

October 31, 1969

Pioneer Industrial Company
128-140 Bearle Street
Pasadena, Texas 77501

Attention: Mr. R. E. Bradley

Gentlemen:

Consideration has been given to the requests contained in your letter of October 23, 1969. We approve the salary increase of the job superintendent (Mr. J. H. Roberts) from \$262.50 per week to \$267.50 per week. The normal method for handling this item is to submit a letter to the Ethyl construction coordinator in Houston for approval. Contract negotiation items, however, should be submitted directly to me.

All other items are disapproved. The deferred income bonus, although apparently routinely given, is not a part of the base rate; hence cannot be approved. The approved base rate is considered a competitive payroll rate for this level of activity and responsibility. We do not pay for superintendent's bonus awards on our blanket contracts at any location. This item could be considered along with other items at a time when the whole contract was up for negotiation.

Very truly yours,

J. B. Rhorer, Manager
Construction Coordination

JBR/meg

cc: Mr. G. S. Roberts

ETH00002753

PIONEER INDUSTRIAL CO

ENGINEERS - FABRICATORS - CONSTRUCTORS

P.O. DRAWER 1232 120-140 BEARLE STREET

PASADENA, TEXAS 77501

October 23, 1969

Ethyl Corporation
Ethyl Tower
Baton Rouge, Louisiana 70821

Attention: Mr. G. S. Roberts

Gentlemen:

Confirming our discussion in your offices, we will appreciate your consideration of the following matters which refer to our costs and remuneration under the continuing work agreement dated June 8, 1964, between Pioneer and Ethyl Corporation.

1. Pioneer, like other local mechanical contractors, does not have a working agreement with the local electrician craft. Accordingly, we are not in position to supply electrician manpower directly from our own forces. We request that electrical work which we administer as part of work projects you assign us be classified as "subcontracts" and handled as such. This could be included in the contract terms by either listing electrical work as a "specialty contract" or as a separate item in Article III, paragraphs A. and B. of the contract.
2. In the supply of salaried field personnel, Pioneer has certain out-of-pocket costs which are either not being recovered or which are not clearly provided for in the working agreement. None of these costs are dependent upon or subject to company profit or loss. Also, all of these costs are direct costs which we must pay the field personnel furnished to the Ethyl work.
 - Accrual of reserve funds for vacation costs (2 wks/50 wks = 4.0% of base salary)
 - Accrual of reserve funds for deferred income bonus paid annually in December (1 month/12 months = 8.33% of base salary). This is not related to either company profit or the employee's performance.
 - Insurance and hospitalization cost (\$17.19/month @ average field staff salary = 2.0% of base salary)
 - The superintendent presently assigned to Ethyl work (Mr. J. H. Roberts) has been raised to \$267.50 per week. He is presently reimbursed to us at \$262.50 per week.
 - Most of our superintendents maintain their Union affiliation and we pay their welfare payments to the Union. In the case of Mr. J. H. Roberts this amounts to 48¢/hr. or 7.12% of base salary.

ETH00002754

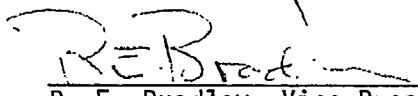
October 23, 1969

- Pay for sick leave and recognized holidays worked is handled on an individual as-it-arises basis. This is satisfactory.

Pioneer is appreciative of the long and continued working relationship with the Ethyl Corporation and desires that it continue. We do feel, however, the above requests are fair and equitable and we ask you to consider making the necessary adjustments to reimburse us for the added costs we have been absorbing.

Yours very truly,

PIONEER INDUSTRIAL COMPANY


R. E. Bradley, Vice President

REB/jm

Duplicate Attached

ETH00002755

October 31, 1969

Pioneer Industrial Company
128-140 Bearle Street
Pasadena, Texas 77501

Attention: Mr. R. E. Bradley

Gentlemen:

Consideration has been given to the requests contained in your letter of October 23, 1969. We approve the salary increase of the job superintendent (Mr. J. H. Roberts) from \$262.50 per week to \$267.50 per week. The normal method for handling this item is to submit a letter to the Ethyl construction coordinator in Houston for approval. Contract negotiation items, however, should be submitted directly to me.

All other items are disapproved. The deferred income bonus, although apparently routinely given, is not a part of the base rate; hence cannot be approved. The approved base rate is considered a competitive payroll rate for this level of activity and responsibility. We do not pay for superintendent's bonus awards on our blanket contracts at any location. This item could be considered along with other items at a time when the whole contract was up for negotiation.

Very truly yours,

J. B. Rhorer, Manager
Construction Coordination

JBR/meg

cc: Mr. G. S. Roberts

ETH00002756

PIONEER INDUSTRIAL CO

ENGINEERS - FABRICATORS - CONSTRUCTORS

P.O. DRAWER 1232 120-140 BEARLE STREET

PASADENA, TEXAS 77501

October 23, 1969

Ethyl Corporation
Ethyl Tower
Baton Rouge, Louisiana 70821

Attention: Mr. G. S. Roberts

Gentlemen:

Confirming our discussion in your offices, we will appreciate your consideration of the following matters which refer to our costs and remuneration under the continuing work agreement dated June 8, 1964, between Pioneer and Ethyl Corporation.

1. Pioneer, like other local mechanical contractors, does not have a working agreement with the local electrician craft. Accordingly, we are not in position to supply electrician manpower directly from our own forces. We request that electrical work which we administer as part of work projects you assign us be classified as "subcontracts" and handled as such. This could be included in the contract terms by either listing electrical work as a "specialty contract" or as a separate item in Article III, paragraphs A. and B. of the contract.
2. In the supply of salaried field personnel, Pioneer has certain out-of-pocket costs which are either not being recovered or which are not clearly provided for in the working agreement. None of these costs are dependent upon or subject to company profit or loss. Also, all of these costs are direct costs which we must pay the field personnel furnished to the Ethyl work.
 - Accrual of reserve funds for vacation costs (2 wks/50 wks = 4.0% of base salary)
 - Accrual of reserve funds for deferred income bonus paid annually in December (1 month/12 months = 8.33% of base salary). This is not related to either company profit or the employee's performance.
 - Insurance and hospitalization cost (\$17.19/month @ average field staff salary = 2.0% of base salary)
 - The superintendent presently assigned to Ethyl work (Mr. J. H. Roberts) has been raised to \$267.50 per week. He is presently reimbursed to us at \$262.50 per week.
 - Most of our superintendents maintain their Union affiliation and we pay their welfare payments to the Union. In the case of Mr. J. H. Roberts this amounts to 48¢/hr. or 7.12% of base salary.

ETH00002757

October 23, 1969

- Pay for sick leave and recognized holidays worked is handled on an individual as-it-arises basis. This is satisfactory.

Pioneer is appreciative of the long and continued working relationship with the Ethyl Corporation and desires that it continue. We do feel, however, the above requests are fair and equitable and we ask you to consider making the necessary adjustments to reimburse us for the added costs we have been absorbing.

Yours very truly,

PIONEER INDUSTRIAL COMPANY



R. E. Bradley, Vice President

REB/jm

Duplicate Attached

ETH00002758

Pioneer

October 23, 1969

Ethyl Corporation
Ethyl Tower
Baton Rouge, Louisiana 70821

Attention: Mr. G. S. Roberts

Gentlemen:

Confirming our discussion in your offices, we will appreciate your consideration of the following matters which refer to our costs and remuneration under the continuing work agreement dated June 8, 1964, between Pioneer and Ethyl Corporation.

1. Pioneer, like other local mechanical contractors, does not have a working agreement with the local electrician craft. Accordingly, we are not in position to supply electrician manpower directly from our own forces. We request that electrical work which we administer as part of work projects you assign us be classified as "subcontracts" and handled as such. This could be included in the contract terms by either listing electrical work as a "specialty contract" or as a separate item in Article III, paragraphs A. and B. of the contract.
2. In the supply of salaried field personnel, Pioneer has certain out-of-pocket costs which are either not being recovered or which are not clearly provided for in the working agreement. None of these costs are dependent upon or subject to company profit or loss. Also, all of these costs are direct costs which we must pay the field personnel furnished to the Ethyl work.
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 - Accrual of reserve funds for deferred income bonus paid annually in December (1 month/12 months = 8.33% of base salary). This is not related to either company profit or the employee's performance.
 - Insurance and hospitalization cost (\$17.19/month @ average field staff salary = 2.0% of base salary)
 - The superintendent presently assigned to Ethyl work (Mr. J. H. Roberts) has been raised to \$267.50 per week. He is presently reimbursed to us at \$262.50 per week.
 - Most of our superintendents maintain their Union affiliation and we pay their welfare payments to the Union. In the case of Mr. J. H. Roberts this amounts to 48¢/hr. or 7.12% of base salary.

ETH00002759

October 23, 1969

- Pay for sick leave and recognized holidays worked is handled on an individual as-it-arises basis. This is satisfactory.

Pioneer is appreciative of the long and continued working relationship with the Ethyl Corporation and desires that it continue. We do feel, however, the above requests are fair and equitable and we ask you to consider making the necessary adjustments to reimburse us for the added costs we have been absorbing.

Yours very truly,

PIONEER INDUSTRIAL COMPANY

Original Signed By

R. E. BRADLEY

R. E. Bradley, Vice President

REB/jm

Duplicate

ETH00002760

May 10, 1968

Pioneer Industrial Company
P. O. Drawer 1232
Pasadena, Texas 77501

Attention: Mr. H. W. Finney

Gentlemen:

The requested wage rate of \$262.50 per week for
Mr. John Gann, Superintendent, is approved effective May 13, 1968.

Very truly yours,

G. S. Roberts
Chief Engineer

GSR/meg

cc: Mr. J. R. McClellan
Mr. J. B. Rhorer
Mr. H. A. Skebo
Mr. W. M. Shupe

bcc: Contract File ✓

ETH00002761

PIONEER INDUSTRIAL CO

ENGINEERS - FABRICATORS - CONSTRUCTORS

P.O. DRAWER 1232 120-140 BEARLE STREET

PASADENA, TEXAS 77501

May 9, 1968

Ethyl Corporation
P. O. Box 341
Baton Rouge, Louisiana

Attention: Mr. G. S. Roberts
Chief Engineer

Re: Field Supt. Rate Change

Dear Sir:

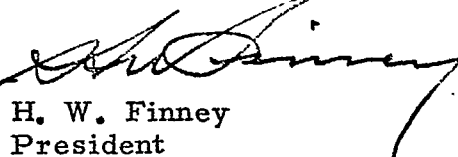
In accordance with our rate schedule as established and approved by J. B. Rhorer October 9, 1964, we request that John Gann's rate be changed from the starting rate of \$ 250.00 per week to \$ 262.50 per week effective May 13, 1968.

All other rates and conditions to remain the same.

This change is necessary to maintain competitive rates being paid on our lump sum jobs in the area.

Very truly yours,

PIONEER INDUSTRIAL CO


H. W. Finney
President

HWF:nv
cc: J. R. Mc Clellan
H. Skebo - Pasadena

ETH00002762

May 10, 1968

Pioneer Industrial Company
P. O. Drawer 1232
Pasadena, Texas 77501

Attention: Mr. H. W. Finney

Gentlemen:

The requested wage rate of \$262.50 per week for
Mr. John Gann, Superintendent, is approved effective May 13, 1968.

Very truly yours,

G. S. Roberts
Chief Engineer

GSR/meg

cc: Mr. J. R. McClellan
Mr. J. B. Rhorer
Mr. H. A. Skebo
Mr. W. M. Shupe

bcc: Contract File ✓

ETH00002763

PIONEER INDUSTRIAL CO

ENGINEERS - FABRICATORS - CONSTRUCTORS

P.O. DRAWER 1232 120-140 BEARLE STREET

PASADENA, TEXAS 77501

May 9, 1968

Ethyl Corporation
P. O. Box 341
Baton Rouge, Louisiana

Attention: Mr. G. S. Roberts
Chief Engineer

Re: Field Supt. Rate Change

Dear Sir:

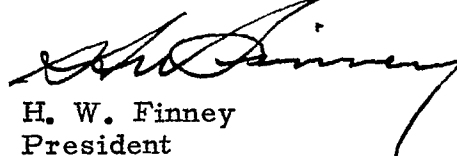
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All other rates and conditions to remain the same.

This change is necessary to maintain competitive rates being paid on our lump sum jobs in the area.

Very truly yours,

PIONEER INDUSTRIAL CO



H. W. Finney
President

HWF:nv

cc: J. R. Mc Clellan
H. Skebo - Pasadena

ETH00002764