

TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

WAGE SCHEDULES EFFECTIVE JULY 1, 1951 - BASE RATE \$12.64 PER 8 HOUR DAY

1. Plant on 40-hour week basis.

2. Pay Roll Employees: *which is presently in effect:*

- (1) Payment made by check
- (2) Pay periods: Semi-monthly (closes 15th and last day)
- (3) Date of payday: Wage earners - 10th and 25th  
Foremen - 15th and last day
- (4) Vacations: 1 year service - 1 full week's vacation - 40 hour pay  
5 year service - 2 " " " - 80 hour pay  
15 year service - 3 " " " - 120 hour pay

3. Salaried Employees: *See pulling out in the Revelatory, No. 1 Brick and No. 2*

- (1) Salary paid by check
- (2) Pay period: Monthly
- (3) Date of payday: Last working day in month.
- (4) Office hours: Monday through Friday - 8:00 A.M. to 4:30 P.M. with  
one-half hour for lunch beginning at 12:00 noon.

4. Shift differentials presently in effect:

- (1) Employees scheduled to report for work between 2 P.M. and 4 P.M. shall be considered as second or afternoon shift employees and the second shift differential (five (5) cents per hour) shall be paid for a normal eight hour shift.
- (2) Employees scheduled to report for work between 10 P.M. and 12 midnight shall be considered as third or night shift employees and the third shift differential (ten (10) cents per hour) shall be paid for a normal eight hour shift.

5. Overtime:

Eight (8) hours shall constitute a working day and forty (40) hours a work week. Time and one-half shall be paid for all hours worked in excess of eight (8) hours in any one day and for all hours worked in excess of forty (40) hours in any one week, except during periods when shift changes result in employees working alternate eight-hour shifts. The work week shall commence at seven (7) A.M. Monday of each week. Employees will be scheduled to work five (5) consecutive eight-hour days wherever possible, consistent with plant operations. It is agreed that in the event an employee works six (6) days in the regularly scheduled work week, he shall receive time and one-half for the sixth day, and in the event the employee works seven (7) days in the regularly scheduled work week, he shall receive double the regular rate of pay for such seventh day.

6. Holidays:

While it is the present practice and desire of the Company to maintain a forty-hour week, where continuous operations are necessary Sunday shall be considered as a work day, provided however, that on Sundays and holidays the Company will work as few men as possible consistent with maintaining normal output and only skeleton crews will be used on maintenance. The Company shall recognize the following days as holidays: January 1st, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas. Services rendered on any of the above-named holidays shall be paid for at double the straight-time rate.

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7. Department differentials presently in effect:

Directive issued by the Nonferrous Metals Commission September 17, 1943, and, after review, finally sustained December 22, 1943, contained award of 75¢ per eight hour shift for all work performed in Cottrell and Arsenic Plants.

8. Bonuses:

Flue Dust Bonus: Men pulling dust in the Reverberatory, No. 1 Brick and No. 2 Brick flues are paid nine hours time for eight hours work.

Cathode Department Bonus: From the daily sheets skinned deduct bad sheets made. From the good sheets thus determined deduct bad sheets returned. Divide this net figure by the number of cathode men working that day to determine the sheets made per man. From the per man figure then deduct one hundred twenty sheets and for the remainder pay one cent per sheet as bonus.

Tank House Efficiency Bonus: The three tank houses are divided into systems, excluding the cathode system, with the following normal daily complement of men:

House	Systems	System Men	Helpers
1	2	4	2
2	5	10	5
3	2	4	2

The monthly bonus for each system is based on completed pulls from each section with the earnings calculated on the average section current efficiency. For the base efficiency of 90% a bonus of 25¢ is paid and to this is added 10¢ for each .1% over 90%.

In No. 1 house 95% is the maximum efficiency used in calculating the bonus and in No. 2 and No. 3 houses the maximum efficiency used is 97%. The sum of the monies for each completed section in a system is the bonus for the month with a limit of \$37.50. The system man and his relief are paid this sum, prorated on the basis of days each worked during the month.

A sum of \$25.00 is prorated among the helpers and their reliefs on the basis of days each worked during the month.

The full bonus payable is \$62.50 per system or a total for all houses of \$562.50. In addition the system supervisor over all system men is paid a flat \$25.00 bonus monthly.

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**PLANT ON 40-HOUR WEEK BASIS**

The following rates do not include Dust Differential  
 see Paragraph 7, or Shift Differential see Paragraph 4

**SCHEDULE "A"**  
 (As noted in Union Contract, Article XIV)

The following rates do not include Dust Differential  
 see Paragraph 7, or Shift Differential see Paragraph 4

DESCRIPTION & CLASS	CLASS	RATE PER HOUR	RATE PER HOUR	RATE PER HOUR	RATE PER HOUR	RATE PER HOUR	RATE PER HOUR	CLASS
Foreman	8	1.40	1.52	1.545	1.570	1.595	1.620	11
Pulverizer	8	1.30	1.42	1.445	1.470	1.495	1.520	8
Dryman	8	1.20	1.32	1.345	1.370	1.395	1.420	6
Clker, Elevator & 1 loader	8	1.205	1.58	1.30	1.30	1.30	1.30	3
<b>REVERSE-DRY FEED 2</b>			1.615			13.92		
Foreman	8	Salary	Salary	Salary	Salary	Salary	Salary	-
Foreman	3	1.30	1.65	1.50	1.505	1.510	13.20	10
1st Helper	8	1.305	1.425	1.45	1.45	1.45	1.45	5
1st Calaine Motor	4	1.37	1.685	1.415	1.415	1.415	13.48	-
2nd Helper	8	1.355	1.375	1.40	1.40	1.40	1.40	3
Calaine Motor	5	1.245	1.72	1.75	-	-	13.76	-
Pump Motor	8	1.265	1.375	1.40	1.40	1.40	1.40	3
Helper	6	1.22	1.755	1.305	1.305	1.305	14.04	2
Feed Floor Cleanup	8	1.22	1.30	1.305	1.305	1.305	1.305	2
Roll Mill	7	1.22	1.79	1.305	1.305	1.305	14.32	2
Pump Motor Helper	8	1.215	1.335	1.36	1.36	1.36	1.36	2
Pump Motor	8	1.205	1.825	1.35	1.35	1.35	14.60	1
<b>CRUSHING</b>	9		1.86			14.88		
Foreman	8	Salary	Salary	Salary	Salary	Salary	Salary	-
Skinner & Cransman	10	1.30	1.895	1.305	1.305	1.305	15.16	10
1st Finisher	8	1.255	1.375	1.40	1.40	1.40	1.40	3
2nd Finisher	11	1.22	1.93	1.305	1.305	1.305	15.44	2
Cransman	8	1.22	1.30	1.305	1.305	1.305	1.305	2
Cransman (Speed)	12	1.205	1.965	-	-	-	15.72	-
Laborer	8	1.205	1.305	1.33	1.33	1.33	1.33	1
<b>ACID PLANT</b>	13		2.00	(4/1/50)		16.00		
Acid Plant Operator	14	8	2.035	1.515	1.515	1.515	16.28	10
Acid Plant Helper	8	Salary	Salary	Salary	Salary	Salary	Salary	2
Cleaning Plant Operator	15	8	2.07	1.45	1.45	1.45	16.56	5
Cleaning Plant Helper	8	1.30	1.305	1.305	1.305	1.305	1.305	3
Loader	16	8	2.105	1.375	1.375	1.375	16.84	2
<b>HEAVY-DUTY ROASTERS</b>				(1/1/50)				
Foreman	8	Salary	Salary	Salary	Salary	Salary	Salary	-
1st Cransman	8	1.30	1.40	1.405	1.405	1.405	1.405	9
2nd Cransman	8	1.33	1.45	1.475	1.475	1.475	1.475	7
Foreman	8	1.305	1.425	1.45	1.45	1.45	1.45	7
1st Calaine Motorman	8	1.27	1.39	1.415	1.415	1.415	1.415	4
2nd Calaine Motorman	8	1.255	1.375	1.40	1.40	1.40	1.40	3
Feeder	8	1.22	1.30	1.305	1.305	1.305	1.305	2
Rollman	8	1.22	1.30	1.305	1.305	1.305	1.305	2
Roasters Cleanup-Split	8	1.22	1.30	-	-	-	-	-
Laborer	8	1.205	1.325	1.35	1.35	1.35	1.35	1

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PLANT ON 40-HOUR WEEK BASIS**

The following rates do not include Dust Differential  
see Paragraph 7. or Shift Differential see Paragraph 4

DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS	
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51		
<b>COAL PLANT</b>								
Foreman	8	Salary	Salary	-	-	-	-	
Foreman-Relief	8	1.40	1.52	1.545	1.695	1.93	11	
Pulveriser	8	1.36	1.48	1.505	1.655	1.825	8	
Dryerman	8	1.31	1.43	1.455	1.605	1.755	6	
Ciler, Elevator & Unloader	8	1.235	1.355	1.38	1.53	1.65	3	
<b>REVERBERATORY FURNACES</b>								
Foreman	8	Salary	Salary	Salary	Salary	Salary	-	
Furnaceman	8	1.38	1.50	1.525	1.675	1.895	10	
1st Helper	8	1.305	1.425	1.45	1.60	1.72	5	
1st Calcine Motor	8	1.27	1.39	1.415	1.565	-	-	
2nd Helper	8	1.255	1.375	1.40	1.55	1.65	3	
Calcine Motor	8	1.255	1.375	-	-	-	-	
Dump Motor	8	1.255	1.375	1.40	1.55	1.65	3	
Helper	8	1.22	1.34	1.365	1.515	1.615	2	
Feed Floor Cleanup	8	1.22	1.34	1.365	1.515	1.615	2	
Mud Mill	8	1.22	1.34	1.365	1.515	1.615	2	
Dump Motor Helper	8	1.215	1.335	1.36	1.51	1.615	2	
Dump Labor	8	1.205	1.325	1.35	1.50	1.58	1	
<b>CONVERTERS</b>								
Foreman	8	Salary	Salary	Salary	Salary	Salary	-	
Skinner & Craneman	8	1.38	1.50	1.525	1.675	1.895	10	
1st Puncher	8	1.255	1.375	1.40	1.55	1.65	3	
2nd Puncher	8	1.22	1.34	1.365	1.515	1.615	2	
Cranechaser	8	1.22	1.34	1.365	1.515	1.615	2	
Cranechaser (Special)	8	1.205	1.325	-	-	-	-	
Laborer	8	1.205	1.325	1.35	1.50	1.58	1	
<b>ACID PLANT</b>								
Acid Plant Operator	8			(4/1/50)	1.515	1.665	1.895	10
" " Helper	8	Salary	Salary		1.375	1.525	1.615	2
Cleaning Plant Operator	8	1.38	1.50	1.45	1.60	1.72	5	
" Crane Operator Helper	8	1.36	1.48	1.385	1.535	1.65	3	
Loader	8	1.305	1.425	1.375	1.525	1.615	2	
<b>HERRSHOFF ROASTERS</b>								
Foreman	8	Salary	Salary	Salary	Salary	Salary	-	
1st Craneman	8	1.36	1.48	1.505	1.655	1.86	9	
2nd Craneman	8	1.33	1.45	1.475	1.625	1.79	7	
Furnaceman	8	1.305	1.425	1.45	1.60	1.79	7	
1st Calcine Motorman	8	1.27	1.39	1.415	1.565	1.685	4	
2nd Calcine Motorman	8	1.255	1.375	1.40	1.55	1.65	3	
Feeder	8	1.22	1.34	1.365	1.515	1.615	2	
Beltman	8	1.22	1.34	1.365	1.515	1.615	2	
Roasters Cleanup-Split	8	1.22	1.34	-	-	-	-	
Laborer	8	1.205	1.325	1.35	1.50	1.58	1	

TACOMA SHELTER  
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DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<b>GONFREY ROASTER</b>		1.38	1.50	1.525	1.675	1.895	10
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Foreman, Relief	8	1.40	1.52	1.545	1.695	1.93	11
Furnaceman	8	1.305	1.425	1.45	1.60	1.795	7
Fireman	8	1.25	1.37	1.395	1.545	1.65	3
Ball Mill Operator	8	1.25	1.37	1.42	1.57	1.685	4
Laborer	8	1.23	1.35	1.375	1.525	1.615	2
<b>ANIMIC REFINING</b>		1.38	1.50	1.525	1.675	1.895	10
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Foreman, Relief	8	1.40	1.52	1.545	1.695	1.93	11
Millman	8	1.38	1.50	1.525	1.675	1.895	10
Furnaceman	8	1.36	1.48	1.505	1.655	1.895	10
Mill Helper	8	1.275	1.395	1.42	1.57	1.685	4
Wheelman, Laborer	8	1.23	1.35	1.375	1.525	1.615	2
<b>COTTRELL</b>		1.38	1.50	1.525	1.675	1.895	10
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Operator	8	1.37	1.49	1.515	1.665	1.895	10
Assistant Operator	8	1.305	1.425	1.45	1.60	1.72	5
Treaterman	8	1.305	1.425	1.45	1.60	1.72	5
Smoke Tester	8	1.305	1.425	1.515	1.665	1.895	10
Pug Millman	8	1.305	1.425	1.45	1.60	1.72	5
Acid Man	8	1.265	1.385	1.41	1.56	1.685	4
Power House Helper	8	1.24	1.36	1.385	1.535	1.65	3
Oiler	8	1.24	1.36	1.385	1.535	1.65	3
Helper	8	1.23	1.35	1.375	1.525	1.615	2
Pug Mill Helper	8	1.23	1.35	-	-	-	-
Flue Dust	8	1.23	1.35	1.375	1.525	1.615	2
<b>HOT ANODE</b>		1.38	1.50	1.525	1.675	1.895	10
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Night Foreman	8	1.38	1.50	1.525	1.675	1.895	10
Crane Operator	8	1.38	1.50	1.525	1.675	1.895	10
Furnaceman	8	1.36	1.48	1.505	1.655	1.895	10
Tapper	8	1.305	1.425	1.45	1.60	1.72	5
Oil Burner	8	1.295	1.415	1.44	1.59	1.72	5
Night Skinner	8	1.275	1.395	1.42	1.57	1.755	6
Wheelman	8	1.255	1.375	1.40	1.55	1.65	3
Air Man	8	1.255	1.375	1.40	1.55	1.65	3
Motorman	8	1.255	1.375	1.40	1.55	1.65	3
Night Helper	8	1.24	1.36	1.385	1.535	1.65	3
Laborer	8	1.215	1.335	1.36	1.51	1.615	2
System (Solvent)	8	1.275	1.395	1.42	1.57	1.685	4
System Helper (After-Night)	8	1.29	1.41	1.435	1.585	1.72	5
Cathode System Man	8	1.26	1.38	1.405	1.555	1.665	4
System Helper	8	1.26	1.38	1.405	1.555	1.665	4
Tacoma Smelter Wage Schedule		1.25	1.37	1.395	1.545	1.65	3
Laborer	8	1.235	1.355	1.38	1.53	1.615	2

July 1, 1951

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PLANT ON 40-HOUR WEEK BASIS

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DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<u>FINE CASTING</u>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Furnaceman	8	1.38	1.50	1.525	1.675	1.895	10
Wheelman	8	1.38	1.50	1.525	1.675	1.895	10
Craneman	8	1.38	1.50	1.525	1.675	1.895	10
Scalper	8	1.38	1.50	1.525	1.675	1.895	10
Assistant Foreman	8	1.35	1.47	1.495	1.645	1.86	9
Skinner (night)	8	1.33	1.45	1.475	1.625	1.755	6
Mouldmaker	8	1.315	1.435	1.46	1.61	1.755	6
Cathode Shear Operator	8	1.315	1.435	1.46	1.61	1.755	6
Tapper	8	1.305	1.425	1.45	1.60	1.72	5
Pumpman	8	1.305	1.425	1.45	1.60	1.72	5
Sampler	8	1.305	1.425	1.45	1.60	1.72	5
Weigher, 1st Scale	8	1.36	1.38	1.405	1.555	1.685	4
Night Furnace Helper	8	1.34	1.36	1.385	1.535	1.65	3
Weigher, 2nd Scale	8	1.235	1.355	1.38	1.53	1.65	3
Day Furnace Helper	8	1.22	1.34	1.365	1.515	1.615	2
Motorman	8	1.22	1.34	1.365	1.515	1.615	2
Water Tender	8	1.22	1.34	1.365	1.515	1.615	2
Cranechaser	8	1.22	1.34	1.365	1.515	1.615	2
Mould Helper	8	1.22	1.34	1.365	1.515	1.615	2
Sample Helper	8	1.22	1.34	1.365	1.515	1.615	2
Checker	8	1.22	1.34	1.365	1.515	1.615	2
Inspector	8	1.22	1.34	1.365	1.515	1.615	2
Chipper	8	-	-	-	-	1.615	2
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
<u>SLIME</u>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Relief Foreman	8	1.38	1.505	1.53	1.68	1.93	11
Furnaceman	8	1.38	1.50	1.525	1.675	1.895	10
Furnace Helper	8	1.29	1.41	1.435	1.585	1.72	5
Laborer	8	1.26	1.38	1.405	1.555	1.685	4
<u>SELENIUM PLANT</u>							
Laborer	8	1.26	1.38	1.405	1.555	1.685	4
<u>TANK HOUSE</u>							
General Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Cathode Foreman	8	Salary	Salary	Salary	Salary	Salary	-
System Man	8	1.34	1.46	1.485	1.635	1.86	9
Craneman	8	1.34	1.46	1.485	1.635	1.86	9
Refinery Painter	8	-	-	-	-	1.825	8
Refinery Painter	8	-	-	-	-	1.755	6
Pumpman	8	1.29	1.41	1.435	1.585	1.72	5
Watchman (Solution)	8	1.275	1.395	1.42	1.57	1.685	4
System Helper (After.&Night)	8	1.29	1.41	1.435	1.585	1.72	5
Cathode System Man	8	1.26	1.38	1.405	1.555	1.685	4
System Helper	8	1.26	1.38	1.405	1.555	1.685	4
Advanced Labor	8	1.25	1.37	1.395	1.545	1.65	3
Laborer	8	1.235	1.355	1.38	1.53	-	-

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DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<b>NICKEL PLANT</b>							
Operator Foreman	8	1.34	1.45	1.405	1.695	1.93	11
Boiling Man Asst.	8	-	-	-	-	1.72	5
Laborer 1st Class	8	1.26	1.38	1.405	1.555	1.685	4
Laborer 2nd Class	8	1.23	1.35	1.375	1.525	1.655	3
Laborer 3rd Class	8	1.20	1.32	1.345	1.495	1.625	2
<b>MACHINE SHOP</b>							
Machinist Foreman (Oilier)	8	Salary	Salary	Salary	Salary	Salary	-
Night Foreman & Oilier	8	1.535	1.655	1.68	1.83	2.105	16
Machinist, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
Machinist, 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
Machinist Helper	8	1.40	1.52	1.545	1.695	1.86	9
Benchman	8	1.37	1.49	1.515	1.665	1.825	8
Heavy Fire Blacksmith	8	1.535	1.655	1.68	1.83	2.105	16
Light " " Asst.	8	1.455	1.575	1.60	1.75	1.965	12
Blacksmith Helper	8	1.40	1.52	1.545	1.695	1.86	9
Sweeper 1st Class	8	1.205	1.325	1.35	1.50	1.58	1
Sweeper 2nd Class	8	1.17	1.29	1.315	1.465	1.54	0
Sweeper 3rd Class	8	1.14	1.26	1.285	1.435	1.51	0
<b>HANDY</b>							
Foreman Handyman	8	Salary	Salary	Salary	Salary	Salary	-
Mill Repair Foreman	8	1.535	1.655	1.68	1.83	2.105	16
Crane " Man, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
Leader	8	1.43	1.55	1.575	1.725	1.895	10
Cable Splicer, 1st Class	8	1.43	1.55	1.575	1.725	-	-
Repairman	8	1.40	1.52	1.545	1.695	1.86	9
Crane Repairman, 2nd Class	8	1.37	1.49	1.515	1.665	-	-
Car Repair Man	8	1.37	1.49	1.515	1.665	-	-
Cable Splicer, 2nd Class	8	1.37	1.49	1.515	1.665	-	-
Handyman	8	1.37	1.49	1.515	1.665	1.825	8
Repairman Helper	8	-	-	-	-	1.755	6
Repairman Helper	8	1.28	1.40	1.425	1.575	1.685	4
Oilier Helper	8	1.22	1.34	1.365	1.515	-	-
Cleanup Labor	8	1.205	1.325	1.35	1.50	1.58	1
<b>STEEL</b>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Master Boilermaker	8	1.535	1.655	1.68	1.83	2.105	16
Steel Workers, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
Electric Welder, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
" " 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
Steel Worker, 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
" " 3rd Class	8	1.40	1.52	1.545	1.695	1.86	9
" " Handyman	8	1.37	1.49	1.515	1.665	1.825	8
Steel Helper	8	-	-	-	-	1.755	6
Steel Helper	8	1.28	1.40	1.425	1.575	1.685	4
Steel Helper	8	1.23	1.35	1.375	1.525	1.645	3
Steel Helper	8	1.20	1.32	1.345	1.495	1.615	2
<b>FIRE DEPARTMENT (SHOP MISC.)</b>							
Chief	8	1.455	1.575	1.60	1.75	1.965	12
Handyman	8	1.37	1.49	1.515	1.665	1.825	8
Helper, 1st Class	8	1.345	1.465	1.49	1.64	1.79	7
Helper, 2nd Class	8	1.315	1.435	1.46	1.61	1.76	6
Helper, 3rd Class	8	1.285	1.405	1.43	1.58	1.73	5
Tacoma Smelter Wage Schedule		1.31	1.43	1.455	1.605	1.755	4

July 1, 1951

YAGOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

WAGE SCHEDULE EFFECTIVE JULY 1, 1951 - BASE RATE \$12.64 PER 8 HOUR DAY  
PLANT ON 40-HOUR WEEK BASIS

The following rates do not include Dust Differential  
see Paragraph 7, or Shift Differential see Paragraph 4

DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<b>ELECTRIC SHOP</b>							
Electrician Foreman	8	Salary	Salary	Salary	Salary	Salary	-
" Assistant " Asst.	8	1.535	1.655	1.68	1.83	2.105	16
" 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
" 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
" 3rd Class	8	1.40	1.52	1.545	1.695	1.86	9
" Handyman(Oiler)	8	1.37	1.49	1.515	1.665	1.825	8
" Helper & Oiler	8	1.36	1.48	1.505	1.655	-	-
" Helper	8	-	-	-	-	1.755	6
" " "	8	1.28	1.40	1.425	1.575	1.685	4
<b>PIPE SHOP</b>							
Pipefitter Foreman	8	Salary	Salary	Salary	Salary	Salary	-
" " Asst.	8	1.535	1.655	1.68	1.83	2.105	16
" 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
Welder, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
Pipefitter, 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
" 3rd Class	8	1.40	1.52	1.545	1.695	1.86	9
" Handyman	8	1.37	1.49	1.515	1.665	1.825	8
" Helper	8	-	-	-	-	1.755	6
" " "	8	1.28	1.40	1.425	1.575	1.685	4
<b>TRACK GANG</b>							
Foreman	8	1.36	1.46	1.505	1.655	1.895	10
Assistant Foreman	8	1.33	1.45	1.475	1.625	1.825	8
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
<b>SALVAGE (SHOP MISC.)</b>							
Foreman	8	1.37	1.49	1.515	1.665	1.965	12
Tool Room	8	-	-	-	-	1.965	12
Lead Truck Driver	8	-	1.425	1.45	1.60	1.72	5
Truck Driver	8	1.25	1.37	1.395	1.545	1.65	3
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
<b>LEAD BURNER</b>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Foreman, Relief	8	1.535	1.655	1.68	1.83	2.105	16
Lead Burner, 1st Class	8	1.525	1.645	1.67	1.82	2.07	15
" 2nd Class	8	1.455	1.575	1.60	1.75	1.93	11
Handyman	8	-	-	-	-	1.825	8
Lead Burner Helper	8	1.295	1.415	1.44	1.59	1.72	5
<b>MASON</b>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Assistant Foreman	8	1.535	1.655	1.68	1.83	2.105	16
Mason, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
" 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
Apprentice Mason	8	1.40	1.52	1.545	1.695	1.86	9
Mason Handyman	8	1.37	1.49	1.515	1.665	1.825	8
" Helper, 1st Class	8	1.345	1.465	1.49	1.64	1.79	7
" " 2nd Class	8	1.31	1.43	1.455	1.605	1.755	6

TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

WAGE SCHEDULE EFFECTIVE JULY 1, 1951 - BASE RATE \$12.64 PER 8 HOUR DAY  
PLANT ON 40-HOUR WEEK BASIS

The following rates do not include Cost Differential  
see Paragraph 7, or Shift Differential see Paragraph 4

DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<b>CARPENTER</b>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
" Assistant	8	1.535	1.655	1.68	1.83	2.105	16
" Refining	8	1.535	1.655	1.68	1.83	2.105	16
Carpenter, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
" Refinery, 1st Class	8	1.455	1.575	1.60	1.75	1.965	12
" 2nd Class	8	1.43	1.55	1.575	1.725	1.895	10
" Helper, 1st Class	8	1.40	1.52	1.545	1.695	1.86	9
" " 2nd Class	8	1.37	1.49	1.515	1.665	1.825	8
Refinery Painter	8	1.32	1.44	1.465	1.615	-	-
Carpenter Helper	8	-	-	-	-	1.755	6
Carpenter Helper	8	1.28	1.40	1.425	1.575	1.685	4
Painter	8	1.38	1.50	1.525	1.675	1.875	10
<b>PAINTER</b>							
Master Painter	8	2.25	2.375	2.40	2.55	2.105	16
Painter	8	-	-	-	-	1.965	12
Painter	8	-	-	-	-	1.895	10
Painter	8	-	-	-	-	1.86	9
Handyman	8	-	-	-	-	1.825	8
Helper	8	-	-	-	-	1.755	6
Helper	8	-	-	-	-	1.685	4
<b>POWER HOUSE</b>							
Engineer (Steam)	8	1.455	1.575	1.60	1.75	1.965	12
" (Electric)	8	1.40	1.52	1.545	1.695	1.86	9
Helper	8	1.265	1.385	1.41	1.56	1.685	4
<b>BOILER ROOM</b>							
Engineer	8	1.385	1.505	1.545	1.695	1.93	11
Fireman	8	1.31	1.43	1.475	1.625	1.755	6
Flue Dust Labor	8	1.23	1.35	1.375	1.525	1.615	2
<b>WAREHOUSE</b>							
Material	8	1.31	1.43	1.455	1.605	1.825	8
Counterman	8	1.24	1.36	1.385	1.535	1.65	3
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
<b>MISCELLANEOUS (PLANT SERVICES)</b>							
Head Watchman	8	Salary	Salary	Salary	Salary	Salary	-
Gateman	8	1.22	1.34	1.365	1.515	1.615	2
Roundsman	8	1.22	1.34	1.365	1.515	1.615	2
Watchman	8	1.205	1.325	1.35	1.50	1.58	1
Janitor	8	1.205	1.325	1.35	1.50	1.58	1
Safety Equipment Repairman	8	-	-	1.375	1.525	1.615	2
Laundry Man	8	1.23	1.35	1.375	1.525	1.615	2
Laundry Helper	8	1.205	1.325	1.35	1.50	1.58	1
<b>LABORATORY</b>							
Helper	8	1.205	1.325	1.35	1.50	1.58	1

TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

WAGE SCHEDULE EFFECTIVE JULY 1, 1951 - BASE RATES \$12.64 PER 8 HOUR DAY  
PLANT ON 40-HOUR WEEK BASIS

The Following Rates do not include Dust Differential  
see Paragraph 7, or Shift Differential see Paragraph 4

DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<u>SAMPLE MILL</u>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Straw Boss	8	1.39	1.51	1.535	1.685	1.93	11
Operator	8	1.315	1.435	1.46	1.61	1.825	8
Sample Cutter (Sample Man)	8	1.22	1.34	1.365	1.515	1.615	2
Blowman (Operator Helper)	8	1.22	1.34	1.365	1.515	1.615	2
Belt Tender	8	1.22	1.34	1.365	1.515	1.615	2
Jaw Crusher Feeder	8	-	-	-	-	1.615	2
" " Tapman	8	-	-	-	-	1.615	2
Screenman	8	-	-	-	-	1.615	2
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
<u>MARTIN MILL</u>							
Dock Crane Operator	8	1.38	1.50	1.525	1.675	1.895	10
Straw Boss	8	-	-	-	-	1.825	8
Butler Operator	8	1.255	1.375	1.40	1.55	1.65	3
Scalesman	8	-	-	-	-	1.65	3
Operator	8	-	-	-	-	1.615	2
Dockman	8	-	-	-	-	1.615	2
Belt Tender	8	-	-	-	-	1.615	2
Dock Crane Helper	8	-	-	-	-	1.58	1
Laborer	8	-	-	-	-	1.58	1
<u>BUCKING ROOM</u>							
Straw Boss	8	-	-	1.475	1.625	1.825	8
Head Bucker & Samp. Recorder	8	1.305	1.425	1.45	1.60	1.79	7
High Grade Leadman	8	-	-	-	-	1.79	7
Sampler & Bucker	8	1.275	1.395	1.42	1.57	1.685	4
Melting Furnace Operator	8	-	-	-	-	1.685	4
Cable Stripper	8	1.255	1.375	1.40	1.55	1.65	3
" " Helper	8	1.205	1.325	1.35	1.50	1.58	1
Advanced Labor (Bucker)	8	1.22	1.34	1.365	1.515	1.615	2
(Samp. Cutter)	8	1.22	1.34	1.365	1.515	1.615	2
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
<u>YARD</u>							
Foreman	8	Salary	Salary	Salary	Salary	Salary	-
Straw Boss	8	1.33	1.45	1.475	1.625	1.825	8
Roat Labor	8	1.335	1.455	1.48	1.63	1.79	7
Yard Clerk	8	-	-	-	-	1.685	4
Scalesman	8	1.255	1.375	1.40	1.55	1.65	3
(Hyster	8	-	1.375	1.40	1.55	-	-
Mobile Equip. Oper. (Drott Co.)	8	-	1.375	1.40	1.55	1.65	3
(Payloador)	8	-	1.375	1.40	1.55	-	-
Millman	8	1.22	1.34	1.365	1.515	-	-
Laborer	8	1.205	1.325	1.35	1.50	1.58	1
Gen. Plant Weighmaster Rel.	8	1.35	1.47	1.495	1.645	1.79	7

**TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY**

**WAGE SCHEDULE EFFECTIVE JULY 1, 1951 - BASE RATE \$12.64 PER 8 HOUR DAY  
- PLANT ON 40 HOUR WEEK BASIS**

The following rates do not include Dust Differential  
see Paragraph 7, or Shift Differential see Paragraph 4

DEPARTMENT & OCCUPATION	HOURS	RATES PER HOUR					CLASS
		7/1/47	7/1/48	1/1/50	11/26/50	7/1/51	
<b>ENGINE &amp; LOCOMOTIVES</b>							
Engineer	8	Salary	Salary	Salary	Salary	Salary	-
Operator	8	1.435	1.575	1.60	1.75	1.965	12
Chaser	8	1.40	1.52	1.545	1.695	1.86	9
" - Extra	8	1.35	1.47	1.495	1.645	1.79	7
Motive Engineer	8	1.40	1.52	1.545	1.695	1.93	11
Switchman	8	1.37	1.49	1.515	1.665	1.825	8
Switchman & Fireman	8	1.35	1.47	1.495	1.645	1.79	7
Edward F. Chapman					475.00		
John S. Williams					465.00		
Thomas W. King					465.00		
James Hilley					465.00		
<b>STEEL</b>							
Ralph M. Wilson					450.00		
<b>STEEL MILL</b>							
Paul H. Rogers					440.00		
<b>STEEL MILL</b>							
Raymond F. Hightower					435.00		
William P. LaFayette					430.00		
George H. Evans					425.00		
Robert J. Falberg					420.00		
Ernest E. Haglund					420.00		
Steve H. Smith					420.00		
<b>STEEL MILL</b>							
J. Auri Boyd					415.00		
William J. Tallman					415.00		
Neil W. Hotyfeld (Shipping)					415.00		
<b>STEEL MILL</b>							
Charles E. Shaw					415.00		
Douglas A. Small					425.00		
<b>STEEL MILL</b>							
Harry Fellows					415.00		
James Higney					415.00		
John Stevenson					415.00		
Joseph Finney					415.00		
Clifford W. Tuttle					415.00		
Oris J. Goddard					420.00		
Georg F. Landahl					420.00		

TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

WAGE SCHEDULE SUPPLEMENT NO. 1

THE FOLLOWING FOREMEN CARRIED ON FOREMEN'S EARNINGS REPORT 23-B

<u>DEPARTMENT</u>	<u>EFFECTIVE JULY 1, 1951</u>
<u>REVERBERATORY</u>	
Bert M. Scott	\$475.00
Leonard V. Chapman	475.00
Lyn Baptist	475.00
<u>CONVERTER</u>	
Russel I. Lewis	475.00
Kenneth W. Graves	475.00
Joseph W. Farthing	475.00
<u>HERRESHOFF ROASTERS</u>	
John E. Gilligan	465.00
Thomas W. Pring	465.00
James Milloy	465.00
<u>SLIKES</u>	
Ralph M. Witmer	450.00
<u>ANODE CASTING</u>	
Paul H. Raguse	460.00
<u>TANK HOUSE</u>	
Eugene F. Bightman	465.00
William P. Lavasser	450.00
George H. Evans	450.00
Reuben J. Solberg	450.00
Brewer H. Englund	460.00
Steve M. Smith	420.00
<u>REFINED CASTING</u>	
J. Paul Boyd	545.00
Willard J. Tallman	445.00
Neil W. Bodysfelt (Shipping)	459.00
<u>SAMPLING</u>	
Charles H. Shaw	465.00
Douglas B. Small	425.00
<u>YARD</u>	
Harry Fellows	495.00
James Rigney	465.00
John Stevenson	465.00
Joseph Prince	435.00
Clifford W. Tuttle	435.00
Otis S. Gaddey	420.00
Oscar P. Landahl	420.00

TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

PAGE SCHEDULE SUPPLEMENT NO. 1

THE FOLLOWING FOREMEN CARRIED ON FOREMEN'S RANKINGS REPORT 23-D

<u>DEPARTMENT</u>	<u>EFFECTIVE JULY 1, 1951</u>
<u>SHOPS</u>	
Charles F. Smith	\$480.00
Samuel D. Blackburn	465.00
Ivar S. Hendrickeon	465.00
George Jackson	465.00
Bernard R. Teitge	465.00
Pierre H. Tissot	465.00
Dan Pearson	465.00
Peter Gavigan	465.00
<u>COTTRELL PLANT</u>	
George L. Cornforth	460.00
<u>WATCHMAN</u>	
Walter C. Pennington	405.00
<u>ARSENIC AND GODFREY ROASTERS</u>	
Rudolph J. Daus	460.00
<u>LOCO CRANE AND ENGINE AND CAR</u>	
Perry M. Hall	465.00
<u>ACID PLANT</u>	
Douglas J. Griffith	460.00

RATES FOR RELIEF FOREMEN

<u>DEPARTMENT</u>	<u>RATE PER HOUR</u>	<u>CLASS</u>
Reverberatory	\$2.035	14
Converter	2.035	14
Herreshoff Roasters	2.035	14
Anode Casting	2.035	14
Tank Houses	1.93	11
" " - Lead Burner	2.105	16
Refined Casting		
Furnace Foreman	2.035	14
Shipping "	2.035	14
Afternoon Furnace Foreman	1.93	11
Night Furnace Foreman	1.965	12
Sampling		
Sampling and Bucking	1.93	11
Yard		
Coarse and Fine Crushing	1.93	11
Shop		
Mechanical Foreman	2.105	16
Cottrell Plant	2.035	14
Watchman	1.825	8
Arsenic and Godfrey Roasters	1.93	11
Loco Cranes/engines and Cars	2.035	14
Acid Plant	2.035	14

TACOMA SMELTER  
AMERICAN SMELTING AND REFINING COMPANY

WAGE SCHEDULE SUPPLEMENT NO. 1

THE FOLLOWING FOREMEN CARRIED ON FOREMEN'S EARNINGS REPORT 23-D

NON-EXEMPT FOREMEN UNDER BELO CONTRACT  
DISTRIBUTED TO GENERAL LABOR

EFFECTIVE JULY 1, 1951

<u>REFINED CASTING</u>	<u>HOURLY RATE</u>	<u>GUARANTEED WEEKLY SALARY</u>
John G. Door	\$1.844	\$95.89
Charles D. Modie	1.7952	93.35