures in parenthesis imited to the school in north to be served at each rate before advancing to the next rate of this ( liabor grade.)

#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### HOURLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE JANUARY 11, 1954

CODE	CLASSIFICATION	HO	URLY R	ATE
RFW-48	General Cook	\$1.50	(3)	\$1.63
RFW-49	Assistant Cook	\$1.40	(3)	\$1.50
RFW-54	Cafeteria Worker	\$1.31	(3)	\$1.40

Note: Figure in parenthesis indicates time in months before increase to next rate.

## THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### WEEKLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE JULY 23, 1953

CODE	CLASSIFICATION	WEE	KLY RA	<u>te</u>
RFW-48 *RFW-49 RFW-51	General Cook Assistant Cook Meat Cutter (Male)	\$60.00 56.00 70.00	(3) (3) (3)	\$65.00 60.00 75.00
RFW-54 RFW-55	Cafeteria Worker Cafeteria Helper	52•20 48•02	(6) (3) (1)	80.00 56.00 52.20

Note: Figure in parenthesis indicates time in months before increase to next rate.

#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### HOURLY WAGE RATE SCHEDULE FOR PLANT PROTECTION PERSONNEL

EFFECTIVE JULY 30, 1952 TO NOVEMBER 12, 1952

## CLASSIFICATION HOURLY RATE Captain (Foreman) \$1.90 (6) \$2.00 (6) \$2.10 Senior Lieutenant \$1.80 (3) \$1.90 Lieutenant \$1.70 (9) \$1.80 Master Sergeant \$1.60 (3) \$1.70 Senior Sergeant \$1.50 (3) \$1.60 Sergeant \$1.40 (3) \$1.60 Patrolman \$1.40 (3) \$1.50

(Figures in parenthesis indicate time schedule in months to be served at each rate before advancing to the next rate within a labor grade.)

## THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### WEEKLY RATES FOR CAFETERIA PERSONNEL

#### EFFECTIVE JANUARY 18, 1951 TO FEBRUARY 8, 1953

CODE	<u>CLASSIFICATION</u>	WEI	WEEKLY RATE		
RFW-48 RFW-49 RFW-50 RFW-51	General Cook Second Cook Pastry Cook Meat Cutter (Male)	\$55.00 48.00 50.00 65.00	(3) (3) (3) (3) (6)	\$60.00 52.00 55.00 70.00 75.00	
RFW-52 RFW-53 RFW-54 RFW-55	Salad Girl Plant Truck Girl Counter Girl General Helper	48.00 48.00 48.00 46.00	(3) (3) (3) (3)	52.00 52.00 52.00 50.00	

Note: Figure in parenthesis indicates time in months before increase to next rate.

#### THE DOW CHEMICAL COMPANY ROCKY FLATS PLANT CONTRACT NO. AT(29-1)-1106

#### WEEKLY RATES FOR CAFETERIA PERSONNEL

EFFECTIVE FEBRUARY 9, 1953 TO JULY 22, 1953

CODE	<u>CLASSIFICATION</u>	WEEKLY RATE		
RFW-48	General Cook	\$57.42	(3)	\$62.64
RFW-49	Second Cook	50.11	(3)	54.29
RFW-50	Pastry Cook	52.20	(3)	57.42
RFW-51	Meat Cutter (Male)	67.86	(3)	73.08
	•		(6)	78.30
RFW-52	Salad Girl	50.11	(3)	54.29
RFW-53	Plant Truck Girl	50.11	(3)	54.29
RFW-54	Counter Girl	50.11	(3)	54.29
RFW-55	General Helper	48.02	(3)	52.20

Note: Figure in parenthesis indicates time in months before increase to next rate.

Exhibit A

#### Appendix A Contract AT-(29-1)-1106

Base		HOURLY RA	TE.	48-HOUR V	VEEK	46½-HOUR	WEEK
Monthly	Over-	Straight	Over-	Added	Total	Added	Totaal
Salary_	time	Time	time	Mo. Pay	Mo. Pay	Mo. Pay	Mo. Pay
Darary	OTME	11110	<u>omo</u>	1100 1 100	1.00		=======================================
\$450.	1.5	2.589	3.884	135.00	585.00	109.70	55970
455.	1.472	2.619	3.855	133.95	588.95	108.88	56388
460.	1.444	2.647	3.822	132.85	592.85	107.95	567 95
465.	1.417	2.675	3.790	131.78	596.78	107.04	57204
470.	1.389	2.704	3.756	130.57	600.57	106.08	57608
475.	1.361	2.733	3.720	129.30	604.30	105.07	58007
480.	1.333	2.762	3.682	127.97	607.97	103.99	583 • • 99
485.	1.306	2.790	3.644	126.68	611.68	102.92	58792
490.	1.278	2.819	3.603	125.24	615.24	101.76	59176
95.	1.25	2.848	3.560	123.75	618.75	100.55	595 • • 55
500.	1.222	2.877	3.516	122.22	622.22	99.31	599.531
505.	1.194	2.905	3.469	120.59	625.59	97.98	602.98
510.	1.167	2.934	3.424	119.03	629.03	96.71	60671
515.	1.139	2.963	3.375	117.32	632.32	95.32	610.32
520.	1.111	2.992	3.324	115.54	635.54	93.88	61388
525.	1.083	3.021	3.272	113.72	638.72	92.41	61741
530.	1.056	3.049	3.220	111.94	641.94	90.95	620.495
535•	1.028	3.078	3.164	110.00	645.00	89.36	62436
540.	1.	3.107	3.107	108.00	648.00	87.75	62775
545·	.972	3.136	3.048	105.95	650.95	86.09	631.09
550.	.944	3.164	2.987	103.84	653.84	84.36	634.236
555•	.917	3.193	2.928	101.79	656.79	82.70	63770
560.	.889	3.222	2.864	99.57	659.57	80.89	64089
565.	.861	3.251	2.799	97.29	662.29	79.06	64406
570.	.833	3.279	2.731	94.96	664.96	77.13	647.13
75•	.806	3.308	2.666	92.69	667.69	75.30	650.30
,80 <b>.</b>	.778	3.337	2.596	90.25	670.25	73.32	653 . 32
585.	.750	3.366	2.525	87.75	672.75	71.32	65632
590 <b>.</b>	.722	3.395	2.451	85.20	675.20	69.23	659 - 23
595•	.694	3.423	2.376	82.59	677.59	67.11	66211
600.	.667	3.452	2.302	80.04	680.04	65.02	66502
605.	.639	3.481	2.224	77.32	682.32	62.81	667Bl
610.	.611	3.510	2.145	74.54	684.54	60.58	67058
615.	.583	3.538	2.063	71.70	686.70	58.27	67327
620.	•556	3.567	1.983	68.94	688.94	56.01	67601
625.	.528	3.596	1.899	66.00	691.00	53.64	678 64
630.	•5	3.625	1.813	63.00	693.00	51.21	68121
635.	.472	3.653	1.724	59.94	694.94	48.69	683 - 69
640.	•412	3.682	1.635	56.83	696.83	46.18	686.18
645.	•417	3.711	1.547	53.79	698.79	43.69	688 69
047•	•4+ (	عد: • ر	/	77.417	-///	72.00	

Base Monthly Salary	Over- time	HOURLY RA Straight Time	TE Over- time	48-HOUR Added Mo. Pay	WEEK Total Mo. Pay	46-HOUR I Added To Mo. Pay Mo	otal
<b>\$</b> 650	•389	3.740	1.455	50.57	700.57	41.10 69	91.10
655	•361	3.768	1.360	47.29	702.29	38.41 69	93.41
660	•333	3.797	1.264	43.96	703.96	35.70 69	75.70
665	•305	3.826	1.167	40.57	705.57	32.96 69	7.96
670	.278	3.855	1.072	37.25	707.25	30.27 70	0.27
675	•250	3.884	.971	33.75	708.75	27.42 70	2.42
680	.222	3.912	.868	30.19	710.19		4.52
685	.194	3.941	•765	26.58	711.58	21.60 70	6.60
690	.167	3.970	.663	23.05	713.05	18.73 70	8.73
695	.139	3.999	•556	19.32	714.32	15.70 71	0.70
700	.111	4.027	-447	15.54	715.54	12.63 71	2.63
705	.083	4.056	•337	11.70	716.70	9.52 71	4.52
710	.056	4.085	.229	7.95	717.95		6.47
715	.028	4.114	.115	4.00	719.00		8.25
720	•0	4.142	•0	•00	720.00		0.00

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## U. S. DEPARTMENT OF LABOR OFFICE OF THE SECRETARY WASHINGTON

Decision No. 0-4094

COT 1 3 1973

Date: 10-13-54

#### DECISION OF THE SECRETARY

This case is before the Department of Labor pursuant to a request for a wage predetermination as required by law applicable to the work described on the attached wage schedule.

A study has been made of wage conditions in the locality and on the basis of information assembled by the Department of Labor the wage rates listed on the attached schedule are hereby determined by the Secretary of Labor as the prevailing (or, in the case of the Federal Airport Act, as the minimum) rates of wages for the described classes of labor in accordance with applicable law.

#### LAW REFERENCES AND SPECIAL PROVISIONS X DB Davis-Bacon Act, as amended, 40 U.S. C. 276 (a) et seg. ----FHA National Housing Act, as amended, 12 U.S. C. 1703 et seq. \_\_\_\_\_PHA Housing Act of 1949, as amended, 42 U.S. C. 1401 et seg. .....FAA Federal Airport Act of 1946, as amended, 49 U.S.C. 1101 et seq. .....HSC Hospital Survey and Construction Act of 1946, 42 U.S. C. 291 et seg. \_\_\_\_SCA School Survey and Construction Act of 1950, 20 U.S. C. 251 et seg. .CFS Defense Housing and Community Facilities and Services Act of 1951, as amended, 42 U.S.C. 1592i. REO Reorganization Plan Number 14 of 1950, 5 U.S. C. 133z-15. Regulations of the Secretary of Labor, Part 5, Title 29, Subtitle A, Code of Federal Regulations.

This wage determination decision and any modifications thereof during the period prior to the stated expiration date shall be used during such period and made a part of every contract for performance of the described work as provided by applicable law and regulations of the Secretary of Labor, and the wage rates contained in this decision, unless modified, shall be the minimum wage rates to be paid under any such contract by contractors and subcontractors on the work.

Under the Davis-Bacon Act the contracting officer shall require that any class of laborers and mechanics not listed in the Secretary's decision, which will be employed on the contract, shall be classified or reclassified by the contractor or subcontractor conformably to the Secretary's decision and a report of the administrative action taken in such cases shall be transmitted by the agency to the Secretary of Labor. In the event the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers and mechanics to be used, the question, accompanied by the recommendation of the contracting officer, shall be referred to the Secretary of Labor for final determination. Where classification of laborers and mechanics which were not included in the original decision are desired under any statutes other than the Davis-Bacon Act, a supplementary wage determination shall be requested by the Agency Head.

The wage rates contained in this decision are straight hourly wage rates. In some areas management and labor organizations in the construction industry have collectively bargained for health and welfare fund contributions. Such contributions are not included in wage rates determined by the Secretary of Labor for construction projects.

Department of Labor the wage rates listed on the attached schedule are hereby determined by secretary of Labor as the prevailing (or, in the case of the Federal Airport Act, as the minimum) of wages for the described classes of labor in accordance with applicable law.

#### LAW REFERENCES AND SPECIAL PROVISIONS

X	DB	Davis-Bacon Act, as amended, 40 U. S. C. 276 (a) et seq.
	FHA	National Housing Act, as amended, 12 U.S. C. 1703 et seq.
	РНА	Housing Act of 1949, as amended, 42 U.S. C. 1401 et seq.
***********	FAA	Federal Airport Act of 1946, as amended, 49 U.S.C. 1101 et seq.
	HSC	Hospital Survey and Construction Act of 1946, 42 U.S. C. 291 et seq.
****	SCA	School Survey and Construction Act of 1950, 20 U.S. C. 251 et seq.
	CFS	Defense Housing and Community Facilities and Services Act of 1951, as amended, 42 U.S.C. 1592i.
	REO	Reorganization Plan Number 14 of 1950, 5 U.S. C. 133z-15.
<u> </u>	·	Regulations of the Secretary of Labor, Part 5, Title 29, Subtitle A, Code of Federal Regulations.

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The wage rates contained in this decision are straight hourly wage rates. In some areas management and labor organizations in the construction industry have collectively bargained for health and welfare fund contributions. Such contributions are not included in wage rates determined by the Secretary of Labor for construction projects.

By direction of the Secretary of Labor,

Solicator of Labor

Attachment

U. S. GOVERNMENT PRINTING OFFICE 16-041170

Rork:

Astruction to existing plant consisting of alterations king facilities or structures as required. Incidental action within plant.

EXPIRES

SUPERSEDES OFCESON

Denver-Boulder area. Rates obtained from Denver Building des Gouncil which will help staff jobs.

Colorado

Jefferson

Asbestos workers    improvers:   1st year   2.10   2.00		•	ranger in the second of the se	1
improvers:     lst year 2.10     2nd year 2.45     3rd year 2.40 "Swing stage 2.925     Ath year 2.55 Sand blasting 2.925     Ath year 2.55 Sand blasting 2.925  Boilermakers 3.00     helpers 2.75 Bricklayers 2.85 Pissterers 3.05 Carpenters 2.85 Pissterers 3.05 Cament masons 2.85 Pissterers 3.05 Cament masons working with 2.85 Power equipment operators: Coment masons working on soaffold, 2.975  swing stage or temporary 2.85 Cament masons working on soaffold, 2.975  platform over 25 ft. high 3.10 Electricians proven a 2.61 Electricians 3.00 Drain layer 2.15     m on pips 8° or over 2.40     " oconcrete, parement) 2.61 Finishing machine (commont, concrete, parement) 2.61 Fireman, oiler and batch plant 2.61 F		Per Hour		Per How
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Drain layer  " on pipe 8" or over 2.40  Elevator constructors 3.16  " helpers 2.21  Ironworkers: 2.50  Structural 2.85  Ornamental 2.85  Reinforcing 2.85  Insulation mechanics 2.85  Laborers: Mason tender, brick tender, plasterer tender, coment mason tender  " plasterer tender, barco hammer, tomper, vibrator, pavement breaker, spader, naumer and drill, sender and self-  Drain layer  2.40  Finishing machine (cement, concent, pavement)  Fireman, ciler and batch plant  Scale eperator  1.00  Fireman, ciler and batch plant  Scale eperator  2.00  Hoist (1 drum)  2.61  8.62  9 (2 or more drums)  9 (3 or drums)  1 (2 or more drums)  9 (3 or drums)  1 (2 or more drums)  9 (3 or drums)  1 (2 or more drums)  9 (3 or drums)  1 (2 or more drums)  1 (3 or drums)  1 (4 or drums)  1 (5 or dr			Distributor (bituminous surface)	2.61
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Elevator constructors    helpers   2.21   scale operator   2.00     Glazier   2.50   Industrial motorman   2.61     Ironworkers:   2.85   Hoist (1 drum)   2.61     Structural   2.85   Mechanic, heavy duty   2.61     Reinforcing   2.85   Mechanic, heavy duty   2.00     Reinforcing   2.85   Mechanic, heavy duty   2.00     Insulation mechanics   2.85   Mixer, (1 cu. yd. or over)   2.78     Laborers:   Mason tender, brick tender,   2.275   Motor grader   2.61     plasterer tender, cement   mason tender   Pump   2.61     mason tender   Power-overated tool such as jacknowner, barco chammer, tumper, vibrator, pavement   Shovel, crame, derrick, dragline   2.78     breaker, spader; hammer and drill, sender and self-   2.25     Trenching machine   35 hp. or less   3.00     Trenching machine   3.00	I I or nine 8" or over		concrete, pavement)	2.61
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Insulation mechanics  Laborers:  Mason tender, brick tender,  plasterer tender, cement  mason tender  Power-overated tool such as  jackhommer, barco hammer,  tamper, vibrator, pavement  breaker, spader; nammer and  drill, sander and self-  Mater, (1 ou. yd. or over)  2.61  (less than 1 ou. yd.)  2.61  Rotor grader  Pump  Roller  Tournapull  Shovel, crame, derrick, dragline  35 hp.  Trenching machine		2.85		
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drill, sander and self-	breaker, spader, hammer and		35 hp. or less	2,00
	drill sander and self-			2,691
	propelled concrete buggy	2.225	Dr.111 operator	

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## Structural components				- 5
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2nd year   2.25   3rd year   2.975   3rd year   2.40   "Swing stage   2.925		0.10		
3rd year   2.40				2 025
Ath year   3.00   3.0	1 9	•.		
othermakers   3.00     helpers   2.75     ricklayers   3.50     arpenters   2.85     Coment masons   2.85     Coment masons working with     composition material   2.975     platform over 25 ft. high   3.10     lectricians   2.15     rain layer   2.15     " on pipe 3! or over   2.40     levator constructors   3.16     rain layer   2.21     structural   2.85     Connected   2.85     Structural   2.85     Ornamental   2.85     Rainfording   2.85     Manon tender, brick tender, platerer tender, coment mason tender     Power-oremated tool such as jackhomther, thereone harmer, thempor, vibrator, pavement breaker, spader, harmer and duill, sander and solf-propelled concrete bugy   2.225     onthing the solution and solf-propelled concrete bugy   2.255     onthing the solution     propelled concrete bugy   2.255     rathers   3.90     rather tenders   3.90     rat				
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levator constructors   Normalization   Normali	lectricians			2.61
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				10

	Per Hour		रेक्ट्रानाय
yors t		Truck drivers: (contd.)	
keup truok	\$1.90		17
truck!		Winch pole and "A" frame truck	\$2.35
Under 6 yds. hauled	2.00	work with a pine end noning	
6 yds. to 13 yds. hauled	2.10	Euclids and similar equipment	
13 yds. to 20 yds. hauled	2.20	in tandem	2.40
Over 20 yds. hauled	2.30	Water truck	2.00
Flat rack	2.00	Semi-water truck	2.10
Semi-flat rack truck and highboy	2.10	Warehouseman (greaser, tire	5 <u>4</u> 2
Koehring dumpter	2.10	and service man)	2.00
ber carrier	2.10	Truck mechanic	2.25
Concrete mixer truck to 5 yds.	2.10	" helper	1.90
	~•10	Material checker	2.05
Concrete mixer truck 5 yds. and	2 20	· Dumper, spotter - scaleman	
Over	2.20	(same rate as driver)	
Lowboy	2.20	/perma 1.croa on orrang.	
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				Appren	tice 8	ghedul	0			: <del></del>	
		13434		Peric	d and	Rate*			معنونج وسمد	***************************************	
Graft	Interval	lst	2nd	3rd	Ath	5th	_6th_	7th	8th	9th	10th
Bricklayers	6 mos.	30	40	50	60	75	80		1 ·		
II Tribrary or D	4th yr.		00 per	day	less t	han 10	nimey	ion' s	rato)		
Carpenters	6 mos.	. 55	60	65	70	75	80	85	-90		201.7
Electricisms	6 mos.	40	45	50	55	60	65	70	75		
Tronworkers			72-1/2	80	90	•				•	
Is an	6 mos.	\$1.76		1.95	2.06	2.18	2.30				
Paul cors	3 mos.	45	50						***		
ASTROOLO	6 mos.		<b>5</b> 5	60	65	70	75	80	90	•!	
Pipe fitters	6 mos.	40	45	50	55	60	65	70	. 75	80	90
Plumboxs	6 mos.	- 40	45	50	55	60	65	70	75	80	90
	year	60	70	80							
Roofers Sheet metal	6 moss.	40	45	50	55	60	65	70	80		

"The apprentice rate is by percentage of the journeymen's rate unless otherwise indicated.

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### PROFIT SHARING

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