PLAINTIFF'S EXHIBIT

CEL-1603

Celanese
CHEMICAL COMPANY
A DIVISION OF CELANESE CORPORATION OF AMERICA

BOX 428
BISHOP, TEXAS
TELEPHONE: JUSTICE 4-2211

CHEMCEL PLANT

November 12, 1965

Ref: FLV-387-65

Arthur Brothers, Inc.
813 South Sixth Street
Kingsville, Texas

Attention: Mr. R. V. Arthur

Dear Sir:

Enclosed is a fully executed copy of the November 8, 1965 supplement to our Labor Agreement executed March 1, 1950.

Yours very truly,

CELANESE CHEMICAL COMPANY

F. L. Varnado

F. L. Varnado
Plant Accountant

FLV/bjs
Encl
cc: Messrs. J. H. Frisk - Chemcel
K. R. Hosey
W. H. Baskin
F. R. Bohlender
E. J. Jordan
W. E. Noble

SUPPLEMENT TO
LABOR AGREEMENT
CONSTRUCTION AND RELATED WORK
CELANESE CHEMICAL COMPANY
CHEMCEL PLANT
BISHOP, TEXAS

Be it agreed, and it is hereby agreed, that Article 4, Paragraph 1B of the Labor Agreement executed March 1, 1950 between the Celanese Corporation of America and Arthur Brothers, as amended August 3, 1950, January 12, 1951, November 1, 1951, May 19, 1952, January 12, 1953, August 3, 1953, June 27, 1955, April 30, 1956, December 15, 1958, December 7, 1959, November 7, 1960, October 30, 1961, October 29, 1962, October 28, 1963, and October 19, 1964, is further amended to read as follows:

"1B. Wage rates shall be as follows:

	Classification	Straight Time Hourly Rate
A)	Coordinator	$3.96
B)	Craftsman, 1st Class	3.76
C)	Craftsman, 2nd Class	3.38
D)	Painter	3.17
E)	Truck Driver, Winch	3.01
F)	Production Utilityman	2.98
G)	Roustabout	2.74
H)	Warehouse Laborer	1.98
I)	Senior Laborer	1.88
J)	Common Laborer	1.79
K)	Other Classifications	As approved by Celanese Manager of Maintenance at time of hiring

This supplement shall be effective as of November 8, 1965.

ARTHUR BROTHERS:

Witness: C.E. Adams
Witness: C.E. Adams
Witness: A.R. Craig

Partner: O.M. Arthur
Partner: C.R. Arthur
Partner: O.T. Arthur

CELANESE CHEMICAL COMPANY
Chemcel Plant

Witness: F.L. Varnado

John H. Frick
John H. Frick - Plant Manager

28101