

## TOWN OF NATICK MASSACHUSETTS

**TO:** Natick Board of Selectmen  
William D. Chenard, Acting Town Administrator  
Jemma Lambert, Director, Natick Community Services  
Karen Partanen, Director, Natick Recreation and Parks  
Randy Johnson, Resolution Architects, LLC

**FROM:** Bryan R. Le Blanc, Procurement Officer

**DATE:** February 8, 2018

**SUBJECT: CONTRACT AWARD**  
**Demolition (Selective Interior Demolition) – Camp Arrowhead Building**  
**In the Town of Natick**

On February 8, 2017, responses/quotes were received in response to the Town of Natick's Request for Responses/Quotes for Demolition (Selective Interior Demolition) for the Camp Arrowhead Building in the Town of Natick. Responses/Quotes were received from two (2) responders/quoting parties. (See attached.)

The lowest Response/Quote, in the amount of \$31,624.00, was received from Aldore Tetreault & Sons, Inc. ("Tetreault"). After reviewing references and background, it has been determined that Tetreault is a responsible and responsive Responding/Quoting party.

We recommend that the Natick Board of Selectmen award the contract to Tetreault for the amount of its Response/Quote.

Please advise if you have any questions or require additional information.

Responses/Quotes Received:	02/08/18
Newspaper Advertisement:	01/19/18
(MetroWest Daily News)	
Website & Town Hall Postings:	01/16/18
Central Register Publication:	01/24/18
COMMBUYS Posting:	01/16/18

Funding information: Insurance Proceeds – Camp Arrowhead. (\$31,624.00)

Town of Natick

## RFR Opening Form

Responses/Quotes- Camp Arrowhead Building Demolition

Date & Time: February 8, 2018, 2:00 P.M. local time

[illegible]

Sumuel stops 8th day of taking independent of paying  
CPO Signature: Benjamin B. B. B. 2/8/18  
I am not the Agent  
Witness Signature: Chad W. A. 2-8-18

## MEMORANDUM

To: FILE  
From: Bryan R. Le Blanc, Procurement Officer  
Re: Public Notification and Quote Process – Camp Arrowhead Building - Demolition  
Date: February 8, 2018

In January 2018, I received a procurement request for demolition at Camp Arrowhead in the Town of Natick.

The requisite statutory reference governing this maintenance service for a public work is M.G.L. c. 149, §44A, which provides, in relevant part, as follows:

*(B) Every contract for the construction, reconstruction, installation, demolition, maintenance or repair of any building estimated to cost not less than \$10,000 but not more than \$50,000 shall be awarded to the responsible person offering to perform the contract at the lowest price. The public agency shall make public notification of the contract and shall seek written responses from no fewer than 3 persons who customarily perform such work. The solicitation shall include a scope-of-work statement that defines the work to be performed and provides potential responders with sufficient information regarding the objectives and requirements of the public agency and the time period within which the work shall be completed. The public agency shall record the names and addresses of all persons from whom written responses were sought, the names of the persons submitting written responses and the date and amount of each written response. A public agency may utilize a vendor list established through a statewide contract procured through the operational services division to identify 1 or more of the persons from whom it will seek written responses for purposes of this paragraph. A public agency may also procure a blanket contract to establish a listing of vendors in certain defined categories of work that are under contract to provide services for multiple individual tasks of not more than \$50,000 each, and from whom written responses will be sought. Any such blanket contract procured by the awarding authority shall be procured pursuant to either section 39M of chapter 30 or sections 44A to 44J, inclusive, of chapter 149 which are applicable to projects over \$50,000. For purposes of this paragraph, the term "public notification" shall include, but not be limited to, posting at least 2 weeks before the time specified in the notification for the receipt of responses, the contract and scope-of-work statement: (1) on the website of the public agency, (2) on the COMMBUYS system administered by the operational services division, (3) in the central register published pursuant to section 20A of chapter 9 and (4) in a conspicuous place in or near the primary office of the public agency; provided, however, that if the public agency obtains a minimum of 2 written responses from a vendor list established through a blanket contract or a statewide contract procured through the operational services division, and the lowest of those written responses is deemed acceptable to the public agency, public notification is not required.*

This is now known as the "quote plus public notification" process, requiring both quotes and public advertising and award to the responsible bidder offering the lowest price (of all from whom quotes sought and from those who responded to the public notification process.)

### WRITTEN PURCHASE DESCRIPTION:

Resolution Architects, LLC, the Architect for the project chosen in accordance with Mass. Designer Selection Law (M.G.L. c. 7C, §§44 *et seq.*) has provided me with the following purchase description:

### PUBLIC NOTIFICATION:

Public notification of the Request for Responses was given in the form of the following statement:

TOWN OF NATICK

NATICK, MASSACHUSETTS 01760

NOTICE TO RESPONDERS

*The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, invites the submission of responses for demolition at the Camp Arrowhead Building in the Town of Natick. The Request for Responses ("RFR") may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on January 24, 2018. Please contact [bleblanc@natickma.org](mailto:bleblanc@natickma.org) to request a copy. Responses will be received until 2:00 P.M. local time, February 8, 2018, at the Procurement Office, Natick Public Works Building, 75 West Street, Natick, MA 01760, at which time and place all bids will be publicly opened and read. All Responses shall comply with the IFB issued by the Town of Natick, including, without limitation, Section I, Instructions to Responders, and Bid Submission Requirements. The Town reserves the right to waive any informality in or to reject any, any part of, or all Bids in the best interest of the Town. Any Response submitted will be binding for thirty (30) days subsequent to the time of opening. Award is subject to appropriation, approval of the Natick Board of Selectmen, and approval of the Commonwealth of Massachusetts Department of Conservation and Recreation.*

Notice was posted as follows:

Central Register:	1/24/18
COMMBUYS:	1/16/18
Town Hall:	1/16/18
Website:	1/16/18
Metrowest Daily News:	1/19/18.

Responses were due no later than 2:00 P.M. local time on February 8, 2018.

**SOLICITED FIRMS:**

On Wednesday, January 24, 2018, I used the Request for Responses and its purchase description to solicit three (3) firms for written quotes, as required by M.G.L. c. 149, §§44A *et seq.* Firms solicited for written quotes, at the emails shown below are:

1. USA Demolition Inc., 98 Winn Street, Woburn, MA 01801  
Phone: (781) 376-0580 Email: [billy@usademo.com](mailto:billy@usademo.com)
2. Skinner Demo, 155 Bodwell St, Avon, MA 02322  
Phone: (508)-559-0123 Email: [bid@skinnerdemo.com](mailto:bid@skinnerdemo.com)

3. Cam's Demolition & Disposal. 8 Jewel Drive Wilmington, MA 01887  
Phone: (978) 694-8911 Email: camsdemo@aol.com  
4. Time Savers, 535 Worcester Road, Framingham, MA 01701  
Phone 508-738-2500 Fax 508-643-1520 Email: rkelly@timesaverscorp.com

Quotes were ultimately due no later than 2:00 P.M. local time on February 8, 2018.

**DATED WRITTEN QUOTES RECEIVED/PARTIES SUBMITTING QUOTES/AMOUNT OF EACH QUOTATION:**

1. Skinner did not quote, responding on January 24, 2018, that, due to scheduling, it would not be interested in the project.
2. Cam's Demolition did not quote, responding on January 26, 2018, that its work predominantly focused upon exterior demolition.
3. USA Demolition, Inc. did not quote or respond.
4. Time Savers did not quote or respond.

**RESPONSE TABULATION**

Responses were opened at 11:00 P.M. local time on February 8, 2018.

1. On February 7, 2018, Aldore Tetreault & Sons, Inc., 11 Lovell Street, Mendon, MA 01756, provided a response price of \$31,624.00 to perform the required services.
2. On February 8, 2018, Francesco Demolition, Inc., 107 Oak Street, Duxbury, MA 02332, provided a response price of \$36,700.00 to perform the required services.



**Town of Natick, Massachusetts**  
**Contract for Services Related to Demolition at**  
**the Camp Arrowhead Building in the Town of Natick**

This Contract is made this twelfth day of February, 2018, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and Aldore Tetreault & Sons, Inc., a corporation organized under the laws of the Commonwealth of Massachusetts, with a principal office located at 11 Lovell Street, Mendon, MA 01756 (hereinafter the "Contractor").

The words "he," "him" and "his" in this Contract, as far as they refer to the Contractor, shall so refer whether the Contractor is an individual, partnership or corporation. All prior contracts, if any exist between the Town and the Contractor, are hereby terminated and shall be of no force and effect.

1. Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide demolition services at the Camp Arrowhead Building in the Town of Natick, as set forth in the Request for Responses Related to Demolition Services at the Camp Arrowhead Building in the Town of Natick ("RFR"), issued by the Board of Selectmen of the Town of Natick, Massachusetts, which is incorporated herein by reference.

2. Standard of Care

The Contractor's services shall be performed as expeditiously as is consistent with professional skill and care and the orderly progress of the work. The Contractor shall exercise due care and diligence in the rendition of all services under this Contract in accordance with the applicable professional standards in the eastern Massachusetts area. The Contractor's services shall be performed as expeditiously as is consistent with such standards.

3. Term

The term of this Contract shall commence as of the date specified in the opening recital and shall end one (1) year later. Time is of the essence in the performance of services rendered by the Contractor under this Contract.

4. Incorporation of the Request for Responses (RFR)/Order of Priority of Contract Documents

The provisions of the RFR and the Contractor's Response are incorporated herein by reference. In the event of any conflict among the Contract Documents, the Documents shall be construed according to the following priorities:

Highest Priority:      Amendments to Contract (if any)

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Second Priority:	Contract
Third Priority:	Addenda to the RFR (if any)
Fourth Priority:	RFR
Fifth Priority:	Contractor's Response.

5. Payment

In consideration for performance of the work in accordance with the requirements of this Contract, and in accordance with M.G.L. c.30, §39K, the Town shall pay the Contractor the prices set forth in the Contractor's Response, a copy of which is attached hereto and incorporated by reference.

This Contract is a fixed price/fixed rate contract; and, therefore, miscellaneous expenditures associated with the Contractor's work on this project shall not be paid by the Town. In the event that an unforeseen miscellaneous expense is incurred, the Contractor shall receive the Town's approval in writing prior to incurring the expense if it will subsequently seek payment of said expense from the Town.

Payment shall be made to the Contractor for work completed in accordance with this Contract. All requests for payment shall be submitted to the Town as an invoice and shall specify work completed, progress made toward completing deliverables, the number of hours worked, the classification of each employee who performed work, and the billing rate for each employee who performed work on the project.

Payment will be due thirty (30) days after receipt of the Contractor's invoice by the Town for services rendered in accordance with this Contract. The Town shall not make payments in advance.

If the Town objects to all or part of any invoice, the Town shall notify the Contractor in writing within two (2) weeks of the date of receipt of the invoice, and shall pay that portion of the invoice not in dispute within thirty (30) days after the date of receipt of the invoice.

Should it be necessary for the Contractor to engage the services of a specialized contractor or companies other than those originally proposed in the Contractor's response to the Town's Invitation for Responses, the Contractor shall take such measures only with the Town's prior written approval. Charges for such services shall be billed directly to the Town unless otherwise agreed upon by the parties.

Payment of the amounts due under this Contract shall release the Town of Natick, Massachusetts and its officers, employees, boards, commissions, committees, agents and representatives, from any and all claims and liability in any way relating to this Contract or anything done in pursuance thereof.



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No payment by the Town to the Contractor shall be deemed to be a waiver of any right of the Town under this Contract or a ratification by the Town of any breach hereof by the Contractor.

6.     Warranty

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warrantied against manufacturing and design defect for a minimum of one (1) year after the Town's acceptance of the same. All manufacturers' warranties on any equipment delivered shall be assigned to the Town of Natick.

7.     Compliance with Laws

The Contractor shall comply with all provisions of Federal, Massachusetts and Town of Natick law applicable to his work including, without limitation, statutes, by-laws, rules, regulations, orders and directives, as amended, and including, without limitation, the Williams-Steiger Occupational Safety and Health Act of 1970, as amended, and related regulations, as amended, in effect throughout the term of this Contract and any extension or renewal thereof. Without limitation, the Contractor shall comply with the provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws, as amended, and the applicable minimum wage rates as determined by the Massachusetts Commissioner of Labor and Industries. This Contract shall be considered to include in their entirety all terms respecting workers' compensation insurance and other terms required to be included in it by Chapter 152 of the Massachusetts General Laws, as amended, and applicable provisions of any other laws, including, without limitation, Chapter 30, Sections 39F, 39G, 39K, 39L, 39M, 39N, 39O, 39P, and 39R of the Massachusetts General Laws, as amended, and Chapter 149, Sections 34, 34A, and 34B of the Massachusetts General Laws, as amended, and Chapter 82, Section 40 of the Massachusetts General Laws, as amended, as though such terms were set forth in their entirety herein.

8.     Insurance

The Contractor shall provide and maintain throughout the term of the Contract and any extension or renewal thereof the following insurance with companies that are authorized and licensed in the Commonwealth of Massachusetts to issue policies for the coverages and limits so required.

- a.     Workers' Compensation Insurance as required by the laws of the Commonwealth of Massachusetts and employer's liability insurance in the amount of \$1,000,000/\$1,000,000/\$1,000,000.

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- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.
- c. Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.
- d. Excess Liability Insurance, Umbrella Form - \$1,000,000 each occurrence and \$2,000,000 aggregate, which shall be following form, providing coverage over commercial general liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- e. The Town of Natick, the Commonwealth of Massachusetts, Department of Conservation and Recreation, and Natick AMVETS Post 79, Inc. shall be named as additional insureds on each such policy of Commercial General Liability Insurance, Excess Liability Insurance, Umbrella Form, and Automobile Liability Insurance.
- f. All certificates and policies shall contain the following provision:

“Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place.”
- g. Certificates evidencing such insurance in five (5) copies shall be furnished to the Town at the execution of this Contract. Such certificates shall not merely name the types of policy provided, but shall specifically refer to this Contract and shall state that such insurance is as required by this Contract. The Contractor shall make no claims against the Town of Natick or its officers for any injury to any of its officers or employees or for damage to its equipment arising out of work contemplated by the Contract.
- h. The Contractor shall also be required to provide to the Town of Natick with its proof of insurance coverage endorsements or riders to the policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form, which indicate that the Town of Natick, the Commonwealth of Massachusetts, Department of Conservation and Recreation, and Natick AMVETS Post 79, Inc. are named as additional insureds on each such policy.

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- i. No insurance shall be obtained from an insurer which:
  - (1) is not licensed to sell insurance in the Commonwealth of Massachusetts; or
  - (2) is not authorized to provide insurance as an excess or surplus lines insurer, and does not have a current Best's rating of A or better.
- j. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of this Contract and shall operate as an immediate termination thereof.
- k. The demolition contractor shall also provide to the Town with a copy of any pollution/environmental liability policy that it carries.

9. Indemnification

The Contractor shall compensate the Town of Natick for all damage to Town property of any nature arising out of the Contractor's work. To the fullest extent permitted by law, the Contractor shall indemnify, defend, and hold harmless the Town of Natick, the Commonwealth of Massachusetts, Department of Conservation and Recreation, and Natick AMVETS Post 79, Inc., and all of their officers, employees, boards, commissions, committees, agents and representatives from and against all claims, causes of action, suits, costs, damages, and liability of any kind which arise out of the breach by the Contractor of its obligations under this Contract, or the act or omission of the Contractor, its subcontractors, or their officers, employees, agents and representatives or anyone directly or indirectly employed by them, or anyone for whose acts or omissions they may be liable, regarding the work to be performed by the Contractor under the Contract, or which arise out of the violation of any federal, Massachusetts or Town of Natick statute, by-law, rule, regulation, order or directive, or which relate to personal injury or property damage suffered by the Contractor or any of its officers or employees regarding the subject matter of this Contract. Said costs shall include, without limitation, reasonable legal costs, collections fees, and counsel fees incurred in defending any claim or suit that may be brought against the Town, the Commonwealth of Massachusetts, Department of Conservation, and Natick AMVETS Post 79, Inc., and any judgment that may be obtained in any such claim or suit.

10. No Personal Liability

Neither the Town of Natick, nor the Commonwealth of Massachusetts, Department of Conservation, nor Natick AMVETS Post 79, Inc., nor their officers, employees, boards, committees, commissions, agents and representatives shall be under any personal obligation or incur any personal liability by reason of this Contract, the execution thereof or anything relating thereto which arises out of the breach or

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violation of any provision of this Contract, or the violation of any Federal, Massachusetts or Town of Natick statute, by-law, rule, regulation, order or directive, or which relates to personal injury or property damage suffered by the Contractor or its employees, regarding the subject matter of this Contract.

11. Familiarity with Area of Work

By signing this Contract, the Contractor acknowledges that it has examined the area of work which is the subject matter of this Contract and that it is familiar with all sites which are the subject of this Contract and with all conditions of the RFR and of this Contract. The Contractor has entered into this Contract in reliance on its own examinations and estimates as to the amount and character of its work, and conditions which may be encountered in the performance thereof, and shall assume all risks and bear all losses pertaining thereto.

12. Performance Bond

The Contractor shall furnish to the Town a Performance Bond, in the amount of one hundred percent (100%) of the Contract price, with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

13. Labor and Materials Payment Bond

The Contractor shall furnish to the Town a Labor and Materials Payment Bond, in the amount of one hundred percent (100%) of the Contract price, with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

14. Independent Contractor Status

The Contractor shall provide services under this Contract as an independent contractor with the Town of Natick and not as an employee of the Town of Natick. No employee, agent or representative of the Contractor shall be entitled to receive any benefits of employment with the Town of Natick, including without limitation salary, overtime, vacation pay, holiday pay, sick leave, health insurance, life insurance, pension or deferred compensation.

15. Use of Alcohol and Controlled and/or Mood Altering Substances Prohibited

The Contractor hereby acknowledges that the use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Town of Natick property which is the subject matter of this Contract and during all hours of work under this Contract. If any officer,

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employee, agent, or representative of the Contractor violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Contractor shall not be permitted to return to work on this Contract. Under such circumstances, the Contractor shall promptly remove the subject officer, employee, agent, or representative from the job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with this Contract.

16. No Smoking

Pursuant to Massachusetts General Laws (M.G.L.) c. 270, §22, the Commonwealth of Massachusetts Smokefree Workplace Law, the Contractor, its officers, employees, agents, and representatives shall refrain from smoking and from using tobacco products in any public building in the Town of Natick.

17. Criminal Background Screening

For each employee of the Contractor who is performing services under this Contract, the Contractor shall, subject to its confidentiality and privacy obligations owing to its employees and third parties, provide a written confirmation to the Town that such employee passed the Contractor's pre-employment criminal background screen. In the event that any employee refuses to permit the Contractor to provide such information to the Town, the Contractor shall not assign such employee to perform services for the Town, and such employee shall not be authorized to perform services for the Town. The Town shall be permitted to keep such information in its files.

18. Delays/*Force Majeure*

Except as specifically set forth in this Contract, neither party shall hold the other responsible or liable for damages or delays in performance caused by acts of God, interruptions in the availability of labor, or other events beyond the control of the other party, or that could not have been reasonably foreseen or prevented. For this purpose, such acts or events shall include unusually severe weather affecting performance of services, floods, epidemics, wars, riots, strikes, lockouts, or other industrial disturbances, protest demonstrations, and project site conditions which could not have been reasonably anticipated. Should such acts or events occur, both parties shall use their best efforts to overcome the difficulties arising and to resume as soon as reasonably possible the normal pursuit of the services for the Project.

19. Termination

- a. If the Contractor shall breach any provision of this Contract, which breach is not cured within twenty-one (21) days of written notice thereof from the

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Town to the Contractor, the Town shall have the right to terminate this Contract upon written notice to the Contractor.

- b. If any assignment shall be made by the Contractor or by any guarantor of the Contractor for the benefit of creditors, or if a petition is filed by the Contractor or by any guarantor of the Contractor for adjudication as a bankrupt, or for reorganization or an arrangement under any provision of the Bankruptcy Act as then in force and effect, or if an involuntary petition under any of the provisions of the Bankruptcy Act is filed against the Contractor and such involuntary petition is not discharged within ninety (90) days thereafter, in any event the Town may terminate this Contract upon written notice to the Contractor.
- c. The award of this Contract and the continued operation of this Contract are contingent upon appropriation by Natick Town Meeting of sufficient money to fund the Contract. Should Natick Town Meeting fail to appropriate necessary funds therefor, the Town of Natick shall no longer be under any obligation to tender performance, including payment, under the terms of this Contract. In that event the Town may terminate this Contract upon written notice to the Contractor.
- d. The Town may terminate this Contract upon written notice to the Contractor if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend the Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.
- e. The Town may also terminate this Contract for convenience upon thirty (30) days' written notice to the Contractor.

In the event of termination, the Contractor shall be entitled to be paid for services rendered in accordance with this Contract prior to termination.

In the event that this Contract is terminated pursuant to Section 19a. or 19b. above, the Town may make any reasonable purchase or contract to purchase services in substitution for services due from the Contractor and may deduct the cost of any substitute contract, or damages sustained by the Town due to non-performance or non-conformance of services, together with incidental and consequential damages from the Contract price, and shall withhold such damages from sums due or sums which become due.

20. Notices

Except as otherwise provided in this Contract, all notices required or permitted to be given hereunder shall be in writing and shall be delivered by certified mail or

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registered mail, return receipt requested, to the parties at the following address or such other address or addresses as to which a party shall have notified the other party in accordance with this Section.

If to the Town: William D. Chenard, Acting Town Administrator.  
Natick Town Hall  
13 East Central Street  
Natick, MA 01760

With copies to: John P. Flynn, Esq.  
Murphy, Hesse, Toomey & Lehane, LLP  
300 Crown Colony Drive, Suite 410  
Quincy, MA 02169

If to the Contractor: President  
Aldore Tetreault & Sons, Inc.  
11 Lovell Street  
Mendon, MA 01756.

21. Miscellaneous Provisions

- a. Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.
- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
- c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.
- d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.

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- e. The Contractor shall maintain the confidentiality of information designated by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.
- f. The Contractor shall not represent or purport to represent that it speaks for the Town vis-à-vis the media or the public at-large without the Town's express, written consent in advance.
- g. Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an after-hours emergency.
- h. By entering into this Contract, the Contractor certifies under penalties of perjury that its Response was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- i. By entering into this Contract, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C, Section 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Response documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- l. The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex



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object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap. The previous sentence shall include, but not be limited to, the following: advertising, recruitment; hiring; rates of pay or other forms of compensation; terms; conditions or privileges of employment; employment upgrading; transfer; demotion; layoff; and termination. The Contractor shall take affirmative actions to insure that applicants are employed, and that employees are treated during their employment, without regard to race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap.

- m. **To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections in this Contract, any statutorily-mandated provisions contained herein shall control.**
- n. The Contractor shall not assign or subcontract in whole or in part this Contract or in any way transfer any interest in this Contract without the prior express written approval of the Town.
- o. The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- p. This Contract may be amended only by written consent of the parties.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.
- s. If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.

**Town of Natick, Massachusetts**  
**Contract for Services Related to Demolition at**  
**the Camp Arrowhead Building in the Town of Natick**

- t. The provisions of this Contract shall be binding upon and shall inure to the benefit of the heirs, assigns and successors in interest of the parties.
- u. This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues or principles.
- v. This Contract is executed in triplicate as a sealed instrument.

**Town of Natick, Massachusetts**  
**Contract for Services Related to Demolition at**  
**the Camp Arrowhead Building in the Town of Natick**

The Town of Natick, Massachusetts  
by: the Natick Board of Selectmen

Aldore Tetreault & Sons, Inc.  
by:

\_\_\_\_\_  
Jonathan H. Freedman, Chairman

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Susan G. Salamoff, Vice Chairman

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Richard P. Jennett, Jr., Clerk

\_\_\_\_\_  
Printed Title

\_\_\_\_\_  
Michael J. Hickey, Jr.

\_\_\_\_\_  
Amy K. Mistrot

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

**APPROVED AS TO AVAILABILITY OF APPROPRIATION:**

In accordance with the requirements of M.G.L. Chapter 44, Section 31C, this is to certify that an appropriation in the amount of this Contract is available therefor, and that the Natick Board of Selectmen is authorized to execute this Contract and to approve all requisitions and execute change orders.

\_\_\_\_\_  
Arti P. Mehta  
Comptroller, Town of Natick

Dated: \_\_\_\_\_

**APPROVED AS TO FORM ONLY, AND NOT AS TO SUBSTANCE:**

\_\_\_\_\_  
John P. Flynn, Esq.

Dated: \_\_\_\_\_

**Town of Natick, Massachusetts**  
**Contract for Services Related to Demolition at**  
**the Camp Arrowhead Building in the Town of Natick**

CERTIFICATE OF VOTE

I, \_\_\_\_\_, hereby certify  
(Clerk/Secretary)

that I am the duly qualified and acting \_\_\_\_\_ of  
(Corporation Name) (Title)

and I further certify that at a meeting of the Directors of said Corporation duly called and held on \_\_\_\_\_ 20 \_\_\_\_, at which meeting all Directors were present and voting, the following vote was unanimously passed:

VOTED: To authorize and empower either \_\_\_\_\_  
\_\_\_\_\_, \_\_\_\_\_;  
(Name) (Title)  
\_\_\_\_\_, \_\_\_\_\_; or  
(Name) (Title)  
\_\_\_\_\_, \_\_\_\_\_  
(Name) (Title),

any one acting singly, to execute all contracts and bonds on behalf of the Corporation.

I, further certify that the above vote is still in effect on this the \_\_\_\_ day of \_\_\_\_\_, 20\_\_ and has not been changed or modified in any respect.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Title

The certification contained hereabove shall be executed by CONTRACTOR or copy of current "certification of authority to sign for the Corporation" shall be attached.)

**TOWN OF NATICK  
RESPONSE FORM**

The undersigned Responding party hereby submits a response for selective interior demolition at the Camp Arrowhead Building.

Responder acknowledges receipt of addenda nos. 1

TOTAL BASE QUOTE - FOR RFR COMPARISON  
BASED UPON ESTIMATED QUANTITIES

\$ 31,624.00

Specific items of this Contract may be eliminated or reduced in quantity, to the extent permitted by law, to keep within limits of available funding, at the OWNER'S option.

The undersigned certifies as follows:

- A. Responder is an established business with a minimum of five (5) years of experience in providing services related to the performance of services outlined in this RFR. (Responder shall attach to the Response Form a short statement of the status of the business, the year of incorporation/commencement, a list of any name changes, and a list of any lawsuits pending against Responder.
- B. Responder holds all applicable State and Federal permits, licenses and approvals. (Responder shall attach to the Response Form copies of all applicable State and Federal permits, licenses, and approvals.)
- C. Responder provides a qualified (Town approved) Foreman, who shall be present at the work site at all times.
- D. Responder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.
- E. Responder holds all applicable documentation and Insurance in accordance with this RFR. (Responder shall attach to the Response Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Responder, if chosen as the Successful Responder, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)
- F. Responder shall attach to the Response Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number). Responder shall also provide a list of at least six (6) successfully completed jobs in such time, giving the name and address of these projects.

- G. Responder has not defaulted on any Contract within the last five (5) years.
- H. Responder maintains a permanent place of business. (Responder shall attach to the Response Form the address of his/her/its business.)
- I. Responder has adequate personnel and equipment to perform the work expeditiously. (Responder shall also attach to the Response Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Responses are sought. Responders shall attach to the Response Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)
- J. Responder has suitable financial status to meet obligations incident to the work. (Responder shall attach to the Response Form a financial statement that shows the Responder's present financial status.
- K. Responder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Responder shall attach to the Response Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
- L. Responder has not failed to perform satisfactorily on Contracts of a similar nature.
- M. Responder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- N. Responder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.
- O. Responder certifies that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

The undersigned certifies, under penalties of perjury, that this Response has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

Pursuant to Massachusetts General Laws (M.G.L.) c. 62C, §49A, I certify under the penalties of perjury that the Responding party named below has complied with all laws of the Commonwealth of Massachusetts pertaining to the payment of taxes, to the reporting of employees and contractors, and to the withholding and remitting of child support.

The Responding party has not given, offered, or agreed to give any gift, contribution, or offer of employment as an inducement for, or in connection with, the award of a Contract pursuant to this RFR.

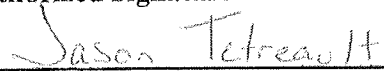
No consultant to, or subcontractor for, the Responding party has given, offered, or agreed to give any gift, contribution, or offer of employment to the Responding party, or to any other person, corporation, or entity as an inducement for, or in connection with, the award to the consultant or subcontractor of a Contract by the Responding party. No person, corporation, or other entity, other than a bona fide full time employee of the Responding party has been retained or hired to solicit for or in any way assist the Responding party in obtaining a Contract pursuant to this RFR upon an agreement or understanding that such person, corporation or entity be paid a fee or other compensation contingent upon the award of a Contract to the Responding party. The Responding party understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws (M.G.L.), applies to the Responding party and its officers, employees, agents, subcontractors, and affiliated entities with respect to the transaction outlined in the Request for Responses. The Responding party understands that the Responding party and its officers, employees, agents, subcontractors, and affiliated entities, shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.

The Responding party hereby certifies that it is in compliance with and shall remain in compliance with Massachusetts General Laws (M.G.L.) Chapter 151B and shall not discriminate on any prohibited basis outlined therein. The Responding party also hereby certifies that it shall comply with any and all applicable Supplier Diversity Office (SDO) thresholds that have been established in conjunction with this Request for Responses.

The Responding party hereby certifies that it is presently not debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, and that, should any proceeding arise in which it is debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, the Responding party shall inform the Town of Natick within one (1) business day of such debarment, suspension, or prohibition from practice.

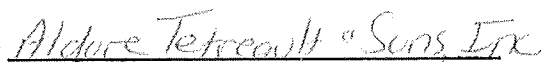


Authorized Signature


  
Printed Name

  
Printed Title

  
Date

Full Legal Name 

Officers of Corporation and Addresses

 President/Treasurer

11 Lovell St. Mendon, MA 01756

Dennis Tetreault VP same

Jason Tetreault VP/Secretary 370 Blackstone St. Uxbridge MA  
01569

State of Incorporation MA

Principal Place of Business \_\_\_\_\_

11 Lovell St

Mendon, MA 01756

Tel. 508-473-9384

Qualified in Massachusetts Yes ☒ No \_\_\_\_\_

Principal Place of Business in MA SAME

---



# Aldore Tetreault & Sons, Inc

11 Lovell Street

Mendon, Massachusetts 01756

Ph. 508-473-9384 Fax 508-473-6004

February 7, 2018

Bryan Le Blanc  
Procurement Officer  
Town of Natick  
75 West Street  
Natick, MA 01760

A. The business of Aldore Tetreault & Sons, Inc. is a family owned S Corporation in the state of Massachusetts incorporated in 1998. It was established in 1968 by Aldore Tetreault.

We are a fully licensed and insured company in good standing with the state of Massachusetts.

F.	R.P. Masiello	Multiple projects	Bill Babin 508-869-6501
	Town of Uxbridge	Revitalization Project Hammond Estates	Ben Sherman 508-278-8616
	Town of Webster	Church St. Reconst.	Carol Cyr 508-949-3800 x4004

Others available upon request.

All other documents to be submitted upon award of contract.

Respectfully,



Diane Tetreault  
Aldore Tetreault & Sons, Inc.



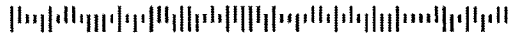
Commonwealth of Massachusetts  
Department of Revenue  
Christopher C. Harding, Commissioner

mass.gov/dor

Letter ID: L1042912512  
Notice Date: November 21, 2017  
Case ID: 0-000-450-046



## CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE



ALDORE TETREAULT & SONS INC  
11 LOVELL ST  
MENDON MA 01756-1242

### *Why did I receive this notice?*

The Commissioner of Revenue certifies that, as of the date of this certificate, ALDORE TETREAULT & SONS INC is in compliance with its tax obligations under Chapter 62C of the Massachusetts General Laws.

This certificate doesn't certify that the taxpayer is compliant in taxes such as unemployment insurance administered by agencies other than the Department of Revenue, or taxes under any other provisions of law.

**This is not a waiver of lien issued under Chapter 62C, section 52 of the Massachusetts General Laws.**

### *What if I have questions?*

If you have questions, call us at (617) 887-6367 or toll-free in Massachusetts at (800) 392-6089, Monday through Friday, 8:30 a.m. to 4:30 p.m..

### *Visit us online!*

Visit [mass.gov/dor](http://mass.gov/dor) to learn more about Massachusetts tax laws and DOR policies and procedures, including your Taxpayer Bill of Rights, and MassTaxConnect for easy access to your account:

- Review or update your account
- Contact us using e-message
- Sign up for e-billing to save paper
- Make payments or set up autopay

Edward W. Coyle, Jr., Chief  
Collections Bureau



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

2/7/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Kim Sylvestre
Bright Agency, Inc.	PHONE (A/C, No, Ext): (508) 473-0556
6 Congress St.	FAX (A/C, No): (508) 478-6709
P.O. Box 424	E-MAIL ADDRESS:
Milford MA 01757	INSURER(S) AFFORDING COVERAGE
INSURED	INSURER A: The Travelers Indemnity Co
Aldore E Tetreault Sons	INSURER B: Travelers Insurance
11 Lovell Street	INSURER C: Associated Employers Insurance
Mendon MA 01756-1210	INSURER D:
	INSURER E:
	INSURER F:

## COVERAGES

CERTIFICATE NUMBER: CL182210253

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:		680-5831N290-17-42	5/31/2017	5/31/2018	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 Project Aggregate \$ 10,000,000
B	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS		BA-9A649427-17-SEL	12/31/2017	12/31/2018	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ Comp BI \$ 20,000
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 5,000		CUP-5E613286-17-42	5/31/2017	5/31/2018	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 2,000,000
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input type="checkbox"/> N/A	WCC-500-5011431-2017A	10/22/2017	10/22/2018	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Town of Natick listed as additional Insured.

## CERTIFICATE HOLDER

## CANCELLATION

Town of Natick  
Procurement Office  
75 West Street  
Natick, MA 01760

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Steven Ellis/KIM

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# Aldore Tetreault & Sons, Inc

11 Lovell Street

Mendon, Massachusetts 01756

Ph. 508-473-9384 Fax 508-473-6004

February 8, 2018

Bryan LeBlanc  
Chief Procurement Officer  
Town of Natick  
75 West St.  
Natick, MA 01760

Bryan,

This is to acknowledge that we have no lawsuits against our company.



Diane Tetreault  
Aldore Tetreault & Sons, Inc.

# Aldore Tetreault & Sons, Inc

11 Lovell Street

Mendon, Massachusetts 01756

Ph. 508-473-9384 Fax 508-473-6004

February 8, 2018

Bryan LeBlanc  
Procurement Officer  
Town of Natick  
75 West St.  
Natick, MA 01760

## Response Form

I.	Personnel	Dennis Tetreault	Owner	Operator/Driver since 1970
		Jason Tetreault	Owner	Operator/Driver
		Daniel Vandervalk		Operator
		John Brothers		Driver
		Joshua Cantrell		Operator/Driver

All of the above individuals have been in the construction field for multiple years. They do all aspects of our work from operating equipment and driving to manual labor.

We will staff on a daily basis from the above employees as needed. We have no question that we will be both efficient and effective.

I have also included an equipment list from which we will draw to complete project.

Respectfully Submitted,



Diane Tetreault

# **Aldore Tetreault & Sons, Inc**

**11 Lovell Street**

**Mendon, Massachusetts 01756**

**Ph. 508-473-9384 Fax 508-473-6004**

## **Equipment List**

2002 Kenworth 900L -- tractor  
2005 Kenworth 900L 10 wheeler  
2015 GMC-350 dump  
2015 GMC -350 utility  
2006 GMC pick up  
1987 Rogers 40T low bed  
2002 Rogers 20T tag trailer  
2004 Trail King Hale aluminum dump trailer  
2012 Quality Landscape trailer  
2005 John Deere 310 SG backhoe  
1996 Cat 960F loader  
1998 Hitachi 330 excavator  
2006 Hitachi 160 excavator  
2013 John Deere 350 GLC excavator  
2012 JD 35D compact excavator  
2000 John Deere 450H dozer  
54" Bomag Compactor  
1986 Read RD90 Screener Serial #25738



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

2/7/2018

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PRODUCER Bright Agency, Inc. 6 Congress St. P.O. Box 424 Milford MA 01757	CONTACT NAME: Kim Sylvestre PHONE (A/C, No, Ext): (508) 473-0556 E-MAIL ADDRESS: FAX (A/C, No): (508) 478-6709
INSURED Aldore E Tetreault Sons 11 Lovell Street Mendon MA 01756-1210	INSURER(S) AFFORDING COVERAGE INSURER A: The Travelers Indemnity Co NAIC # 25658 INSURER B: Travelers Insurance 0012 INSURER C: Associated Employers Insurance INSURER D: INSURER E: INSURER F:

## COVERAGES

CERTIFICATE NUMBER: CL182210253

REVISION NUMBER:

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INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			680-5831N290-17-42	5/31/2017	5/31/2018	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 Project Aggregate \$ 10,000,000
B	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS			BA-9A649427-17-SEL	12/31/2017	12/31/2018	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ Comp BI \$ 20,000
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C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input type="checkbox"/>	N/A	WCC-500-5011431-2017A	10/22/2017	10/22/2018	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
Town of Natick listed as additional Insured.

## CERTIFICATE HOLDER

## CANCELLATION

Town of Natick  
Procurement Office  
75 West Street  
Natick, MA 01760

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Steven Ellis/KIM

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Resolution Architects  
One South Avenue  
Natick, MA 01760  
P : (508) 315-3666  
ResolutionArchitects.com

January 31, 2018

## **ADDENDUM NO. 1**

### **Camp Arrowhead - Demolition Natick, MA**

To: All Plan Holders  
Cc: Karen Partenen, Director, Natick Recreation and Parks

1. The Drawings and Project Manual dated January 25, 2018, are amended as noted in the following addendum.
2. This Addendum consists of 1 item.
3. Bidders shall acknowledge receipt of this Addendum on the bid form.
4. The time and location of the bid date remains unchanged.

#### **ITEM 1**

##### **Temporary Electrical Service**

In Spec Section 01.11.00, Summary of Work, delete Sub Paragraph 11.2 B.1.

There is existing power to the site. The contractor may use this power during the project, paid for by the owner, if used in a non-wasteful manner.

In Spec Section 01 50 50, Temporary Facilities and Controls, Delete Sub Section 50.01 Paragraphs A, B, C and D

Replace with the following text:

A. Contractor shall use the existing site electrical service, with wiring in accordance with NEC and all other applicable codes and regulations, to provide lighting and power as needed to perform the Work. At the conclusion of the project, all temporary electrical installations shall be removed, and the site power distribution system restored to its original state.

End of Addendum #1



**Town of Natick  
Natick, Massachusetts**

**Request for Responses**

**DEMOLITION AT THE CAMP ARROWHEAD BUILDING  
IN THE TOWN OF NATICK**

**RESPONSES DUE:**  
**February 8, 2018, 2:00 P.M. LOCAL TIME**  
Late Responses Will Be Rejected

**DELIVER COMPLETED RESPONSES TO:**

Procurement Officer  
Natick Department of Public Works Building  
Second Floor  
75 West Street  
Natick, MA 01760.

TOWN OF NATICK  
NATICK, MASSACHUSETTS 01760

NOTICE TO RESPONDERS

The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 (“the Town”), acting through the Natick Board of Selectmen, invites the submission of responses for demolition at the Camp Arrowhead Building in the Town of Natick. The Request for Responses (“RFR”) may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on January 24, 2018. Please contact [bleblanc@natickma.org](mailto:bleblanc@natickma.org) to request a copy. Responses will be received until 2:00 P.M. local time, February 8, 2018, at the Procurement Office, Natick Public Works Building, 75 West Street, Natick, MA 01760, at which time and place all responses will be publicly opened and read. All Responses shall comply with the IFB issued by the Town of Natick, including, without limitation, Section 1, Instructions to Responders, and Response Submission Requirements. The Town reserves the right to waive any informality in or to reject any, any part of, or all Responses in the best interest of the Town. Any Response submitted will be binding for thirty (30) days subsequent to the time of opening.

## **I. INTRODUCTION**

Pursuant to Chapter 30, Section 39M of the Massachusetts General Laws (M.G.L. c. 30, §39M), the Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, solicits written Responses for demolition at the Camp Arrowhead Building in the Town of Natick. For a full description of the scope of services, please refer to Section II (B) of the Request for Responses ("RFR"), as well as to the attachment.

Each Responding party's response marked, marked "Response for Demolition at the Camp Arrowhead Building in the Town of Natick," will be received until **2:00 P.M. local time, February 8, 2018**, will be received at this address:

Procurement Office  
Natick Department of Public Works Building  
Second Floor  
75 West Street  
Natick, MA 01760.

A Non-Mandatory Pre-Response Conference will be held at the Camp Arrowhead Building, off 1055 Worcester Road, Natick, MA 01760, at 10:00 A.M. local time on Wednesday, January 31, 2018.

Each Responding Party's name, address and contact phone number shall be clearly visible from the outside of each sealed envelope. The clock in Procurement Office shall be considered official. No Responses received after the date and time specified in the previous paragraph shall be accepted. No faxed Responses shall be accepted. Conditional Responses will not be accepted. If the Procurement Office is closed due to weather or other emergency, the deadline for receipt of Responses shall be extended until 11:00 A.M. local time on the next business day that the Procurement Office is open.

Responses may also be received by email at [bleblanc@natickma.org](mailto:bleblanc@natickma.org).

Each Response shall be submitted in accordance with the Submission Requirements in order to be considered for award. Any Response submitted shall be binding for sixty (60) days subsequent to the time of the opening of Responses.

The Town **will not** reimburse Responding parties for any costs incurred in preparing Responses in response to this RFR. Submission of a Response shall be conclusive evidence that the Responding party has examined this RFR and is familiar with terms of this RFR and all provisions of the contract included with this RFR. Upon finding any omissions or discrepancy in this RFR, each Responding party shall notify the Town immediately so that any necessary addenda may be issued. Failure of a Responding party to investigate completely the RFR and/or to be thoroughly familiar with this RFR shall in no way relieve any such Responding party from any obligation with respect to the Response. By submission of a Response, the Responding party agrees that if its Response is accepted, then it shall enter into a Contract with the Town which incorporates all of the requirements of this RFR and which is the form attached hereto at Attachment H. By submission of a Response, the Responding party further indicates acceptance of all terms and conditions of this RFR.

## **II. BACKGROUND**

The Town solicits written Responses from qualified firms or individuals for selective interior demolition at the Camp Arrowhead Building in the Town of Natick.

### **A. CAMP ARROWHEAD**

Since 1958, Camp Arrowhead has offered a six (6)-week day camp and a one (1)-week residential camp to serve children with special needs. The program is sponsored by the Natick Recreation and Parks Department. The Camp building has been used by Veterans for specialized programming and, as per DCR, their stated interest in programming activities consistent with their mission. The Camp is located on land owned by the Commonwealth of Massachusetts Department of Conservation and Recreation (DCR), from which the Town of Natick has or should continue to have site control.

On Thursday, July 28, 2016, the main building at Camp Arrowhead suffered a major fire, resulting in a loss at the main building. The camp building will require partial demolition of the interior of the existing structure for retrofitting purposes. The rehabilitated building will require completely new drywall, wiring, plumbing, plumbing fixtures, as well as selective siding and structural work.

Presently, the Town is seeking to procure services of a contractor to perform selective interior demolition for the Camp Arrowhead Building. The Successful Responder shall furnish all labor, equipment, and materials necessary to perform all operations in connection with the provision of such services.

### **B. DESCRIPTION OF DESIRED GOODS AND SERVICES**

See attachments hereto, which are attached to and incorporated herein by reference.

### **C. GUARANTEE**

The Successful Responder, if selected as the Contractor, shall furnish all supplies, equipment, and labor necessary for the performance of the services and delivery of equipment required by this request for Responses and warrants that it has in its employ, and throughout the term of any contract awarded or any extension or renewal thereof, shall continue to have a sufficient number of persons experienced in performing services required by this request for Responses, such that the Successful Responder's obligations shall be carried out in a prompt, safe and professional manner.

The Successful Responder, if selected as the Contractor, shall warrant to the Owner that the work to be performed under the request for Responses Contract, limited to pump and motor repairs, shall be free from defects in material and workmanship for twelve (12) months after the Contractor fully completes the work. If any defects in material or workmanship regarding the work occur within said twelve (12) month

period, the Contractor shall have the option of repairing or replacing the defective component(s) involved in the work.

#### **D. SALES AND USE TAX EXEMPTION**

Owner is exempt from Commonwealth of Massachusetts Sales and Use Tax on materials and equipment to be incorporated in the Work. Said taxes shall not be included in the response price. Owner to provide a Certificate of Exemption Number to the contractor awarded the work.

#### **E. SUCCESSFUL RESPONDING PARTY'S PERSONNEL**

The Successful Responding party shall be responsible for any training of his/her/its personnel. The Successful Responding party's personnel shall be adequately trained by the Successful Responding party, shall be experienced in the provision of services specified in this RFR, and shall be of good moral character. All of the Successful Responding party's employees assigned to the work under any contract with the Town shall pass Criminal Background Screening.

The Successful Responding party shall provide the Town with the following information:

1. Name, business address, telephone, and cell phone numbers of the person(s) in charge of the work under any contract with the Town.
2. Name, address, and telephone number of all employees assigned to the work under any contract with the Town. The Successful Responding party will update this list whenever there is a change in personnel.

Any contract awarded pursuant to this RFR shall be awarded, if at all, to the responsible Responder offering to perform the contract work at the lowest price. Award shall be subject to appropriation. The Successful Responder shall enter into a contract in the form of the attached and shall comply with all bonding and insurance requirements stated therein.

#### **III. COMPLIANCE WITH LAWS**

The Successful Responding party shall comply with all provisions of Federal, Massachusetts and Town of Natick law applicable to his work including, without limitation, statutes, by-laws, rules, regulations, orders and directives, as amended, and including, without limitation, the Williams-Steiger Occupational Safety and Health Act, as amended, and related regulations, as amended, in effect throughout the term of this Lease and any extension or renewal thereof. Without limitation, the Successful Responding party shall comply with the applicable provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws (M.G.L.), as amended, and with all applicable minimum prevailing wage rates as determined by the Massachusetts Commissioner of Labor and Industries. Any Contract shall be considered to include in their entirety all terms respecting workers' compensation insurance and other terms required to be included in it by Chapter 152 of the Massachusetts General Laws, as amended, and any other laws, as though such terms were set forth in their entirety herein.

#### **IV. INSURANCE**

The Successful Responding party shall keep in force throughout the term of the Contract and any extension or renewal thereof the amount of insurance described in the Contract which is a part of this RFR and is incorporated herein by reference. Without limitation of other requirements of this RFR, no Contract shall be entered into by the parties unless the successful Responding party complies with all applicable insurance requirements, including, without limitation, the requirement to submit endorsements or riders which include the required language concerning notice of cancellation or amendment of any and all insurance policies required under the Contract, and which include the required language mandating that the Town shall be named as an additional insured on the required policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form.

#### **V. INDEMNIFICATION**

The Successful Responding party shall assume the indemnification responsibilities described in the Contract which is a part of this RFR and is incorporated herein by reference.

#### **VI. INDEPENDENT CONTRACTOR STATUS**

The Successful Responding party shall provide services as an independent contractor with the Town, and not as an employee of the Town, and the Successful Responding party and his/her/its employees shall not be entitled to receive any benefits of employment with the Town of Natick, including without limitation salary, overtime, vacation pay, holiday pay, health insurance, life insurance, pension or deferred compensation.

#### **VII. CRIMINAL BACKGROUND SCREENING**

For each employee of the Successful Responding party who is performing services under any Contract awarded by the Town of Natick, the Successful Responding party shall, subject to its confidentiality and privacy obligations owing to its employees and third parties, provide a written confirmation to the Town that such employee passed the Successful Responding party's pre-employment criminal background screen. In the event that any employee refuses to permit the Successful Responding party to provide such information to the Town, the Successful Responding party shall not assign such employee to perform services for the Town, and such employee shall not be authorized to perform services for the Town. The Town shall be permitted to keep such information in its files.

#### **VIII. USE OF ALCOHOL AND CONTROLLED SUBSTANCES PROHIBITED**

The use of alcoholic beverages, narcotics, and mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Successful Responding party is prohibited on Town of Natick property which is the subject matter of this RFR and during all hours of work under any contract with the Town. If any officer, employee, agent, or representative of the Successful Responding party violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Successful Responding party shall not be permitted to return to work under any contract with the Town. Under such circumstances, the Successful Responding party shall promptly remove the subject officer, employee, agent, or representative from the

job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with any contract with the Town.

**IX. NO SMOKING/USE OF TOBACCO PRODUCTS**

Pursuant to M.G.L. c. 270, §22, the Commonwealth of Massachusetts Smokefree Workplace Law, the Successful Responding party, its officers, employees, agents, and representatives are prohibited from smoking tobacco products, or any non-tobacco products designed to be combusted or inhaled, in any public building.

**X. Minimum Prevailing Wage Rates**

See attached.

**XI. Performance Bond Requirements**

Within ten (10) calendar days after notification of award of a Contract by the Town, the Successful Responder shall furnish to the Town a Performance Bond, in the amount of one hundred percent (100%) of the Contract price with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

**XII. Labor and Materials Payment Bond Requirements**

Within ten (10) calendar days after notification of award of a Contract by the Town, the Successful Responder shall furnish to the Town a Labor and Materials Payment Bond, in the amount of one hundred percent (100%) of the Contract price with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

**TOWN OF NATICK  
RESPONSE FORM**

The undersigned Responding party hereby submits a response for selective interior demolition at the Camp Arrowhead Building.

Responder acknowledges receipt of addenda nos. \_\_\_\_\_

TOTAL BASE QUOTE - FOR RFR COMPARISON  
BASED UPON ESTIMATED QUANTITIES

\$ \_\_\_\_\_

Specific items of this Contract may be eliminated or reduced in quantity, to the extent permitted by law, to keep within limits of available funding, at the OWNER'S option.

The undersigned certifies as follows:

- A. Responder is an established business with a minimum of five (5) years of experience in providing services related to the performance of services outlined in this RFR. (Responder shall attach to the Response Form a short statement of the status of the business, the year of incorporation/commencement, a list of any name changes, and a list of any lawsuits pending against Responder.
- B. Responder holds all applicable State and Federal permits, licenses and approvals. (Responder shall attach to the Response Form copies of all applicable State and Federal permits, licenses, and approvals.)
- C. Responder provides a qualified (Town approved) Foreman, who shall be present at the work site at all times.
- D. Responder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.
- E. Responder holds all applicable documentation and Insurance in accordance with this RFR. (Responder shall attach to the Response Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Responder, if chosen as the Successful Responder, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)
- F. Responder shall attach to the Response Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number). Responder shall also provide a list of at least six (6) successfully completed jobs in such time, giving the name and address of these projects.



- G. Responder has not defaulted on any Contract within the last five (5) years.
- H. Responder maintains a permanent place of business. (Responder shall attach to the Response Form the address of his/her/its business.)
- I. Responder has adequate personnel and equipment to perform the work expeditiously. (Responder shall also attach to the Response Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Responses are sought. Responders shall attach to the Response Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)
- J. Responder has suitable financial status to meet obligations incident to the work. (Responder shall attach to the Response Form a financial statement that shows the Responder's present financial status.
- K. Responder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Responder shall attach to the Response Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
- L. Responder has not failed to perform satisfactorily on Contracts of a similar nature.
- M. Responder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- N. Responder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.
- O. Responder certifies that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

The undersigned certifies, under penalties of perjury, that this Response has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

Pursuant to Massachusetts General Laws (M.G.L.) c. 62C, §49A, I certify under the penalties of perjury that the Responding party named below has complied with all laws of the Commonwealth of Massachusetts pertaining to the payment of taxes, to the reporting of employees and contractors, and to the withholding and remitting of child support.

The Responding party has not given, offered, or agreed to give any gift, contribution, or offer of employment as an inducement for, or in connection with, the award of a Contract pursuant to this RFR.

No consultant to, or subcontractor for, the Responding party has given, offered, or agreed to give any gift, contribution, or offer of employment to the Responding party, or to any other person, corporation, or entity as an inducement for, or in connection with, the award to the consultant or subcontractor of a Contract by the Responding party. No person, corporation, or other entity, other than a bona fide full time employee of the Responding party has been retained or hired to solicit for or in any way assist the Responding party in obtaining a Contract pursuant to this RFR upon an agreement or understanding that such person, corporation or entity be paid a fee or other compensation contingent upon the award of a Contract to the Responding party. The Responding party understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws (M.G.L.), applies to the Responding party and its officers, employees, agents, subcontractors, and affiliated entities with respect to the transaction outlined in the Request for Responses. The Responding party understands that the Responding party and its officers, employees, agents, subcontractors, and affiliated entities, shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.

The Responding party hereby certifies that it is in compliance with and shall remain in compliance with Massachusetts General Laws (M.G.L.) Chapter 151B and shall not discriminate on any prohibited basis outlined therein. The Responding party also hereby certifies that it shall comply with any and all applicable Supplier Diversity Office (SDO) thresholds that have been established in conjunction with this Request for Responses.

The Responding party hereby certifies that it is presently not debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, and that, should any proceeding arise in which it is debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, the Responding party shall inform the Town of Natick within one (1) business day of such debarment, suspension, or prohibition from practice.

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**Authorized Signature**

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**Printed Name**

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**Printed Title**

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**Date**

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**Full Legal Name**

**Officers of Corporation and Addresses**

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

State of Incorporation \_\_\_\_\_

Principal Place of Business \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Tel. \_\_\_\_\_

Qualified in Massachusetts    Yes \_\_\_\_\_ No \_\_\_\_\_

Principal Place of Business in MA \_\_\_\_\_

\_\_\_\_\_

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**ATTACHMENT  
PREVAILING WAGE RATES  
(SEE ATTACHED DOCUMENT.)**



## Department of Labor Standards Prevailing Wage Program

### Confirmation

Your request for an Official Prevailing Wage Schedule has been successfully received and is being processed by DLS. The schedule will be emailed to the email address provided in your request.

Please note the wage request number **20180117-013** for future inquiries.

[Request another official Wage Schedule](#)

[Return to Prevailing Wage Website](#)



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSALIN ACOSTA  
Secretary  
WILLIAM D MCKINNEY  
Director

**Awarding Authority:** Town of Natick  
**Contract Number:** City/Town: NATICK  
**Description of Work:** Interior Demolition at the Camp Arrowhead Building in Natick following a fire. DCR approval required for project.  
**Job Location:** 1055 Worcester Road, Natick, MA 01760.

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 2	12/01/2017	\$33.58	\$7.70	\$13.60	\$0.00	\$54.88
	06/01/2018	\$34.42	\$7.70	\$13.60	\$0.00	\$55.72
	12/01/2018	\$35.26	\$7.70	\$13.60	\$0.00	\$56.56
	06/01/2019	\$36.13	\$7.70	\$13.60	\$0.00	\$57.43
	12/01/2019	\$36.99	\$7.70	\$13.60	\$0.00	\$58.29
	06/01/2020	\$37.88	\$7.70	\$13.60	\$0.00	\$59.18
	12/01/2020	\$38.77	\$7.70	\$13.60	\$0.00	\$60.07
	06/01/2021	\$39.69	\$7.70	\$13.60	\$0.00	\$60.99
	12/01/2021	\$40.60	\$7.70	\$13.60	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	12/01/2017	\$33.58	\$7.70	\$13.60	\$0.00	\$54.88
	06/01/2018	\$34.42	\$7.70	\$13.60	\$0.00	\$55.72
	12/01/2018	\$35.26	\$7.70	\$13.60	\$0.00	\$56.56
	06/01/2019	\$36.13	\$7.70	\$13.60	\$0.00	\$57.43
	12/01/2019	\$36.99	\$7.70	\$13.60	\$0.00	\$58.29
	06/01/2020	\$37.88	\$7.70	\$13.60	\$0.00	\$59.18
	12/01/2020	\$38.77	\$7.70	\$13.60	\$0.00	\$60.07
	06/01/2021	\$39.69	\$7.70	\$13.60	\$0.00	\$60.99
	12/01/2021	\$40.60	\$7.70	\$13.60	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 (LOWELL)	09/01/2017	\$49.96	\$10.75	\$18.75	\$0.00	\$79.46
	03/01/2018	\$50.64	\$10.75	\$18.75	\$0.00	\$80.14
	08/01/2018	\$51.99	\$10.75	\$18.88	\$0.00	\$81.62
	02/01/2019	\$52.59	\$10.75	\$18.88	\$0.00	\$82.22
	08/01/2019	\$53.94	\$10.75	\$19.02	\$0.00	\$83.71
	02/01/2020	\$54.54	\$10.75	\$19.02	\$0.00	\$84.31
	08/01/2020	\$55.89	\$10.75	\$19.17	\$0.00	\$85.81
	02/01/2021	\$56.49	\$10.75	\$19.17	\$0.00	\$86.41
	08/01/2021	\$57.89	\$10.75	\$19.33	\$0.00	\$87.97
	02/01/2022	\$58.47	\$10.75	\$19.33	\$0.00	\$88.55

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lowell**

**Effective Date - 09/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.98	\$10.75	\$18.75	\$0.00	\$54.48
2	60	\$29.98	\$10.75	\$18.75	\$0.00	\$59.48
3	70	\$34.97	\$10.75	\$18.75	\$0.00	\$64.47
4	80	\$39.97	\$10.75	\$18.75	\$0.00	\$69.47
5	90	\$44.96	\$10.75	\$18.75	\$0.00	\$74.46

**Effective Date - 03/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.32	\$10.75	\$18.75	\$0.00	\$54.82
2	60	\$30.38	\$10.75	\$18.75	\$0.00	\$59.88
3	70	\$35.45	\$10.75	\$18.75	\$0.00	\$64.95
4	80	\$40.51	\$10.75	\$18.75	\$0.00	\$70.01
5	90	\$45.58	\$10.75	\$18.75	\$0.00	\$75.08

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2016	\$37.45	\$7.60	\$14.35	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2017	\$39.28	\$9.90	\$17.50	\$0.00	\$66.68
	03/01/2018	\$40.28	\$9.90	\$17.50	\$0.00	\$67.68
	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

#### Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.64	\$9.90	\$1.73	\$0.00	\$31.27
2	60	\$23.57	\$9.90	\$1.73	\$0.00	\$35.20
3	70	\$27.50	\$9.90	\$12.31	\$0.00	\$49.71
4	75	\$29.46	\$9.90	\$12.31	\$0.00	\$51.67
5	80	\$31.42	\$9.90	\$14.04	\$0.00	\$55.36
6	80	\$31.42	\$9.90	\$14.04	\$0.00	\$55.36
7	90	\$35.35	\$9.90	\$15.77	\$0.00	\$61.02
8	90	\$35.35	\$9.90	\$15.77	\$0.00	\$61.02

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.14	\$9.90	\$1.73	\$0.00	\$31.77
2	60	\$24.17	\$9.90	\$1.73	\$0.00	\$35.80
3	70	\$28.20	\$9.90	\$12.31	\$0.00	\$50.41
4	75	\$30.21	\$9.90	\$12.31	\$0.00	\$52.42
5	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
6	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
7	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92
8	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92

#### Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$29.31/ 3&4 \$34.90/ 5&6 \$51.44/ 7&8 \$57.09

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CEMENT MASONRY/PLASTERING	01/01/2018	\$43.82	\$12.20	\$19.41	\$1.30	\$76.73
BRICKLAYERS LOCAL 3 (LOWELL)	07/01/2018	\$44.74	\$12.20	\$19.41	\$1.30	\$77.65
	01/01/2019	\$45.98	\$12.20	\$19.41	\$1.30	\$78.89
	07/01/2019	\$46.86	\$12.20	\$19.41	\$1.30	\$79.77
	01/01/2020	\$48.10	\$12.20	\$19.41	\$1.30	\$81.01

**Apprentice - CEMENT MASONRY/PLASTERING - Lowell**

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$12.20	\$12.41	\$0.00	\$46.52
2	60	\$26.29	\$12.20	\$14.41	\$1.30	\$54.20
3	65	\$28.48	\$12.20	\$15.41	\$1.30	\$57.39
4	70	\$30.67	\$12.20	\$16.41	\$1.30	\$60.58
5	75	\$32.87	\$12.20	\$17.41	\$1.30	\$63.78
6	80	\$35.06	\$12.20	\$18.41	\$1.30	\$66.97
7	90	\$39.44	\$12.20	\$19.41	\$1.30	\$72.35

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.37	\$12.20	\$12.41	\$0.00	\$46.98
2	60	\$26.84	\$12.20	\$14.41	\$1.30	\$54.75
3	65	\$29.08	\$12.20	\$15.41	\$1.30	\$57.99
4	70	\$31.32	\$12.20	\$16.41	\$1.30	\$61.23
5	75	\$33.56	\$12.20	\$17.41	\$1.30	\$64.47
6	80	\$35.79	\$12.20	\$18.41	\$1.30	\$67.70
7	90	\$40.27	\$12.20	\$19.41	\$1.30	\$73.18

**Notes:**

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2017	\$47.63	\$10.50	\$15.50	\$0.00	\$73.63
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 2	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 2	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) ELECTRICIANS LOCAL 103	09/01/2017	\$49.28	\$13.00	\$17.48	\$0.00	\$79.76
	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN ELECTRICIANS LOCAL 103	09/01/2017	\$49.28	\$13.00	\$17.48	\$0.00	\$79.76
	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.71	\$13.00	\$0.59	\$0.00	\$33.30
2	40	\$19.71	\$13.00	\$0.59	\$0.00	\$33.30
3	45	\$22.18	\$13.00	\$13.39	\$0.00	\$48.57
4	45	\$22.18	\$13.00	\$13.39	\$0.00	\$48.57
5	50	\$24.64	\$13.00	\$13.76	\$0.00	\$51.40
6	55	\$27.10	\$13.00	\$14.12	\$0.00	\$54.22
7	60	\$29.57	\$13.00	\$14.50	\$0.00	\$57.07
8	65	\$32.03	\$13.00	\$14.87	\$0.00	\$59.90
9	70	\$34.50	\$13.00	\$15.25	\$0.00	\$62.75
10	75	\$36.96	\$13.00	\$15.62	\$0.00	\$65.58

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
2	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
3	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
4	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
5	50	\$25.08	\$13.00	\$13.99	\$0.00	\$52.07
6	55	\$27.58	\$13.00	\$14.38	\$0.00	\$54.96
7	60	\$30.09	\$13.00	\$14.76	\$0.00	\$57.85
8	65	\$32.60	\$13.00	\$15.15	\$0.00	\$60.75
9	70	\$35.11	\$13.00	\$15.53	\$0.00	\$63.64
10	75	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54

Notes :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3\*\*\*

ELEVATOR CONSTRUCTOR  
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2017    \$55.86    \$15.28    \$15.71    \$0.00    \$86.85

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.93	\$15.28	\$0.00	\$0.00	\$43.21
2	55	\$30.72	\$15.28	\$15.71	\$0.00	\$61.71
3	65	\$36.31	\$15.28	\$15.71	\$0.00	\$67.30
4	70	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09
5	80	\$44.69	\$15.28	\$15.71	\$0.00	\$75.68

## Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2017	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2017	\$42.88	\$10.00	\$15.25	\$0.00	\$68.13
	05/01/2018	\$43.59	\$10.00	\$15.25	\$0.00	\$68.84

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2017	\$44.34	\$10.00	\$15.25	\$0.00	\$69.59
	05/01/2018	\$45.06	\$10.00	\$15.25	\$0.00	\$70.31

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2017	\$22.83	\$10.00	\$15.25	\$0.00	\$48.08
	05/01/2018	\$23.26	\$10.00	\$15.25	\$0.00	\$48.51

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	09/01/2017	\$49.28	\$13.00	\$17.48	\$0.00	\$79.76
	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 103	09/01/2017	\$36.96	\$13.00	\$15.62	\$0.00	\$65.58
	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$38.57	\$10.50	\$15.50	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER LABORERS - ZONE 2	12/01/2017	\$21.50	\$7.70	\$13.60	\$0.00	\$42.80
	06/01/2018	\$21.50	\$7.70	\$13.60	\$0.00	\$42.80
	12/01/2018	\$22.50	\$7.70	\$13.60	\$0.00	\$43.80
	06/01/2019	\$22.50	\$7.70	\$13.60	\$0.00	\$43.80
	12/01/2019	\$23.50	\$7.70	\$13.60	\$0.00	\$44.80
	06/01/2020	\$23.50	\$7.70	\$13.60	\$0.00	\$44.80
	12/01/2020	\$24.50	\$7.70	\$13.60	\$0.00	\$45.80
	06/01/2021	\$24.50	\$7.70	\$13.60	\$0.00	\$45.80
	12/01/2021	\$24.50	\$7.70	\$13.60	\$0.00	\$45.80
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

**Apprentice - FLOORCOVERER - Local 2168 Zone 1**

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44

Notes: Steps are 750 hrs.  
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86



## Classification

Effective Date   Base Wage   Health   Pension   Supplemental  
Unemployment   Total Rate

## Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS  
OPERATING ENGINEERS LOCAL 4

12/01/2017   \$46.63   \$10.50   \$15.50   \$0.00   \$72.63

## Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.65	\$10.50	\$0.00	\$0.00	\$36.15
2	60	\$27.98	\$10.50	\$15.50	\$0.00	\$53.98
3	65	\$30.31	\$10.50	\$15.50	\$0.00	\$56.31
4	70	\$32.64	\$10.50	\$15.50	\$0.00	\$58.64
5	75	\$34.97	\$10.50	\$15.50	\$0.00	\$60.97
6	80	\$37.30	\$10.50	\$15.50	\$0.00	\$63.30
7	85	\$39.64	\$10.50	\$15.50	\$0.00	\$65.64
8	90	\$41.97	\$10.50	\$15.50	\$0.00	\$67.97

## Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)  
SHEETMETAL WORKERS LOCAL 17 - A08/01/2017   \$43.83   \$11.45   \$24.03   \$2.38   \$81.69  
02/01/2018   \$44.11   \$12.20   \$24.12   \$2.41   \$82.84

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)  
ELECTRICIANS LOCAL 10309/01/2017   \$49.28   \$13.00   \$17.48   \$0.00   \$79.76  
03/01/2018   \$50.15   \$13.00   \$17.85   \$0.00   \$81.00  
09/01/2018   \$51.34   \$13.00   \$17.89   \$0.00   \$82.23  
03/01/2019   \$52.53   \$13.00   \$17.93   \$0.00   \$83.46

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR)  
SHEETMETAL WORKERS LOCAL 17 - A08/01/2017   \$43.83   \$11.45   \$24.03   \$2.38   \$81.69  
02/01/2018   \$44.11   \$12.20   \$24.12   \$2.41   \$82.84

Issue Date: 01/17/2018

Wage Request Number: 20180117-013

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2017	\$33.58	\$7.70	\$13.60	\$0.00	\$54.88
	06/01/2018	\$34.42	\$7.70	\$13.60	\$0.00	\$55.72
	12/01/2018	\$35.26	\$7.70	\$13.60	\$0.00	\$56.56
	06/01/2019	\$36.13	\$7.70	\$13.60	\$0.00	\$57.43
	12/01/2019	\$36.99	\$7.70	\$13.60	\$0.00	\$58.29
	06/01/2020	\$37.88	\$7.70	\$13.60	\$0.00	\$59.18
	12/01/2020	\$38.77	\$7.70	\$13.60	\$0.00	\$60.07
	06/01/2021	\$39.69	\$7.70	\$13.60	\$0.00	\$60.99
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2021	\$40.60	\$7.70	\$13.60	\$0.00	\$61.90
	For apprentice rates see "Apprentice- LABORER"					
	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

**Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston**

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$11.75	\$10.45	\$0.00	\$46.87
2	60	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55
3	70	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24
4	80	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92

**Notes:**

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30
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## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44
2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91
3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14
4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37
5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60
6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84

## Notes:

\*\* Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:\*\*

JACKHAMMER & PAVING BREAKER OPERATOR  
LABORERS - ZONE 2

12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER  
LABORERS - ZONE 2

12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - LABORER - Zone 2

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.70	\$7.70	\$13.60	\$0.00	\$41.00
2	70	\$22.98	\$7.70	\$13.60	\$0.00	\$44.28
3	80	\$26.26	\$7.70	\$13.60	\$0.00	\$47.56
4	90	\$29.55	\$7.70	\$13.60	\$0.00	\$50.85

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.20	\$7.70	\$13.60	\$0.00	\$41.50
2	70	\$23.57	\$7.70	\$13.60	\$0.00	\$44.87
3	80	\$26.94	\$7.70	\$13.60	\$0.00	\$48.24
4	90	\$30.30	\$7.70	\$13.60	\$0.00	\$51.60

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER  
LABORERS - ZONE 2

12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER  
LABORERS - ZONE 2

12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER  
LABORERS - ZONE 2

12/01/2017	\$33.03	\$7.70	\$13.55	\$0.00	\$54.28
06/01/2018	\$33.87	\$7.70	\$13.55	\$0.00	\$55.12
12/01/2018	\$34.71	\$7.70	\$13.55	\$0.00	\$55.96
06/01/2019	\$35.58	\$7.70	\$13.55	\$0.00	\$56.83
12/01/2019	\$36.44	\$7.70	\$13.55	\$0.00	\$57.69

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
	06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
	12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
	06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
	12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
	06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
	12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
	06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
	12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
	06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
	12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
	06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
	12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
	06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
	12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
	06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
	12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2017	\$39.82	\$10.75	\$17.80	\$0.00	\$68.37
	02/01/2018	\$39.82	\$10.75	\$18.34	\$0.00	\$68.91
	08/01/2018	\$40.90	\$10.75	\$18.47	\$0.00	\$70.12
	02/01/2019	\$41.41	\$10.75	\$18.47	\$0.00	\$70.63
	08/01/2019	\$42.49	\$10.75	\$18.61	\$0.00	\$71.85
	02/01/2020	\$43.00	\$10.75	\$18.61	\$0.00	\$72.36
	08/01/2020	\$44.08	\$10.75	\$18.76	\$0.00	\$73.59
	02/01/2021	\$44.59	\$10.75	\$18.76	\$0.00	\$74.10
	08/01/2021	\$45.71	\$10.75	\$18.92	\$0.00	\$75.38
	02/01/2022	\$46.18	\$10.75	\$18.92	\$0.00	\$75.85

**Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile**

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$10.75	\$17.80	\$0.00	\$48.46
2	60	\$23.89	\$10.75	\$17.80	\$0.00	\$52.44
3	70	\$27.87	\$10.75	\$17.80	\$0.00	\$56.42
4	80	\$31.86	\$10.75	\$17.80	\$0.00	\$60.41
5	90	\$35.84	\$10.75	\$17.80	\$0.00	\$64.39

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$10.75	\$18.34	\$0.00	\$49.00
2	60	\$23.89	\$10.75	\$18.34	\$0.00	\$52.98
3	70	\$27.87	\$10.75	\$18.34	\$0.00	\$56.96
4	80	\$31.86	\$10.75	\$18.34	\$0.00	\$60.95
5	90	\$35.84	\$10.75	\$18.34	\$0.00	\$64.93

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2017	\$52.10	\$10.75	\$19.35	\$0.00	\$82.20
	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

**Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$19.35	\$0.00	\$56.15
2	60	\$31.26	\$10.75	\$19.35	\$0.00	\$61.36
3	70	\$36.47	\$10.75	\$19.35	\$0.00	\$66.57
4	80	\$41.68	\$10.75	\$19.35	\$0.00	\$71.78
5	90	\$46.89	\$10.75	\$19.35	\$0.00	\$76.99

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	10/01/2017	\$36.32	\$9.90	\$18.50	\$0.00	\$64.72
	04/01/2018	\$37.17	\$9.90	\$18.50	\$0.00	\$65.57
	10/01/2018	\$38.02	\$9.90	\$18.50	\$0.00	\$66.42
	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 10/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.98	\$9.90	\$5.31	\$0.00	\$35.19
2	65	\$23.61	\$9.90	\$15.13	\$0.00	\$48.64
3	75	\$27.24	\$9.90	\$16.10	\$0.00	\$53.24
4	85	\$30.87	\$9.90	\$17.06	\$0.00	\$57.83

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.44	\$9.90	\$5.31	\$0.00	\$35.65
2	65	\$24.16	\$9.90	\$15.13	\$0.00	\$49.19
3	75	\$27.88	\$9.90	\$16.10	\$0.00	\$53.88
4	85	\$31.59	\$9.90	\$17.06	\$0.00	\$58.55

## Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER  
LABORERS - ZONE 2

12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES, GRADALLS)  
OPERATING ENGINEERS LOCAL 4

12/01/2017	\$23.24	\$10.50	\$15.50	\$0.00	\$49.24
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)  
OPERATING ENGINEERS LOCAL 4

12/01/2017	\$27.40	\$10.50	\$15.50	\$0.00	\$53.40
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II  
OPERATING ENGINEERS LOCAL 4

12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)  
PAINTERS LOCAL 35 - ZONE 2

01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
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## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26
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\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

## Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.16	\$7.85	\$0.00	\$0.00	\$29.01
2	55	\$23.27	\$7.85	\$3.66	\$0.00	\$34.78
3	60	\$25.39	\$7.85	\$3.99	\$0.00	\$37.23
4	65	\$27.50	\$7.85	\$4.32	\$0.00	\$39.67
5	70	\$29.62	\$7.85	\$14.11	\$0.00	\$51.58
6	75	\$31.73	\$7.85	\$14.44	\$0.00	\$54.02
7	80	\$33.85	\$7.85	\$14.77	\$0.00	\$56.47
8	90	\$38.08	\$7.85	\$15.44	\$0.00	\$61.37

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32
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PAINTERS LOCAL 35 - ZONE 2

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.19	\$7.85	\$0.00	\$0.00	\$28.04
2	55	\$22.20	\$7.85	\$3.66	\$0.00	\$33.71
3	60	\$24.22	\$7.85	\$3.99	\$0.00	\$36.06
4	65	\$26.24	\$7.85	\$4.32	\$0.00	\$38.41
5	70	\$28.26	\$7.85	\$14.11	\$0.00	\$50.22
6	75	\$30.28	\$7.85	\$14.44	\$0.00	\$52.57
7	80	\$32.30	\$7.85	\$14.77	\$0.00	\$54.92
8	90	\$36.33	\$7.85	\$15.44	\$0.00	\$59.62

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

## PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 2

12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15

For Apprentice rates see "Apprentice- LABORER"

## PAINTER / TAPER (BRUSH, NEW) \*

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86
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## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)  
PAINTERS LOCAL 35 - ZONE 2

01/01/2017

\$38.97

\$7.85

\$16.10

\$0.00

\$62.92

## Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$7.85	\$0.00	\$0.00	\$27.34
2	55	\$21.43	\$7.85	\$3.66	\$0.00	\$32.94
3	60	\$23.38	\$7.85	\$3.99	\$0.00	\$35.22
4	65	\$25.33	\$7.85	\$4.32	\$0.00	\$37.50
5	70	\$27.28	\$7.85	\$14.11	\$0.00	\$49.24
6	75	\$29.23	\$7.85	\$14.44	\$0.00	\$51.52
7	80	\$31.18	\$7.85	\$14.77	\$0.00	\$53.80
8	90	\$35.07	\$7.85	\$15.44	\$0.00	\$58.36

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER  
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

12/01/2012

\$30.28

\$9.07

\$8.00

\$0.00

\$47.35

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND  
DECK)  
PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2017

\$44.27

\$9.90

\$21.15

\$0.00

\$75.32

08/01/2018

\$46.57

\$9.90

\$21.15

\$0.00

\$77.62

08/01/2019

\$48.94

\$9.90

\$21.15

\$0.00

\$79.99

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER  
PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2017

\$44.27

\$9.90

\$21.15

\$0.00

\$75.32

08/01/2018

\$46.57

\$9.90

\$21.15

\$0.00

\$77.62

08/01/2019

\$48.94

\$9.90

\$21.15

\$0.00

\$79.99

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

**Apprentice - PILE DRIVER - Local 56 Zone 1**

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.14	\$9.90	\$21.15	\$0.00	\$53.19
2	60	\$26.56	\$9.90	\$21.15	\$0.00	\$57.61
3	70	\$30.99	\$9.90	\$21.15	\$0.00	\$62.04
4	75	\$33.20	\$9.90	\$21.15	\$0.00	\$64.25
5	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
6	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
7	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89
8	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$65.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
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**Apprentice - PIPEFITTER - Local 537**

Effective Date - 03/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.48	\$9.70	\$7.50	\$0.00	\$37.68
2	45	\$23.04	\$9.70	\$18.14	\$0.00	\$50.88
3	60	\$30.71	\$9.70	\$18.14	\$0.00	\$58.55
4	70	\$35.83	\$9.70	\$18.14	\$0.00	\$63.67
5	80	\$40.95	\$9.70	\$18.14	\$0.00	\$68.79

Notes:

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:\*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS	09/01/2017	\$53.94	\$11.57	\$15.26	\$0.00	\$80.77
PLUMBERS & GASFITTERS LOCAL 12	03/01/2018	\$55.44	\$11.57	\$15.26	\$0.00	\$82.27
	09/01/2018	\$56.94	\$11.57	\$15.26	\$0.00	\$83.77
	03/01/2019	\$58.44	\$11.57	\$15.26	\$0.00	\$85.27
	09/01/2019	\$59.94	\$11.57	\$15.26	\$0.00	\$86.77
	03/01/2020	\$61.44	\$11.57	\$15.26	\$0.00	\$88.27
	09/01/2020	\$62.94	\$11.57	\$15.26	\$0.00	\$89.77
	03/01/2021	\$64.44	\$11.57	\$15.26	\$0.00	\$91.27

#### Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.88	\$11.57	\$5.54	\$0.00	\$35.99
2	40	\$21.58	\$11.57	\$6.29	\$0.00	\$39.44
3	55	\$29.67	\$11.57	\$8.53	\$0.00	\$49.77
4	65	\$35.06	\$11.57	\$10.03	\$0.00	\$56.66
5	75	\$40.46	\$11.57	\$11.52	\$0.00	\$63.55

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.40	\$11.57	\$5.54	\$0.00	\$36.51
2	40	\$22.18	\$11.57	\$6.29	\$0.00	\$40.04
3	55	\$30.49	\$11.57	\$8.53	\$0.00	\$50.59
4	65	\$36.04	\$11.57	\$10.03	\$0.00	\$57.64
5	75	\$41.58	\$11.57	\$11.52	\$0.00	\$64.67

#### Notes:

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$60.10 Step5 with lic\$66.99

Apprentice to Journeyworker Ratio:\*\*

PNEUMATIC CONTROLS (TEMP.)	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
PIPEFITTERS LOCAL 537						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2017	\$33.83	\$7.70	\$13.60	\$0.00	\$55.13
	06/01/2018	\$34.67	\$7.70	\$13.60	\$0.00	\$55.97
	12/01/2018	\$35.51	\$7.70	\$13.60	\$0.00	\$56.81
	06/01/2019	\$36.38	\$7.70	\$13.60	\$0.00	\$57.68
	12/01/2019	\$37.24	\$7.70	\$13.60	\$0.00	\$58.54
	06/01/2020	\$38.13	\$7.70	\$13.60	\$0.00	\$59.43
	12/01/2020	\$39.02	\$7.70	\$13.60	\$0.00	\$60.32
	06/01/2021	\$39.94	\$7.70	\$13.60	\$0.00	\$61.24
	12/01/2021	\$40.85	\$7.70	\$13.60	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
RESIDENTIAL WOOD FRAME CARPENTER **	10/01/2017	\$26.25	\$7.07	\$7.86	\$0.00	\$41.18
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	04/01/2018	\$26.67	\$7.07	\$7.86	\$0.00	\$41.60
	10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.02
	04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.45
	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate**Apprentice - CARPENTER (Residential Wood Frame) - Zone 2****Effective Date - 10/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.75	\$7.07	\$0.00	\$0.00	\$22.82
2	60	\$15.75	\$7.07	\$0.00	\$0.00	\$22.82
3	65	\$17.06	\$7.07	\$7.86	\$0.00	\$31.99
4	70	\$18.38	\$7.07	\$7.86	\$0.00	\$33.31
5	75	\$19.69	\$7.07	\$7.86	\$0.00	\$34.62
6	80	\$21.00	\$7.07	\$7.86	\$0.00	\$35.93
7	85	\$22.31	\$7.07	\$7.86	\$0.00	\$37.24
8	90	\$23.63	\$7.07	\$7.86	\$0.00	\$38.56

**Effective Date - 04/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
2	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
3	65	\$17.34	\$7.07	\$7.86	\$0.00	\$32.27
4	70	\$18.67	\$7.07	\$7.86	\$0.00	\$33.60
5	75	\$20.00	\$7.07	\$7.86	\$0.00	\$34.93
6	80	\$21.34	\$7.07	\$7.86	\$0.00	\$36.27
7	85	\$22.67	\$7.07	\$7.86	\$0.00	\$37.60
8	90	\$24.00	\$7.07	\$7.86	\$0.00	\$38.93

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$18.88/ 3&4 \$26.26/ 5&6 \$33.31/ 7&8 \$35.93

Apprentice to Journeyworker Ratio:1:5

**RIDE-ON MOTORIZED BUGGY OPERATOR**  
**LABORERS - ZONE 2**

12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

**ROLLER/SPREADER/MULCHING MACHINE**  
**OPERATING ENGINEERS LOCAL 4**

12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

**ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)**  
**ROOFERS LOCAL 33**

08/01/2017	\$41.36	\$11.20	\$14.80	\$0.00	\$67.36
02/01/2018	\$42.51	\$11.20	\$14.80	\$0.00	\$68.51
08/01/2018	\$43.61	\$11.20	\$14.80	\$0.00	\$69.61
02/01/2019	\$44.76	\$11.20	\$14.80	\$0.00	\$70.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - ROOFER - Local 33							
Effective Date - 08/01/2017							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.68	\$11.20	\$3.44	\$0.00	\$35.32	
2	60	\$24.82	\$11.20	\$14.80	\$0.00	\$50.82	
3	65	\$26.88	\$11.20	\$14.80	\$0.00	\$52.88	
4	75	\$31.02	\$11.20	\$14.80	\$0.00	\$57.02	
5	85	\$35.16	\$11.20	\$14.80	\$0.00	\$61.16	
Effective Date - 02/01/2018							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.26	\$11.20	\$3.44	\$0.00	\$35.90	
2	60	\$25.51	\$11.20	\$14.80	\$0.00	\$51.51	
3	65	\$27.63	\$11.20	\$14.80	\$0.00	\$53.63	
4	75	\$31.88	\$11.20	\$14.80	\$0.00	\$57.88	
5	85	\$36.13	\$11.20	\$14.80	\$0.00	\$62.13	
<div>Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)</div>							
Apprentice to Journeyworker Ratio:**							
ROOFER SLATE / TILE / PRECAST CONCRETE		08/01/2017	\$41.61	\$11.20	\$14.80	\$0.00	\$67.61
ROOFERS LOCAL 33		02/01/2018	\$42.76	\$11.20	\$14.80	\$0.00	\$68.76
		08/01/2018	\$43.86	\$11.20	\$14.80	\$0.00	\$69.86
		02/01/2019	\$45.01	\$11.20	\$14.80	\$0.00	\$71.01
For apprentice rates see "Apprentice- ROOFER"							
SHEETMETAL WORKER		08/01/2017	\$43.83	\$11.45	\$24.03	\$2.38	\$81.69
SHEETMETAL WORKERS LOCAL 17 - A		02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84



Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

**Apprentice - SHEET METAL WORKER - Local 17-A**

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.53	\$11.45	\$5.61	\$0.00	\$34.59
2	40	\$17.53	\$11.45	\$5.61	\$0.00	\$34.59
3	45	\$19.72	\$11.45	\$10.76	\$1.26	\$43.19
4	45	\$19.72	\$11.45	\$10.76	\$1.26	\$43.19
5	50	\$21.92	\$11.45	\$11.71	\$1.35	\$46.43
6	50	\$21.92	\$11.45	\$11.96	\$1.36	\$46.69
7	60	\$26.30	\$11.45	\$13.61	\$1.54	\$52.90
8	65	\$28.49	\$11.45	\$14.56	\$1.64	\$56.14
9	75	\$32.87	\$11.45	\$16.47	\$1.82	\$62.61
10	85	\$37.26	\$11.45	\$17.87	\$2.00	\$68.58

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
2	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
3	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
4	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
5	50	\$22.06	\$12.20	\$11.80	\$1.38	\$47.44
6	50	\$22.06	\$12.20	\$12.05	\$1.39	\$47.70
7	60	\$26.47	\$12.20	\$13.70	\$1.57	\$53.94
8	65	\$28.67	\$12.20	\$14.65	\$1.67	\$57.19
9	75	\$33.08	\$12.20	\$16.56	\$1.86	\$63.70
10	85	\$37.49	\$12.20	\$17.96	\$2.03	\$69.68

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 2						

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - *SIGN ERECTOR - Local 35 Zone 2*

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	01/01/2018	\$57.03	\$9.12	\$17.40	\$0.00	\$83.55
	03/01/2018	\$58.53	\$9.12	\$17.40	\$0.00	\$85.05
	10/01/2018	\$60.03	\$9.12	\$17.40	\$0.00	\$86.55
	01/01/2019	\$60.03	\$9.47	\$17.60	\$0.00	\$87.10
	03/01/2019	\$61.53	\$9.47	\$17.60	\$0.00	\$88.60
	10/01/2019	\$63.03	\$9.47	\$17.60	\$0.00	\$90.10
	03/01/2020	\$64.53	\$9.47	\$17.60	\$0.00	\$91.60
	10/01/2020	\$66.03	\$9.47	\$17.60	\$0.00	\$93.10
	03/01/2021	\$67.53	\$9.47	\$17.60	\$0.00	\$94.60

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.96	\$9.12	\$8.90	\$0.00	\$37.98
2	40	\$22.81	\$9.12	\$8.90	\$0.00	\$40.83
3	45	\$25.66	\$9.12	\$8.90	\$0.00	\$43.68
4	50	\$28.52	\$9.12	\$8.90	\$0.00	\$46.54
5	55	\$31.37	\$9.12	\$8.90	\$0.00	\$49.39
6	60	\$34.22	\$9.12	\$10.40	\$0.00	\$53.74
7	65	\$37.07	\$9.12	\$10.40	\$0.00	\$56.59
8	70	\$39.92	\$9.12	\$10.40	\$0.00	\$59.44
9	75	\$42.77	\$9.12	\$10.40	\$0.00	\$62.29
10	80	\$45.62	\$9.12	\$10.40	\$0.00	\$65.14

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.49	\$9.12	\$8.90	\$0.00	\$38.51
2	40	\$23.41	\$9.12	\$8.90	\$0.00	\$41.43
3	45	\$26.34	\$9.12	\$8.90	\$0.00	\$44.36
4	50	\$29.27	\$9.12	\$8.90	\$0.00	\$47.29
5	55	\$32.19	\$9.12	\$8.90	\$0.00	\$50.21
6	60	\$35.12	\$9.12	\$10.40	\$0.00	\$54.64
7	65	\$38.04	\$9.12	\$10.40	\$0.00	\$57.56
8	70	\$40.97	\$9.12	\$10.40	\$0.00	\$60.49
9	75	\$43.90	\$9.12	\$10.40	\$0.00	\$63.42
10	80	\$46.82	\$9.12	\$10.40	\$0.00	\$66.34

Notes: Apprentice entered prior 9/30/10:

40/45/50/55/60/65/70/75/80/85

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR

OPERATING ENGINEERS LOCAL 4

12/01/2017

\$46.17

\$10.50

\$15.50

\$0.00

\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN

OPERATING ENGINEERS LOCAL 4

12/01/2017

\$46.17

\$10.50

\$15.50

\$0.00

\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN

ELECTRICIANS LOCAL 103

09/01/2017

\$36.96

\$13.00

\$15.62

\$0.00

\$65.58

03/01/2018

\$37.61

\$13.00

\$15.93

\$0.00

\$66.54

09/01/2018

\$38.51

\$13.00

\$15.96

\$0.00

\$67.47

03/01/2019

\$39.40

\$13.00

\$15.98

\$0.00

\$68.38

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.78	\$13.00	\$0.44	\$0.00	\$28.22
2	40	\$14.78	\$13.00	\$0.44	\$0.00	\$28.22
3	45	\$16.63	\$13.00	\$12.55	\$0.00	\$42.18
4	45	\$16.63	\$13.00	\$12.55	\$0.00	\$42.18
5	50	\$18.48	\$13.00	\$12.82	\$0.00	\$44.30
6	55	\$20.33	\$13.00	\$13.10	\$0.00	\$46.43
7	60	\$22.18	\$13.00	\$13.39	\$0.00	\$48.57
8	65	\$24.02	\$13.00	\$13.66	\$0.00	\$50.68
9	70	\$25.87	\$13.00	\$13.95	\$0.00	\$52.82
10	75	\$27.72	\$13.00	\$14.22	\$0.00	\$54.94

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
2	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
3	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
4	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
5	50	\$18.81	\$13.00	\$13.03	\$0.00	\$44.84
6	55	\$20.69	\$13.00	\$13.32	\$0.00	\$47.01
7	60	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
8	65	\$24.45	\$13.00	\$13.90	\$0.00	\$51.35
9	70	\$26.33	\$13.00	\$14.19	\$0.00	\$53.52
10	75	\$28.21	\$13.00	\$14.48	\$0.00	\$55.69

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS  
BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2017	\$51.00	\$10.75	\$19.35	\$0.00	\$81.10
02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - TERRAZZO FINISHER - Local 3 Marble &amp; Tile</b>						
<b>Effective Date - 08/01/2017</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$19.35	\$0.00	\$55.60
2	60	\$30.60	\$10.75	\$19.35	\$0.00	\$60.70
3	70	\$35.70	\$10.75	\$19.35	\$0.00	\$65.80
4	80	\$40.80	\$10.75	\$19.35	\$0.00	\$70.90
5	90	\$45.90	\$10.75	\$19.35	\$0.00	\$76.00
<b>Effective Date - 02/01/2018</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68
<div>Notes:</div> <div>Apprentice to Journeyworker Ratio:1:3</div>						
TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2016	\$37.70	\$7.60	\$14.35	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.42	\$7.60	\$14.35	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2016	\$48.58	\$7.60	\$14.75	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2016	\$50.58	\$7.60	\$14.75	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2016	\$40.65	\$7.60	\$14.75	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2016	\$42.65	\$7.60	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR LABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	09/01/2017	\$53.94	\$11.57	\$15.26	\$0.00	\$80.77
	03/01/2018	\$55.44	\$11.57	\$15.26	\$0.00	\$82.27
	09/01/2018	\$56.94	\$11.57	\$15.26	\$0.00	\$83.77
	03/01/2019	\$58.44	\$11.57	\$15.26	\$0.00	\$85.27
	09/01/2019	\$59.94	\$11.57	\$15.26	\$0.00	\$86.77
	03/01/2020	\$61.44	\$11.57	\$15.26	\$0.00	\$88.27
	09/01/2020	\$62.94	\$11.57	\$15.26	\$0.00	\$89.77
	03/01/2021	\$64.44	\$11.57	\$15.26	\$0.00	\$91.27
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Outside Electrical - East</b>						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

**Apprentice - LINEMAN (Outside Electrical) - East Local 104**

Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20
2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53
3	70	\$31.66	\$7.75	\$3.45	\$0.00	\$42.86
4	75	\$33.92	\$7.75	\$5.02	\$0.00	\$46.69
5	80	\$36.18	\$7.75	\$5.09	\$0.00	\$49.02
6	85	\$38.45	\$7.75	\$5.15	\$0.00	\$51.35
7	90	\$40.71	\$7.75	\$7.22	\$0.00	\$55.68

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						

**Additional Apprentice Information:**

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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**ATTACHMENT  
FORM OF CONTRACT  
(SEE ATTACHED DOCUMENT.)**



**Town of Natick, Massachusetts**  
**Contract for Services Related to Demolition at**  
**the Camp Arrowhead Building in the Town of Natick**

This Contract is made this \_\_\_\_\_ day of \_\_\_\_\_, 2018, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and \_\_\_\_\_, a \_\_\_\_\_ organized under the laws of the Commonwealth of Massachusetts, with a principal office located at \_\_\_\_\_ (hereinafter the "Contractor").

The words "he," "him" and "his" in this Contract, as far as they refer to the Contractor, shall so refer whether the Contractor is an individual, partnership or corporation. All prior contracts, if any exist between the Town and the Contractor, are hereby terminated and shall be of no force and effect.

1. Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide demolition services at the Camp Arrowhead Building in the Town of Natick, as set forth in the Request for Responses Related to Demolition Services at the Camp Arrowhead Building in the Town of Natick ("RFR"), issued by the Board of Selectmen of the Town of Natick, Massachusetts, which is incorporated herein by reference.

2. Standard of Care

The Contractor's services shall be performed as expeditiously as is consistent with professional skill and care and the orderly progress of the work. The Contractor shall exercise due care and diligence in the rendition of all services under this Contract in accordance with the applicable professional standards in the eastern Massachusetts area. The Contractor's services shall be performed as expeditiously as is consistent with such standards.

3. Term

The term of this Contract shall commence as of the date specified in the opening recital and shall end one (1) year later. Time is of the essence in the performance of services rendered by the Contractor under this Contract.

4. Incorporation of the Request for Responses (RFR)/Order of Priority of Contract Documents

The provisions of the RFR and the Contractor's Response are incorporated herein by reference. In the event of any conflict among the Contract Documents, the Documents shall be construed according to the following priorities:

Highest Priority:      Amendments to Contract (if any)

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Second Priority:	Contract
Third Priority:	Addenda to the RFR (if any)
Fourth Priority:	RFR
Fifth Priority:	Contractor's Response.

**5. Payment**

In consideration for performance of the work in accordance with the requirements of this Contract, and in accordance with M.G.L. c.30, §39K, the Town shall pay the Contractor the prices set forth in the Contractor's Response, a copy of which is attached hereto and incorporated by reference.

This Contract is a fixed price/fixed rate contract; and, therefore, miscellaneous expenditures associated with the Contractor's work on this project shall not be paid by the Town. In the event that an unforeseen miscellaneous expense is incurred, the Contractor shall receive the Town's approval in writing prior to incurring the expense if it will subsequently seek payment of said expense from the Town.

Payment shall be made to the Contractor for work completed in accordance with this Contract. All requests for payment shall be submitted to the Town as an invoice and shall specify work completed, progress made toward completing deliverables, the number of hours worked, the classification of each employee who performed work, and the billing rate for each employee who performed work on the project.

Payment will be due thirty (30) days after receipt of the Contractor's invoice by the Town for services rendered in accordance with this Contract. The Town shall not make payments in advance.

If the Town objects to all or part of any invoice, the Town shall notify the Contractor in writing within two (2) weeks of the date of receipt of the invoice, and shall pay that portion of the invoice not in dispute within thirty (30) days after the date of receipt of the invoice.

Should it be necessary for the Contractor to engage the services of a specialized contractor or companies other than those originally proposed in the Contractor's response to the Town's Invitation for Responses, the Contractor shall take such measures only with the Town's prior written approval. Charges for such services shall be billed directly to the Town unless otherwise agreed upon by the parties.

Payment of the amounts due under this Contract shall release the Town of Natick, Massachusetts and its officers, employees, boards, commissions, committees, agents and representatives, from any and all claims and liability in any way relating to this Contract or anything done in pursuance thereof.

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No payment by the Town to the Contractor shall be deemed to be a waiver of any right of the Town under this Contract or a ratification by the Town of any breach hereof by the Contractor.

6.     **Warranty**

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warrantied against manufacturing and design defect for a minimum of one (1) year after the Town's acceptance of the same. All manufacturers' warranties on any equipment delivered shall be assigned to the Town of Natick.

7.     **Compliance with Laws**

The Contractor shall comply with all provisions of Federal, Massachusetts and Town of Natick law applicable to his work including, without limitation, statutes, by-laws, rules, regulations, orders and directives, as amended, and including, without limitation, the Williams-Steiger Occupational Safety and Health Act of 1970, as amended, and related regulations, as amended, in effect throughout the term of this Contract and any extension or renewal thereof. Without limitation, the Contractor shall comply with the provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws, as amended, and the applicable minimum wage rates as determined by the Massachusetts Commissioner of Labor and Industries. This Contract shall be considered to include in their entirety all terms respecting workers' compensation insurance and other terms required to be included in it by Chapter 152 of the Massachusetts General Laws, as amended, and applicable provisions of any other laws, including, without limitation, Chapter 30, Sections 39F, 39G, 39K, 39L, 39M, 39N, 39O, 39P, and 39R of the Massachusetts General Laws, as amended, and Chapter 149, Sections 34, 34A, and 34B of the Massachusetts General Laws, as amended, and Chapter 82, Section 40 of the Massachusetts General Laws, as amended, as though such terms were set forth in their entirety herein.

8.     **Insurance**

The Contractor shall provide and maintain throughout the term of the Contract and any extension or renewal thereof the following insurance with companies that are authorized and licensed in the Commonwealth of Massachusetts to issue policies for the coverages and limits so required.

- a.     Workers' Compensation Insurance as required by the laws of the Commonwealth of Massachusetts and employer's liability insurance in the amount of \$1,000,000/\$1,000,000/\$1,000,000.

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- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.
- c. Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.
- d. Excess Liability Insurance, Umbrella Form - \$1,000,000 each occurrence and \$2,000,000 aggregate, which shall be following form, providing coverage over commercial general liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- e. The Town of Natick, the Commonwealth of Massachusetts, Department of Conservation and Recreation, and Natick AMVETS Post 79, Inc. shall be named as additional insureds on each such policy of Commercial General Liability Insurance, Excess Liability Insurance, Umbrella Form, and Automobile Liability Insurance.
- f. All certificates and policies shall contain the following provision:

“Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place.”
- g. Certificates evidencing such insurance in five (5) copies shall be furnished to the Town at the execution of this Contract. Such certificates shall not merely name the types of policy provided, but shall specifically refer to this Contract and shall state that such insurance is as required by this Contract. The Contractor shall make no claims against the Town of Natick or its officers for any injury to any of its officers or employees or for damage to its equipment arising out of work contemplated by the Contract.
- h. The Contractor shall also be required to provide to the Town of Natick with its proof of insurance coverage endorsements or riders to the policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form, which indicate that the Town of Natick, the Commonwealth of Massachusetts, Department of Conservation and Recreation, and Natick AMVETS Post 79, Inc. are named as additional insureds on each such policy.

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- i. No insurance shall be obtained from an insurer which:
  - (1) is not licensed to sell insurance in the Commonwealth of Massachusetts; or
  - (2) is not authorized to provide insurance as an excess or surplus lines insurer, and does not have a current Best's rating of A or better.
- j. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of this Contract and shall operate as an immediate termination thereof.
- k. The demolition contractor shall also provide to the Town with a copy of any pollution/environmental liability policy that it carries.

**9. Indemnification**

The Contractor shall compensate the Town of Natick for all damage to Town property of any nature arising out of the Contractor's work. To the fullest extent permitted by law, the Contractor shall indemnify, defend, and hold harmless the Town of Natick, the Commonwealth of Massachusetts, Department of Conservation and Recreation, and Natick AMVETS Post 79, Inc., and all of their officers, employees, boards, commissions, committees, agents and representatives from and against all claims, causes of action, suits, costs, damages, and liability of any kind which arise out of the breach by the Contractor of its obligations under this Contract, or the act or omission of the Contractor, its subcontractors, or their officers, employees, agents and representatives or anyone directly or indirectly employed by them, or anyone for whose acts or omissions they may be liable, regarding the work to be performed by the Contractor under the Contract, or which arise out of the violation of any federal, Massachusetts or Town of Natick statute, by-law, rule, regulation, order or directive, or which relate to personal injury or property damage suffered by the Contractor or any of its officers or employees regarding the subject matter of this Contract. Said costs shall include, without limitation, reasonable legal costs, collections fees, and counsel fees incurred in defending any claim or suit that may be brought against the Town, the Commonwealth of Massachusetts, Department of Conservation, and Natick AMVETS Post 79, Inc., and any judgment that may be obtained in any such claim or suit.

**10. No Personal Liability**

Neither the Town of Natick, nor the Commonwealth of Massachusetts, Department of Conservation, nor Natick AMVETS Post 79, Inc., nor their officers, employees, boards, committees, commissions, agents and representatives shall be under any personal obligation or incur any personal liability by reason of this Contract, the execution thereof or anything relating thereto which arises out of the breach or

**Town of Natick, Massachusetts**  
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violation of any provision of this Contract, or the violation of any Federal, Massachusetts or Town of Natick statute, by-law, rule, regulation, order or directive, or which relates to personal injury or property damage suffered by the Contractor or its employees, regarding the subject matter of this Contract.

11. Familiarity with Area of Work

By signing this Contract, the Contractor acknowledges that it has examined the area of work which is the subject matter of this Contract and that it is familiar with all sites which are the subject of this Contract and with all conditions of the RFR and of this Contract. The Contractor has entered into this Contract in reliance on its own examinations and estimates as to the amount and character of its work, and conditions which may be encountered in the performance thereof, and shall assume all risks and bear all losses pertaining thereto.

12. Performance Bond

The Contractor shall furnish to the Town a Performance Bond, in the amount of one hundred percent (100%) of the Contract price, with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

13. Labor and Materials Payment Bond

The Contractor shall furnish to the Town a Labor and Materials Payment Bond, in the amount of one hundred percent (100%) of the Contract price, with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

14. Independent Contractor Status

The Contractor shall provide services under this Contract as an independent contractor with the Town of Natick and not as an employee of the Town of Natick. No employee, agent or representative of the Contractor shall be entitled to receive any benefits of employment with the Town of Natick, including without limitation salary, overtime, vacation pay, holiday pay, sick leave, health insurance, life insurance, pension or deferred compensation.

15. Use of Alcohol and Controlled and/or Mood Altering Substances Prohibited

The Contractor hereby acknowledges that the use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Town of Natick property which is the subject matter of this Contract and during all hours of work under this Contract. If any officer,

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employee, agent, or representative of the Contractor violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Contractor shall not be permitted to return to work on this Contract. Under such circumstances, the Contractor shall promptly remove the subject officer, employee, agent, or representative from the job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with this Contract.

16. No Smoking

Pursuant to Massachusetts General Laws (M.G.L.) c. 270, §22, the Commonwealth of Massachusetts Smokefree Workplace Law, the Contractor, its officers, employees, agents, and representatives shall refrain from smoking and from using tobacco products in any public building in the Town of Natick.

17. Criminal Background Screening

For each employee of the Contractor who is performing services under this Contract, the Contractor shall, subject to its confidentiality and privacy obligations owing to its employees and third parties, provide a written confirmation to the Town that such employee passed the Contractor's pre-employment criminal background screen. In the event that any employee refuses to permit the Contractor to provide such information to the Town, the Contractor shall not assign such employee to perform services for the Town, and such employee shall not be authorized to perform services for the Town. The Town shall be permitted to keep such information in its files.

18. Delays/*Force Majeure*

Except as specifically set forth in this Contract, neither party shall hold the other responsible or liable for damages or delays in performance caused by acts of God, interruptions in the availability of labor, or other events beyond the control of the other party, or that could not have been reasonably foreseen or prevented. For this purpose, such acts or events shall include unusually severe weather affecting performance of services, floods, epidemics, wars, riots, strikes, lockouts, or other industrial disturbances, protest demonstrations, and project site conditions which could not have been reasonably anticipated. Should such acts or events occur, both parties shall use their best efforts to overcome the difficulties arising and to resume as soon as reasonably possible the normal pursuit of the services for the Project.

19. Termination

- a. If the Contractor shall breach any provision of this Contract, which breach is not cured within twenty-one (21) days of written notice thereof from the

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Town to the Contractor, the Town shall have the right to terminate this Contract upon written notice to the Contractor.

- b. If any assignment shall be made by the Contractor or by any guarantor of the Contractor for the benefit of creditors, or if a petition is filed by the Contractor or by any guarantor of the Contractor for adjudication as a bankrupt, or for reorganization or an arrangement under any provision of the Bankruptcy Act as then in force and effect, or if an involuntary petition under any of the provisions of the Bankruptcy Act is filed against the Contractor and such involuntary petition is not discharged within ninety (90) days thereafter, in any event the Town may terminate this Contract upon written notice to the Contractor.
- c. The award of this Contract and the continued operation of this Contract are contingent upon appropriation by Natick Town Meeting of sufficient money to fund the Contract. Should Natick Town Meeting fail to appropriate necessary funds therefor, the Town of Natick shall no longer be under any obligation to tender performance, including payment, under the terms of this Contract. In that event the Town may terminate this Contract upon written notice to the Contractor.
- d. The Town may terminate this Contract upon written notice to the Contractor if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend the Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.
- e. The Town may also terminate this Contract for convenience upon thirty (30) days' written notice to the Contractor.

In the event of termination, the Contractor shall be entitled to be paid for services rendered in accordance with this Contract prior to termination.

In the event that this Contract is terminated pursuant to Section 19a. or 19b. above, the Town may make any reasonable purchase or contract to purchase services in substitution for services due from the Contractor and may deduct the cost of any substitute contract, or damages sustained by the Town due to non-performance or non-conformance of services, together with incidental and consequential damages from the Contract price, and shall withhold such damages from sums due or sums which become due.

20. Notices

Except as otherwise provided in this Contract, all notices required or permitted to be given hereunder shall be in writing and shall be delivered by certified mail or



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registered mail, return receipt requested, to the parties at the following address or such other address or addresses as to which a party shall have notified the other party in accordance with this Section.

If to the Town: William D. Chenard, Acting Town Administrator.  
Natick Town Hall  
13 East Central Street  
Natick, MA 01760

With copies to: John P. Flynn, Esq.  
Murphy, Hesse, Toomey & Lehane, LLP  
300 Crown Colony Drive, Suite 410  
Quincy, MA 02169

If to the Contractor:

21. Miscellaneous Provisions

- a. Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.
- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
- c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.
- d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
- e. The Contractor shall maintain the confidentiality of information designated

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by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.

- f. The Contractor shall not represent or purport to represent that it speaks for the Town vis-à-vis the media or the public at-large without the Town's express, written consent in advance.
- g. Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an after-hours emergency.
- h. By entering into this Contract, the Contractor certifies under penalties of perjury that its Response was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- i. By entering into this Contract, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C, Section 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Response documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- l. The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran

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status or membership in the armed services, the receiving of public assistance, and handicap. The previous sentence shall include, but not be limited to, the following: advertising, recruitment; hiring; rates of pay or other forms of compensation; terms; conditions or privileges of employment; employment upgrading; transfer; demotion; layoff; and termination. The Contractor shall take affirmative actions to insure that applicants are employed, and that employees are treated during their employment, without regard to race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap.

- m. **To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections in this Contract, any statutorily-mandated provisions contained herein shall control.**
- n. The Contractor shall not assign or subcontract in whole or in part this Contract or in any way transfer any interest in this Contract without the prior express written approval of the Town.
- o. The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- p. This Contract may be amended only by written consent of the parties.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.
- s. If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.
- t. The provisions of this Contract shall be binding upon and shall inure to the

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benefit of the heirs, assigns and successors in interest of the parties.

- u. This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues or principles.
- v. This Contract is executed in triplicate as a sealed instrument.

**Town of Natick, Massachusetts  
Contract for Services Related to Demolition at  
the Camp Arrowhead Building in the Town of Natick**

The Town of Natick, Massachusetts  
by: the Natick Board of Selectmen

\_\_\_\_\_

by: \_\_\_\_\_

\_\_\_\_\_  
Jonathan H. Freedman, Chairman

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Susan G. Salamoff, Vice Chairman

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Richard P. Jennett, Jr., Clerk

\_\_\_\_\_  
Printed Title

\_\_\_\_\_  
Michael J. Hickey, Jr.

\_\_\_\_\_  
Amy K. Mistrot

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

**APPROVED AS TO AVAILABILITY OF APPROPRIATION:**

In accordance with the requirements of M.G.L. Chapter 44, Section 31C, this is to certify that an appropriation in the amount of this Contract is available therefor, and that the Natick Board of Selectmen is authorized to execute this Contract and to approve all requisitions and execute change orders.

\_\_\_\_\_  
Arti P. Mehta  
Comptroller, Town of Natick

Dated: \_\_\_\_\_

**APPROVED AS TO FORM ONLY, AND NOT AS TO SUBSTANCE:**

\_\_\_\_\_  
John P. Flynn, Esq.

Dated: \_\_\_\_\_

**Town of Natick, Massachusetts  
Contract for Services Related to Demolition at  
the Camp Arrowhead Building in the Town of Natick**

CERTIFICATE OF VOTE

I, \_\_\_\_\_, hereby certify  
(Clerk/Secretary)

that I am the duly qualified and acting \_\_\_\_\_ of  
(Corporation Name) (Title)

and I further certify that at a meeting of the Directors of said Corporation duly called and held on \_\_\_\_\_ 20 \_\_, at which meeting all Directors were present and voting, the following vote was unanimously passed:

VOTED: To authorize and empower either \_\_\_\_\_  
\_\_\_\_\_, \_\_\_\_\_;  
(Name) (Title)  
\_\_\_\_\_, \_\_\_\_\_; or  
(Name) (Title)  
\_\_\_\_\_, \_\_\_\_\_  
(Name) (Title),

any one acting singly, to execute all contracts and bonds on behalf of the Corporation.

I, further certify that the above vote is still in effect on this the \_\_\_\_ day of \_\_\_\_\_, 20\_\_ and has not been changed or modified in any respect.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Title

The certification contained hereabove shall be executed by CONTRACTOR or copy of current "certification of authority to sign for the Corporation" shall be attached.)

## SUMMARY OF WORK

### 11.1 GENERAL SCOPE OF WORK

#### A. The work under the Contract consists of:

1. Selective demolition at Camp Arrowhead. The building had a fire that did minimal damage to structure, but extensive damage to finishes and equipment.
2. All Work either shown on the drawings or included in the specifications unless specifically indicated as not to be done.

#### B. In addition, the Work under the Contract includes:

1. Providing temporary electrical service; reactivating existing water service.
2. The restoration of any items damaged or destroyed by encroaching upon areas outside of the project site.
3. Providing and restoring, where appropriate, all temporary facilities.

#### C. Additional Selection Criteria:

1. See Front End

### 11.2 TIME OF COMPLETION

In accordance with the General Conditions, the Work shall start as stated in the Notice to Proceed and shall be complete within **30** consecutive calendar days.

### 11.3 NOTICE TO PROCEED

#### A. Upon the Validation of the Owner Contractor Agreement the Owner shall Issue the Notice to Proceed for Construction. The Notice to Proceed shall include:

1. The starting date and Construction Completion date for construction.
2. The names of the Owner's contract Officer and Alternate Contract Officer.

#### B. The Owner shall send three copies of the Notice to Proceed to the Contractor.

#### C. The Contractor shall sign two originals and then;

1. return one to the Owner, and
2. keep one copy for its own records.

### 11.4 WORK UNDER SEPARATE CONTRACT (Not applicable)

### 11.5 RETAINED ITEMS (not Applicable)

**END OF SECTION 01.11.00  
SUMMARY OF WORK**

## SECTION 01.50.50 TEMPORARY FACILITIES AND CONTROLS

### 50.00 GENERAL REQUIREMENTS

- A. The Contractor shall be responsible for providing and maintaining all temporary facilities until Substantial Completion. Intent of the project is that the temporary electrical shall remain functioning for use of the subsequent contractor. The Contractor bears full responsibility for re-providing any facility removed prior to Substantial Completion.
- B. Removal of all temporary facilities shall be a condition precedent to Substantial Completion unless directed otherwise by the Architect or specifically noted in the specifications.
- C. The Contractor must comply with all safety laws and regulations of the Commonwealth of Massachusetts, the United States Government, and local government agencies applicable to Work under this contract. The Contractor's attention is directed to the Commonwealth of Massachusetts, Department of Labor, and Division of Occupational Safety Regulations.

### 50.01 TEMPORARY ELECTRICITY

- A. Temporary service and lighting shall be provided by a licensed electrician selected and paid for by the Contractor. This work shall be performed under the direct supervision of at least one master electrician, who will be present on the project at all times when such work is being performed. This service shall include coordination with the local utility and other authorities having jurisdiction.
- B. The Contractor may make use of the electricity available at the site, metered and paid for by the Owner.
- C. All temporary work shall be provided in conformity with the National Electric Code, State laws, and requirements of the power company. Particular attention is called to Commonwealth of Massachusetts, Department of Labor Division of Occupational Safety Regulations.
- D. Temporary Electric Service and Lighting shall include but not be limited to:
  - (1.) All labor, materials, and equipment necessary to supply temporary power of adequate capacity for the project.
  - (2.) Transformers and meters, when required by the power company, furnished by the power company and paid for by the Contractor.
  - (3.) Temporary work of a special nature, not otherwise specified hereunder, shall be provided, maintained, and paid for by the trade requiring same.
  - (4.) The Contractor shall furnish, install, and maintain lamps in operating condition.
  - (5.) The Contractor, and each Subcontractor, shall furnish their own extension cords and additional lamps as may be required for their work.
  - (6.) All lamps installed in permanent lighting fixtures and used as temporary lights during the construction period shall be removed and replaced shortly before Substantial Completion by the appropriate set of lamps required to be provided under the Electrical section of the specifications.
  - (7.) The temporary electrical facilities shall be dismantled and completely removed from the project site. This removal shall occur when the permanent electrical system is operational and accepted by the Architect. Removal shall be done by a properly licensed electrician.



**50.02 TEMPORARY FIRE PROTECTION**

- A. The Contractor shall take necessary precautions to insure against fire during construction. The Contractor shall be responsible to insure that the area within contract limits is kept orderly and clean and that combustible rubbish and construction debris is promptly removed from the site.
- B. Installation of equipment suitable for fire protection shall be done as soon as possible after commencement of the Work. The Contractor's attention is directed to the requirements of the Commonwealth of Massachusetts, Department of Labor and Workforce Development Regulation 454 CMR.

**50.03 TEMPORARY HEAT – NOT APPLICABLE****50.04 TEMPORARY TELECOMMUNICATIONS**

- A. The Contractor shall be available through mobile phone service at all times and shall provide a 24 hour phone number and contact in case of emergencies.

**50.05 TEMPORARY WATER**

- A. The Contractor may make use of the available water supply at the site for construction purposes, provided the permission of the Owner is obtained beforehand, water is verified at the source and only as long as the water is not used wastefully. Coordinate with the Natick DPW Water Department for activation of the existing water service.
- B. The Contractor shall provide all necessary piping and hoses to utilize the available sources of water.
- C. The Contractor shall provide an adequate supply of cool potable drinking water with individual drinking cups for personnel on the job.

**50.06 TEMPORARY STRUCTURES AND MATERIAL HANDLING**

- A. The Contractor shall provide such storage sheds, temporary buildings, or trailers as required for the performance of the Contract. Subcontractors shall provide their own temporary buildings and trailers. Storage shall be located where directed by the Owner.
- B. Materials shall be handled, stored, installed, cleaned, and protected in accordance with the best practice in the industry and, except where otherwise specified in the Contract Documents, in accordance with manufacturer's specifications and directions.
- C. The Contractor must obtain the permission of the Owner for the use of any storage facilities available on site, but the Owner assumes no responsibility for articles stored.
- D. Lawns, paving or other surfaces within areas used by the Contractor shall be restored to original condition when temporary structures are removed.

**50.07 SANITARY FACILITIES**

- A. The Contractor shall provide and service an adequate number of toilet booths with chemical type toilets.
- B. The toilets shall be erected in a location approved by the Architect and shall be maintained by the Contractor in a clean and orderly condition in compliance with all local and state health requirements.
- C. Under no circumstances will the Contractor's personnel be allowed to use Resident's toilets.

**50.08 TEMPORARY USE OF ELEVATOR (Not Applicable)****50.09 HOISTING FACILITIES**

- A. Except as otherwise specified, the Contractor shall provide, operate, and remove material hoists, cranes, and other hoisting as required for the performance of the Work by all trades. All such hoisting

service shall be without cost to the Subcontractors.

#### **50.10 TEMPORARY STAGING, STAIRS, CHUTES**

- A. Except as otherwise specified, the Contractor shall furnish, install, maintain in safe condition, and remove all scaffolds, staging, and planking over 8 ft. in height, as required for the use of all trades for proper execution of the Work.
- B. The Contractor shall furnish, install, maintain in safe condition, and remove all temporary ramps, stairs, ladders, and similar items as required for the use of all trades for the proper execution of the Work.
- C. Permanent stairs shall be erected as soon as possible, for which the Contractor shall provide temporary protective treads, risers, handrails, and shaft protection.
- D. The Contractor shall furnish, install, maintain, and remove covered chutes from openings in the exterior walls of upper floors. Such shall be in convenient locations and permit disposal of rubbish directly into trucks or disposal units.
- E. Debris shall not be allowed to fall freely from upper levels of the building. Materials shall not be dropped from open windows.

#### **50.11 TEMPORARY PARKING**

- A. Use available space on site.

#### **50.12 TEMPORARY TRAFFIC CONTROL (Not Applicable)**

#### **50.13 TEMPORARY PROTECTION**

- A. Any damage to buildings, roads, (public and private), bituminous concrete areas, fences, lawn areas, trees, shrubbery, poles, underground utilities, etc. shall be made good by and at the Contractor's own expense, all to the satisfaction of the Owner.
- B. The Contractor shall patch, repair and/or replace all adjacent materials and surfaces damaged after the installation of new work at no expense to the Owner. All repair and replacement work shall match the existing in kind and appearance.

#### **50.15 NOISE AND DUST CONTROL**

- A. The Contractor shall take special measures to protect the residents, neighbors, and general public from noise, dust, and other disturbances by:
  - (1.) Keeping common pedestrian and vehicular circulation areas clean and unobstructed;
  - (2.) Insulating work area from occupied portions as far as possible; and
  - (3.) Sealing dust and fumes from contaminating occupied spaces.

#### **50.16 TEMPORARY BARRICADES**

- A. The Contractor shall:
  - (1.) Provide temporary watertight enclosures for openings in exterior walls and in roof decks when and as required to protect the Work from damage by inclement weather. Temporary enclosures shall be provided with adequate means of ventilation to prevent accumulation of moisture in the buildings.
  - (2.) Protect existing doors and windows.

- (3.) Protect decks and slabs to receive work by other trades from any soiling which will prevent proper adhesion of subsequent Work. Decks and slabs shall be left clean and free of blemishes at the time other trades begin the application of their work.
- (4.) Protect concrete slabs to remain exposed and finished floors against mechanical damage, plaster droppings, oil, grease, paint, or other material which will stain the floor finish. Install and maintain adequate strips of building paper or other protection on finished floors in rooms where other trades will do future Work.
- (5.) Protect all surfaces to receive work by other trades from any soiling which will prevent proper execution of subsequent work

**50.17 TEMPORARY PROTECTIVE WALKWAYS (not applicable)**

**50.18 TEMPORARY CONSTRUCTION FENCE (not applicable)**

**50.19 SECURITY**

- A. The Contractor shall be responsible for providing all security precautions necessary to protect the Contractor's and Owner's interests.

**50.20 TEMPORARY STORM WATER POLLUTION CONTROL**

- A. Protect excavations, trenches, buildings, and materials at all times from rain water, ground water, backing-up, or leakage of sewers, drains, or other piping, or from water damage of any origin. Provide all pumps, piping, coverings, and other materials and equipment as required by job conditions to accomplish this requirement

**50.21 WEATHER PROTECTION (not applicable)**

**50.22 WIND PROTECTION**

- A. Should high wind warnings be issued by the U.S. Weather Bureau, the Contractor shall take every precaution to minimize danger to persons, to the Work, and to the adjacent property.

**END OF SECTION 01.50.00**

## **SECTION 01.50.50 TEMPORARY FACILITIES AND CONTROLS**

### **50.00 GENERAL REQUIREMENTS**

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#### **50.11 TEMPORARY PARKING**

- A. Use available space on site.

#### **50.12 TEMPORARY TRAFFIC CONTROL (Not Applicable)**

#### **50.13 TEMPORARY PROTECTION**

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- B. The Contractor shall patch, repair and/or replace all adjacent materials and surfaces damaged after the installation of new work at no expense to the Owner. All repair and replacement work shall match the existing in kind and appearance.

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- A. The Contractor shall take special measures to protect the residents, neighbors, and general public from noise, dust, and other disturbances by:
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  - (2.) Insulating work area from occupied portions as far as possible; and
  - (3.) Sealing dust and fumes from contaminating occupied spaces.

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  - (1.) Provide temporary watertight enclosures for openings in exterior walls and in roof decks when and as required to protect the Work from damage by inclement weather. Temporary enclosures shall be provided with adequate means of ventilation to prevent accumulation of moisture in the buildings.
  - (2.) Protect existing doors and windows.

- (3.) Protect decks and slabs to receive work by other trades from any soiling which will prevent proper adhesion of subsequent Work. Decks and slabs shall be left clean and free of blemishes at the time other trades begin the application of their work.
- (4.) Protect concrete slabs to remain exposed and finished floors against mechanical damage, plaster droppings, oil, grease, paint, or other material which will stain the floor finish. Install and maintain adequate strips of building paper or other protection on finished floors in rooms where other trades will do future Work.
- (5.) Protect all surfaces to receive work by other trades from any soiling which will prevent proper execution of subsequent work

**50.17 TEMPORARY PROTECTIVE WALKWAYS (not applicable)**

**50.18 TEMPORARY CONSTRUCTION FENCE (not applicable)**

**50.19 SECURITY**

- A. The Contractor shall be responsible for providing all security precautions necessary to protect the Contractor's and Owner's interests.

**50.20 TEMPORARY STORM WATER POLLUTION CONTROL**

- A. Protect excavations, trenches, buildings, and materials at all times from rain water, ground water, backing-up, or leakage of sewers, drains, or other piping, or from water damage of any origin. Provide all pumps, piping, coverings, and other materials and equipment as required by job conditions to accomplish this requirement

**50.21 WEATHER PROTECTION (not applicable)**

**50.22 WIND PROTECTION**

- A. Should high wind warnings be issued by the U.S. Weather Bureau, the Contractor shall take every precaution to minimize danger to persons, to the Work, and to the adjacent property.

**END OF SECTION 01.50.00**

**SECTION 02070  
SELECTIVE DEMOLITION**

**PART 1 - GENERAL**

**1.01 GENERAL**

A. Attention is directed to general provisions of the CONTRACT, including GENERAL and SUPPLEMENTARY CONDITIONS, and all sections within DIVISION 1 - GENERAL REQUIREMENTS, which are hereby made a part of this Section of the Specifications as if fully repeated herein.

**1.02 FILING OF SUB-BIDS  
(Not Applicable)**

**1.03 SCOPE OF WORK**

A. Work of this section includes:

0. Coordination of demolition work with hazardous materials abatement work, as needed. See UEC July 19, 2017 Asbestos and Lead report, which is attached to this Section.
1. Selective demolition and removal from the site of existing construction, materials, equipment, fixtures and systems as defined on the drawings and listed herein, including, but not limited to:
  - a. VCT Flooring, including removal of adhesives, to bare concrete,
  - b. Wall finishes, including gypsum board and paneling.
  - c. Ceiling finish material
  - d. Wall and ceiling insulation.
  - e. Electrical wiring and conduit.
  - f. Electrical fixtures.
  - g. Existing 200A distribution panel
  - h. HVAC equipment, including furnace, flue, exterior condensing unit, ductwork, grilles and diffusers.
  - i. Oil tank, fuel oil, fill pipe and containment basin.
  - j. HVAC control equipment
  - k. Plumbing Fixtures / Toilet fixtures / toilet accessories
  - l. Hot Water Heater
  - m. Cabinets / Countertops
  - n. Millwork, whether fixed or moveable, including the "Bar".
  - o. Miscellaneous loose debris, supplies, equipment
  - p. Masonry flue located in existing mechanical room to the floor level  
Provide temporary roof patch in this area.
  - q. Partition walls at the existing "Nurse" room.
  - r. Appliances and commercial coolers
  - s. Fire Damaged ceiling Strapping (Assume 120 LF)



- t. Interior doors, frames and casing.
- 2. Temporary protection of adjacent existing construction not indicated to be demolished, or indicated for removal and salvage and potential re-use for this project. This includes:
  - a. The "Pavilion" structure, located to the north of the building. Protect all existing lighting, fans, and exterior receptacles associated with this structure. Protect ends of all associated electrical conduit from damage – locate and label such conduit for re-use.
  - b. All interior copper piping used for domestic water service.
  - c. Cap all existing plumbing supply and waste lines after removal of fixtures to preclude entry of debris into the piping.
  - d. Protection of existing exterior construction, including doors, security shutters, windows, roofing and siding.
- 3. Removal from the site of all demolition debris, and dispose of such materials in a lawful manner.
- 4. Remove all refrigerant gases according to applicable codes.
- 5. Dispose of any medical equipment according to applicable codes.

#### 1.04 RELATED WORK SPECIFIED ELSEWHERE

- A. Temporary Electrical: DIV 01
- B. Temporary Water: DIV 01

#### 1.05 INTENT

- A. Upon completion of the work of this Section, all spaces and surfaces shall be ready and suitable for the installation of work of other Trades.
  - 1. All surfaces shall be broom clean.
  - 2. All nails, wires, hangers and other items shall be removed down to the bare substrate.
  - 3. All flooring surfaces shall be level, and free from gaps resulting from partition removal.

#### 1.06 PROJECT CONDITIONS

- A. Condition of Structures: The owner and architect assume no responsibility nor make any claim as to the actual condition or structural adequacy of any existing construction to be demolished. The contractor shall investigate and assure himself of the condition of the work to be demolished and shall take all precautions to ensure safety of persons and property.
- B. Salvage: Owner has no desire for any salvage.

- C. Traffic: Conduct operations and removal of debris to ensure minimum interference with the normal use of public ways and other adjacent facilities. Do not close or obstruct traffic ways, corridors, streets, walks or other used facilities without the written permission of the owner and authorities having jurisdiction.
- D. Occupancy: The site will be unoccupied throughout construction.
- E. Protection: Ensure the safe passage of persons in and around the building during demolition. Prevent injury to persons and damage to property. Provide shoring and bracing. Immediately repair damaged property to its condition prior to being damaged. Take effective measures to control dust and noise.
- F. Utilities: Maintain all utilities except those requiring removal or relocation. Keep utilities in service and protect from damage. This includes controls and wiring of the existing sewage pumping station.

#### 1.07 RECYCLING OF DEMO WASTE

- A. Demolition waste shall be recycled to the maximum extent possible.

### **PART 2 - PRODUCTS AND MATERIALS**

(Not used)

### **PART 3 - EXECUTION**

#### 3.01 INSPECTION / JOB CONDITIONS

- A. Defective Structure: Identify and remove all existing structure which is damaged or unsuitable for reuse. Notify architect immediately upon discovery of unsuitable existing structure and remove structural members only after obtaining architect's written permission.
- B. Hazardous Materials: Notify owner and architect immediately upon the discovery of hazardous materials not otherwise indicated in the contract documents.
  - 1 As noted in the hazmat report, exterior painted components, have lead paint contamination. The contractor shall handle such material in a manner consistent with all applicable regulations, in protection of both workers and the environment. Minimum procedures include the requirement that all debris related to painted exterior surfaces shall be carefully collected, and taken off site, without the spreading of paint debris onto the property or public ways.

#### 3.02 DEMOLITION

- A. General:
  - 0. Conduct all necessary "Make Safe" work.

1. Demolish safely, completely and with limitations of governing authorities.
  2. Proceed with demolition in a systematic manner.
  3. Demolish in sections and avoid overloading structure.
  4. Remove all debris from site and dispose legally.
  5. No on-site burning is permitted.
- B. Floors:
1. Remove existing floor finishes, underlayment other and construction down to bare, cleaned concrete floor, free from traces of adhesive and debris which could interfere with new work. At areas of partition removal, provide infill to bring floor levels at partition location level with adjacent surfaces.
- C. Walls, including exposed portions of the existing wood trusses:
1. Fully remove all finishes and insulation. Remove all fasteners
- D. Ceilings / Attic:
1. Remove all finishes and insulation.
  2. Remove all fixtures, wiring, conduit, duct work, etc., including all hangers and other supporting equipment.
  3. Remove all fasteners.
  4. Remove all charred ceiling strapping.

End of Section 02070

Attachment: Lead Asbestos Report



July 19, 2017

Mr. Bryan LeBlanc, Procurement Officer  
Town of Natick  
C/o Natick DPW  
75 West Street  
Natick, MA 01760

Reference: Asbestos Containing Materials and Lead Based Paint Sampling Services  
Camp Arrowhead, Natick, MA

Dear Mr. LeBlanc:

Thank you for the opportunity for Universal Environmental Consultants (UEC) to provide professional services.

UEC was contracted to perform a determination inspection for accessible Asbestos Containing Materials (ACM) and Lead Based Paint (LBP) at Camp Arrowhead, Natick, MA. Inspection was performed on Wednesday, July 12, 2017.

Bulk samples analyses for asbestos were performed using the standard Polarized Light Microscopy (PLM) in accordance with Environmental Protection Agency (EPA) standard. Bulk samples were collected by a Massachusetts licensed asbestos inspector Mr. Leonard J. Busa (AI-030673) and analyzed by a Massachusetts licensed laboratory ProScience, Woburn, MA. Bulk sample is determined to contain asbestos if the sample was found to contain more than 1-% asbestos.

Bulk samples analyses for lead based paint were performed by a Massachusetts licensed laboratory ProScience, Woburn, MA using SW846-7420/3051 method.

Samples results are attached.

***Asbestos Sampling:***

Thirty five (35) bulk samples were collected and analyzed for asbestos from various materials suspected to contain asbestos. Samples results indicated that asbestos was not found in any of the samples collected.

***Lead Based Paint (LBP) Sampling:***

Three (3) bulk samples were collected and analyzed for lead from various painted surfaces suspected to contain lead. Samples results indicated that lead was found on all painted surfaces.

All LBP activities performed should be in accordance with applicable Federal, State, or local laws, ordinances, codes or regulations governing evaluation and hazard reduction. In the event of discrepancies, the most protective requirements prevail. These requirements can be found in OSHA 29 CFR 1926-Construction

Mr. Bryan LeBlanc, Procurement Officer  
July 19, 2017  
Page 2

Industry Standards, 29 CFR 1926.62-Construction Industry Lead Standards, 29 CFR 1910.1200 Hazard Communication, 40 CFR 261-EPA Regulations.

Ballasts in light fixtures were assumed to contain Polychlorinated Biphenyls (PCB's). Tubes in light fixtures, in exit signs and in thermostats were assumed to contain mercury.

Please do not hesitate to call me at (508) 628-5486 if you have questions about our services.

Very truly yours,

Universal Environmental Consultants



---

Ammar M. Dieb  
President

UEC:\217 194.00\Report.DOC

Enclosure



## ProScience Analytical Services, Inc

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Ammar Dieb  
Universal Environmental Consultants  
12 Brewster Rd.  
Framingham, MA 01702

July 13, 2017

Dear Ammar Dieb,

The enclosed analytical results have been obtained by using EPA 600/R-93/116 or EPA 600/M4-82-020. Calibrated Visual Estimate (CVE) is used by ProScience for the determination of the percentage of asbestos and other components in the sample. Point Counting is recommended when the sample contains less than 10% asbestos by CVE. Friable materials found to be less than 1% by CVE are automatically point counted (400 points) at no additional charge. ProScience recommends further analysis by a gravimetric method for non-friable materials that are less than 1% by CVE.

The Quality Control data related to the samples analyzed is available upon client's written request. ProScience Analytical Services Inc., assumes no responsibility for potential sample contamination that may have occurred during the sample collection process or erroneous data provided by the client.

The enclosed results may not be used under any circumstances as product endorsement by any US government agency including NIST/NVLAP.

All Laboratory records are retained for at least three years unless otherwise directed in writing by the client. The actual samples are retained for a period of two months and written request is necessary in order to be retained for a longer period of time. All analytical results and records are considered strictly confidential and will not be released under any circumstances to anyone except the actual client. The analytical results included in this report apply only to the items tested.

If you have any questions please contact the Laboratory Manager or the Laboratory Director.

Sincerely,

Patricia Weakley, Optical Asbestos Manager  
Aimee Cormier, Laboratory Director

Enclosure: Version 2  
LAB BATCH ID: B 105676 CLIENT PROJECT ID: N/A  
Client Ref: Camp Arrowhead, Natick, MA  
CT ID# PH-0209; MA ID# AA000156; ME ID# LB-055; ME ID# LA-056; NVLAP Lab Code 200090-0;  
RI ID # AAL-093; VT ID# AL016876

## ProScience Analytical Services, Inc.

Client Name: Universal Environmental Consultants  
 PO #: N/A  
 Client Project #: N/A  
 Client Reference: Camp Arrowhead, Natick, MA  
 Method: EPA/600/R-93/116

Batch: B105676  
 Date Sampled: N/A  
 Date Received: 7/12/2017  
 Date Analyzed: 7/12/2017  
 Date of Report: 7/13/2017

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
1	Pink	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: VT-I (12" Pink) Location: Main Bldg., Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
2	Mult	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Mastlo #1 Location: Main Bldg., Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
3	Pink	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: VT-I Location: Main Bldg., Kitchen Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
4	Black	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Mastlo #3 Location: Main Bldg., Kitchen Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
5	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: VT-II (12" White) Location: Main Bldg., Bathroom - I Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
6	Yellow	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Mastlo #5 Location: Main Bldg., Bathroom - I Comments:														
Is asbestos present? No.													Analyzed: Yes	

## ProScience Analytical Services, Inc.

Client Name: Universal Environmental Consultants  
 PO #: N/A  
 Client Project #: N/A  
 Client Reference: Camp Arrowhead, Natick, MA  
 Method: EPA/600/R-93/116

Batch: B105676  
 Date Sampled: N/A  
 Date Received: 7/12/2017  
 Date Analyzed: 7/12/2017  
 Date of Report: 7/13/2017

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
7	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: VT-II Location: Main Bldg., Bathroom - II Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
8	Black	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Mastic #7 Location: Main Bldg., Bathroom - II Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
9	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Joint Compound (JC) Location: Main Bldg., Clg. - Kitchen Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
10	Gray	0	0	0	0	0	0	<1	0	3	0	0	0	97
Description: Associated Gypsum Location: Main Bldg., Clg. - Kitchen Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
11	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Joint Compound (JC) Location: Main Bldg., Clg. - Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
12	Gray	0	0	0	0	0	0	0	0	3	0	0	0	97
Description: Associated Gypsum Location: Main Bldg., Clg. - Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	



## ProScience Analytical Services, Inc.

Client Name: Universal Environmental Consultants  
 PO #: N/A  
 Client Project #: N/A  
 Client Reference: Camp Arrowhead, Natick, MA  
 Method: EPA/600/R-93/116

Batch: B105676  
 Date Sampled: N/A  
 Date Received: 7/12/2017  
 Date Analyzed: 7/12/2017  
 Date of Report: 7/13/2017

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
13	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Joint Compound (JC) Location: Main Bldg., Wall - Boiler Room Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
14	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Joint Compound (JC) Location: Main Bldg., Wall - Nurse Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
15	White	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Joint Compound (JC) Location: Main Bldg., Clg. - as Debris on Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
16	Brown	0	0	0	0	0	0	0	0	95	0	0	0	5
Description: Pressed Wood Clg. above Gypsum Location: Main Bldg., Bathroom I Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
17	Brown	0	0	0	0	0	0	0	0	90	0	0	0	10
Description: Pressed Wood Clg. above Gypsum Location: Main Bldg., Bathroom II Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
18	Multi	0	0	0	0	0	0	0	0	95	0	0	0	5
Description: Black in Clg. Batt. Location: Main Bldg., Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	

## ProScience Analytical Services, Inc.

Client Name: Universal Environmental Consultants  
 PO #: N/A  
 Client Project #: N/A  
 Client Reference: Camp Arrowhead, Natick, MA  
 Method: EPA/600/R-93/116

Batch: B105676  
 Date Sampled: N/A  
 Date Received: 7/12/2017  
 Date Analyzed: 7/12/2017  
 Date of Report: 7/13/2017

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
19	Brown	0	0	0	0	0	0	0	0	95	0	0	0	5
Description: Black In Wall Batt. Location: Main Bldg., Main Floor Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
20	Black	0	0	0	0	0	0	0	0	80	0	0	0	40
Description: Black Paper behind Wood Siding Location: Main Bldg., Exterior by Pavilion Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
21	Black	0	0	0	0	0	0	0	0	80	0	0	0	20
Description: Black Paper behind Wood Siding Location: Main Bldg., Exterior by Boiler Room Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
22	Black	0	0	0	0	0	0	20	0	<1	0	0	0	80
Description: Roof Shingle Location: Main Bldg., Exterior by Boiler Room Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
23	Black	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Adhesive #22 Location: Main Bldg., Exterior by Boiler Room Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
24	Black	0	0	0	0	0	0	20	0	<1	0	0	0	80
Description: Roof Shingle Location: Main Bldg., Exterior by Boiler Room Comments:														
Is asbestos present? No.													Analyzed: Yes	

## ProScience Analytical Services, Inc.

Client Name: Universal Environmental Consultants  
 PO #: N/A  
 Client Project #: N/A  
 Client Reference: Camp Arrowhead, Natick, MA  
 Method: EPA/600/R-93/116

Batch: B105676  
 Date Sampled: N/A  
 Date Received: 7/12/2017  
 Date Analyzed: 7/12/2017  
 Date of Report: 7/13/2017

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
25	Black	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Adhesive #24 Location: Main Bldg., Exterior by Boiler Room Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
26	White	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Joint Compound (JC) Location: Bathhouse - Cig. - Bathroom adj. to Nurse Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
27	White	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Joint Compound (JC) Location: Bathhouse - Wall - Bathroom - 2 Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
28	Pink	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Pink Cove Base Location: Bathhouse - Wall - Bathroom - 2 Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
29	Yellow	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Adhesive #28 Location: Bathhouse - Wall - Bathroom - 2 Comments:														
Is asbestos present? No.													Analyzed: Yes	

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
30	Pink	0	0	0	0	0	0	0	0	0	0	0	0	100
Description: Pink Cove base Location: Bathhouse - Wall - Bathroom - 2 Comments:														
Is asbestos present? No.													Analyzed: Yes	

## ProScience Analytical Services, Inc.

Client Name: Universal Environmental Consultants  
 PO #: N/A  
 Client Project #: N/A  
 Client Reference: Camp Arrowhead, Natick, MA  
 Method: EPA/600/R-93/116

Batch: B105676  
 Date Sampled: N/A  
 Date Received: 7/12/2017  
 Date Analyzed: 7/12/2017  
 Date of Report: 7/13/2017

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
31	Yellow	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Adhesive #30														
Location: Bathhouse - Wall - Bathroom - 2														
Comments: Is asbestos present? No. Analyzed: Yes														

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
32	Black	0	0	0	0	0	0	20	0	<1	0	0	0	80
Description: Roof Shingle														
Location: Bathhouse Exterior														
Comments: Is asbestos present? No. Analyzed: Yes														

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
33	Black	0	0	0	0	0	0	0	0	<1	0	0	0	100
Description: Adhesive #32														
Location: Bathhouse Exterior														
Comments: Is asbestos present? No. Analyzed: Yes														

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
34	Black	0	0	0	0	0	0	20	0	<1	0	0	0	80
Description: Roof Shingle														
Location: Bathhouse Exterior														
Comments: Is asbestos present? No. Analyzed: Yes														

Sample ID	Color	Asbestos %						Non-Asbestos %						
		CHR	AMO	CRO	ACT	TRE	ANT	FBG	MNW	CEL	HAR	SYN	OTH	NON
35	Black	0	0	0	0	0	0	<1	0	<1	0	0	0	100
Description: Adhesive #34														
Location: Bathhouse Exterior														
Comments: Is asbestos present? No. Analyzed: Yes														

Asbestos Codes: CHR = Chrysotile AMO = Amosite CRO = Crocidolite ACT = Actinolite TRE = Tremolite ANT = Anthophyllite  
 Non-Asbestos Codes: FBG = Fiberglass MNW = Mineral Wool CEL = Cellulose HAR = Hair SYN = Synthetic OTH = Other NON = Non-Fibrous Minerals  
 Note: To create a unique lab sample ID, use the Batch # and the Sample ID (example: [Batch #] - [Sample ID]).

\* All results are in percentage.

Analyst: Robert West *Patricia Westley For*

# CHAIN OF CUSTODY

Universal Environmental Consultants  
12 Brewster Road  
Frammingham, MA 01702  
Tel: (508) 628-5486 - Fax: (508) 628-5488  
adl@uec-env.com

#12 → #25 = main bldg  
#262 → 135 = Bathhouse

Town/City: Norwich, MA Building Name: Camp Arrowhead

Sample	Result	Description of Material	Sample Location
1		VT-I (12" PINK)	main floor main bldg
2		MASTICS #1	" "
3		VT-I	Kitchen
4		MASTIC #3	" "
5		VT-II (12" white)	Bathrm - I
6		MASTICS #5	" "
7		VT-II	Bathrm - II
8		MASTIC #7	" "
9		Joint Compound (JC)	clg - kitchen
10		ASSOC. gyp	" "
11		JC	clg - main floor
12		ASSOC. gyp	" "
13		JC	wall - Boiler rm
14		JC	wall - Nurse
15		JC	clg - as debris on main floor
16		pressed wood clg above gyp	Bathrm - I
17		pressed wood clg above gyp	Bathrm - II
18		Black in clg B277	main floor
19		Black in wall B277	main floor
20		Black paper behind wood siding	by pavillion exterior

Reported By: Shirley Rose Date: 7/12/17 Due Date: 24-hr

Received By: Carol Ann White Date: 7/12/17 2:30

202

# CHAIN OF CUSTODY B105676

Universal Environmental Consultants  
12 Brewster Road  
Framingham, MA 01702  
Tel: (508) 628-5486 - Fax: (508) 628-5488  
adlet@uec-env.com

#12 → #28: main Bldg  
#26 → #35: Bathroom

Town/City: Norfolk, MA Building Name: Camp Arrowhead

Sample	Result	Description of Material	Sample Location
21		Black paper behind wood siding by Boiler room	main Bldg exterior
22		roof shingle	
23		adhesive #22	
24		roof shingle	
25		adh. #24	
26		JC	clg - bathroom adj. to Nurse
27		JC	wall - Bathroom - 2
28		Pink COVE BASE	Bathroom - 2
29		adh #28	
30		Pink COVE BASE	
31		adh #30	
32		roof shingle	Exterior
33		adh. #32	
34		roof sh.	
35		adh #34	

Reported By: [Signature] Date: 7/12/17 Due Date: 24-hr

Received By: \_\_\_\_\_ Date: \_\_\_\_\_



**ProScience Analytical Services, Inc.**  
22 Cummings Park, Woburn, MA 01801

Telephone: 781-935-3212  
Facsimile: 781-932-4857  
Email: [chemistry@proscience.net](mailto:chemistry@proscience.net)

### Laboratory Report

Contact: Ammar Dieb  
Client: Universal Environmental Consultants  
Address: 12 Brewster Road  
Framlingham, MA 01702

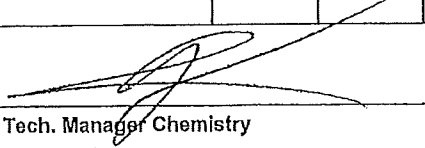
Batch #: C 292340  
Date received: 7/12/2017  
Date analyzed: 7/13/2017  
Date of report: 7/13/2017

Project # N/A  
P.O.# N/A  
Project Site: Camp Arrowhead  
Natick, MA

AIHA-LAP, LLC Lab ID 102754

**Lead Analysis In Paint Using SOP Based on SW846-7420/3051**  
Results in weight percent on an "as received" weight basis

Lab ID	Client ID	Sample date	Description	Result	Reporting Limit	Comments
C 577243	1	7/12/17	Tan Paint on Wood Siding - Main Bldg. Exterior	2.8	0.027	
C 577244	2	7/12/17	Tan Paint on Wood Siding - Main Bldg. Exterior	3.0	0.026	
C 577245	3	7/12/17	White Paint on Wood Sill - Main Bldg. Exterior	0.058	0.029	

  
Simona Peavey, Tech. Manager Chemistry  
Aimee Cormier, Lab Director

Page 1 of 1

Unless otherwise indicated, all samples were received in acceptable condition.  
All results apply only to the samples as received and are accurate to no more than two significant figures.  
Unless otherwise indicated, all the quality control criteria for the method above have been met.  
RL-Reporting Limit(%by weight) Note on units: mg/Kg is the same as ppm by weight.

40  
C292339 p/c

1208 2000

1441A

577243

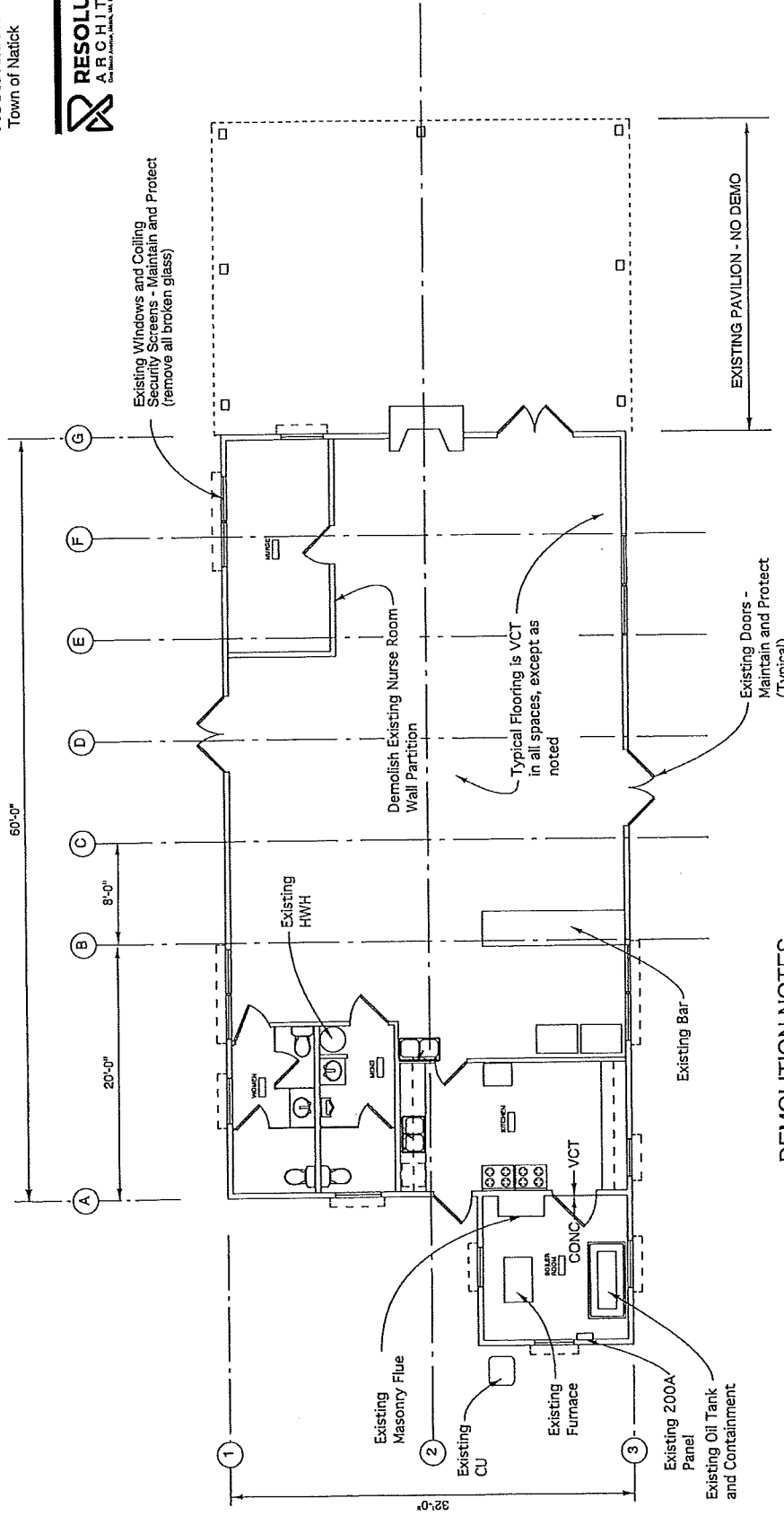
Due Date: 4/8/15

Received By: \_\_\_\_\_ Date: \_\_\_\_\_

UNIVERSAL ENVIRONMENTAL CONSULTANTS



Camp Arrowhead  
Restoration  
Town of Natick



DEMOLITION NOTES

1. See Spec Section 02070 for description of Demolition Scope. General intent is for the removal of all interior finishes, fixtures, systems, insulation, appliances, insulation, millwork, doors and debris.
2. Exterior Demo scope includes the removal of the exterior Condensing Unit.
3. Existing Ceiling Height is 8' 1" +/-.

Existing First Floor Plan  
Scale: 1/8" = 1' - 0"  
Jan 25, 2018

X1

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