PLAINTIFF'S EXHIBIT
CEL-486

P. O BOX 792

TELEPHONE 592-6416

Exh. A

ARTHUR BROTHERS

INCORPORATED

813 SOUTH SIXTH STREET
KINGSVILLE, TEXAS 78363

March 18, 1977

NNC: 77-62

Celanese Chemical Company
P. O. Box 428
Bishop, Texas 78343

Attention: Mr. John H. Frick
Plant Manager

Dear Mr. Frick:

In connection with our letter of March 18, 1977, we would like to propose the following effective April 18, 1977.

The Superintendent's rate of pay would be increased from $25,275.00 annually to $27,800.00 annually.

Thank you for your consideration in this matter.

Very truly yours,
Arthur Brothers, Inc.

Norman N. Coulter
Vice-President

NNC/ckw

cc: Mr. W. R. Timman
Mr. R. W. Swanbeck
Mr. C. K. Powers
Mr. Marion John
Mr. John Merian

P. O. BOX 792

TELEPHONE 592-6416

ARTHUR BROTHERS

INCORPORATED

813 SOUTH SIXTH STREET
KINGSVILLE, TEXAS 78363

March 18, 1977

NNC: 77-61

Celanese Chemical Company
P. O. Box 428
Bishop, Texas 78343

Attention: Mr. John H. Frick
Plant Manager

Re: Contract dated January 1, 1968, Exhibit "A" Classifications and Rates

Dear Mr. Frick:

In order to furnish qualified personnel at the Celanese Chemical Company plant at Bishop, Texas, it is requested that Article 8, Paragraph (b) Exhibit "A", Employment Classifications and Pay Rates and Practices, Sections 1 and 2, be amended effective April 18, 1977 as follows:

	Annual Current Rates	Annual Proposed Rates
Superintendent	$25,275.00	$25,000.00/35,000.
Assistant Superintendent	20,460.00/21,450.00	21,450.00/28,000.
General Foreman	19,439.00	22,000.00
Miscellaneous Alterations Foreman	19,171.00	20,896.00
Tank Car Supervisor	18,431.00	20,090.00
Transporation Supervisor	16,148.00	17,601.00
Warehouse Foreman	13,664.00	14,894.00

If you concur with these new scales, will you please so indicate by signing the enclosed copy of this letter and return it to us.

Very truly yours,
Arthur Brothers, Inc.

Norman N. Coulter
Vice-President

NNC/ckw

cc: Mr. W. R. Timman
Mr. R. W. Swanbeck
Mr. C. K. Powers
Mr. Marion John
Mr. John Merian

APPROVED

CELANESE CHEMICAL COMPANY

Signed: John H Frick Date: 3/29/77

John H. Frick, Plant Manager