

TOWN OF NATICK MASSACHUSETTS

TO: Natick Board of Selectmen
Melissa A. Malone, Town Administrator
William D. Chenard, Deputy Town Administrator – Operations
Jeremy Marsette, P.E., Director, Natick Public Works
Thomas Hladick, Assistant Director, Natick Public Works
Kenneth Fisher, Supervisor, Equipment Maintenance Division, Natick Public Works

FROM: Bryan R. Le Blanc, Procurement Officer

DATE: March 5, 2019

SUBJECT: CONTRACT AWARD
Replacement of the Overhead Doors/Natick Public Works. (REBID)

On February 21, 2019, sealed bids were received in response to the Town of Natick's Invitation for Bids for replacement of the overhead doors at Natick Public Works. Sealed bids were received from five (5) bidders. (See attached.) This is a re-bid, as all eligible bids in the first round of procurement exceeded the available appropriation of \$145,000.

The lowest bid was received from Door Systems, Inc. It submitted the following prices: \$77,647.00 for the main project work.

After reviewing references and background, it has been determined that Door Systems, Inc. is a responsible and eligible bidder. We have received its certificate of non-debarment immediately after the opening. The requirement that the form be received with the bid is a local, non-statutory requirement. Its omission was a clerical error, and we had the ability to waive its immediate presence as a minor informality. We also conducted our due diligence into the bidder, which is performing our pit door installation. We were somewhat concerned regarding the price differential, and we sought assurances from Door Systems, Inc. that it could perform the work for the bid amount and that it could meet the specifications. We received such assurances after having reviewed the full scope of work with Door Systems, Inc.

We recommend that the Natick Board of Selectmen award the contract to Door Systems, Inc. for the price submitted in its bid.

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

Bids Received:	02/21/19
Newspaper Advertisement:	01/30/19
(<u>MetroWest Daily News</u>)	
COMMBUYS Posting:	01/25/19
Website Posting:	01/25/19
Town Hall Posting:	01/28/19
<u>Central Register</u> Publication:	02/06/19

Funding information: 2018 Fall Annual Town Meeting 14A 1-Capital Stabilization - \$145,000

Opening Form

Date & Time: February 21, 2019, 11:00 A.M. EST

Signed & Dated 21st day of Dec 2019 and before me
 CFO Signature: *[Signature]* 21/19
 Witness Signature: *[Signature]* 21-19

Witness Signature:

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

This Contract is made this _____ day of March, 2019, 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 Door Systems, Inc., a corporation organized under the laws of the Commonwealth of Massachusetts, with a principal office located at 120 Alexander Street, Framingham, MA 01702 (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 regarding the Scope of Services outlined in paragraph 1, below, if any exist between the Town and the Contractor regarding the subject matter of this Contract, 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 services related to the replacement of the overhead doors at the Natick Public Works Department, as described in the Invitation for Bids for Services Related to the Replacement of the Overhead Doors at the Natick Public Works Department ("IFB"), 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.

3. Term

The term of this Contract shall commence as of the date written above, and shall end one (1) year later. Time is of the essence in the performance of services rendered by the Contractor under this Contract. The Contractor, therefore, shall achieve final completion of the work by June 30, 2019. If the Contractor shall fail to achieve final completion on or before said date, the Contractor shall pay to the Town as liquidated damages, and not as a penalty, the sum of four hundred dollars and zero cents (\$400.00) per day until such time as final completion has been achieved.

4. Incorporation of the Invitation for Bids/Order of Priority of Contract Documents

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The provisions of the IFB and the Contractor's Bid 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)
Second Priority:	Contract
Third Priority:	Addenda to the IFB (if any)
Fourth Priority:	IFB
Fifth Priority:	Contractor's Bid.

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 Bid, 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 Bids, 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.

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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.

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 three (3) years 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

Town of Natick, Massachusetts
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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.
- 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 shall be named as an additional insured 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 or the Contractor 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

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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 is named as an additional insured on each such policy.

- 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 Contractor shall provide to the Town a copy of a certificate of insurance that provides evidence of all environmental liability insurance maintained by the Contractor.

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 and all of its 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 and any judgment that may be obtained in any such claim or suit.

10. No Personal Liability

Neither the Town of Natick, nor its officers, employees, boards, committees,

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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 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 IFB 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,

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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, 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.

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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 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

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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 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: Melissa A. Malone, Town Administrator
 Natick Town Hall
 13 East Central Street
 Natick, MA 01760

With copies to: Karis L. North, Esq.
 Murphy, Hesse, Toomey & Lehane, LLP
 300 Crown Colony Drive, Suite 410
 Quincy, MA 02169

If to the Contractor: President
 Door Systems, Inc.
 120 Alexander Street
 Framingham, MA 01702.

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

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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 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 Bid 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.

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- k. Prevailing wage rates, as contained in the Bid 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 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.

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- 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 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.

(The remainder of this page is left intentionally blank.)

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

Door Systems, Inc.
by:

Amy K. Mistrot, Chairman

Signature

Susan G. Salamoff, Vice Chairman

Printed Name

Michael J. Hickey, Jr., Clerk

Printed Title

Jonathan H. Freedman

Richard P. Jennett, Jr.

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: _____

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

Karis L. North, Esq.

Dated: _____

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CERTIFICATE OF VOTE

I, _____, hereby certify
(Clerk/Secretary)

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

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.)

APPENDIX 1
TOWN OF NATICK
BID FORM
(5 pages)

The undersigned hereby submits a sealed bid for services related to replacement of the overhead doors at the Natick Department of Public Works.

Printed Name of Bidder: Door Systems Inc.

Address: 120 Alexander St

Frammingham MA 01702

The Bidder hereby acknowledges receipt of the following addenda: _____

(LIST EACH SEPARATELY e.g., 1, 2, 3, 4 and not just 1-4).

The Bidder hereby pledges to deliver the complete scope of services required for the Main Bid Work, for the price shown below:

Total Price in Words: Seventy Seven Thousand Six Hundred
Forty Seven Dollars

Total Price in Numbers: \$ 77,647⁰⁰

Bidder certifies as follows:

- A. Bidder 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 IFB. (Bidder shall attach to the Bid 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 Bidder.)

- B. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
- C. Bidder provides a qualified (Town approved) Foreman, who shall be present at the work site at all times.
- D. Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.
- E. Bidder holds all applicable documentation and Insurance in accordance with this IFB. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)
- F. Bidder shall attach to the Bid Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person; address and telephone number). Bidder 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. Bidder has not defaulted on any Contract within the last five (5) years.
- H. Bidder maintains a permanent place of business. (Bidder shall attach to the Bid Form the address of his/her/its business.)
- I. Bidder has adequate personnel and equipment to perform the work expeditiously. (Bidder shall also attach to the Bid Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Bids are sought. Bidder shall attach to the Bid Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)
- J. Bidder has suitable financial status to meet obligations incident to the work. (Bidder shall attach to the Bid Form a financial statement that shows the Bidder's present financial status.
- K. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the

Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)

- L. Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
- M. Bidder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- N. Bidder 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. Bidder 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.
- P. Bidder certifies that its materials meet the specifications. (A manufacturer's certificate, certifying conformance to the above material specifications, shall be furnished to the Town by the Successful Bidder.)

The Bidder understands that the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, to the lowest responsible and eligible Bidder, based upon the lowest total cost to provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements in Section 4 above. The award of any Contract pursuant to this IFB shall be subject to appropriation by Natick Town Meeting.

The Bidder agrees that, if he/she/it is the Successful Bidder, he/she/it will within ten (10) days after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, each with a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount of one hundred percent (100%) of the Contract price, the premiums for which are to be paid by the Successful Bidder and are included in the Contract price; provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

The undersigned certifies under the penalties of perjury that this Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of section twenty-nine F of chapter

United Casualty and Surety Insurance Company

Bid Bond

Bond No. 103294065

KNOW ALL MEN BY THESE PRESENTS, that

Door Systems, Inc.
120 Alexander St / P.O. Box 511
Framingham, MA 01704-
as Principal, and

UNITED CASUALTY AND SURETY INSURANCE COMPANY
333 Newbury Street
Boston, MA 02115

a corporation duly organized under the laws of the State of Nebraska and duly authorized by the Commonwealth of Massachusetts, Division of Insurance, as Surety, are held and firmly bound unto

Town of Natick

as Oblige, in the sum of 5% of the attached bid


to be paid to the said Oblige, for which payment well and truly to be made, we bind ourselves, our heirs, executors, administrators, successors or assigns, jointly and severally, by these presents.

WHEREAS, the Principal has submitted a bid for:

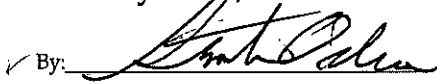
Replacement of Overhead Doors at Natick DPW

NOW, THEREFORE, if the Oblige shall accept the bid of the Principal and the Principal shall enter into a contract with the Oblige in accordance with the terms of such bid and give such bond or bonds as may be specified in the bidding or contract documents with good and sufficient surety for the faithful performance of such contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter into such contract and give such bond or bonds, if the Principal shall pay to the Oblige the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Oblige may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

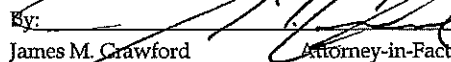
Dated this day, February 19th, 2019.


Witness to Principal

Door Systems, Inc.

By: 
Its: Principal

UNITED CASUALTY AND SURETY
INSURANCE COMPANY

By: 
James M. Crawford Attorney-in-Fact

Producer: A. A. Dority Company, Inc.
262 Washington Street Suite 99
Boston, MA 02108
617) 523-2935

UNITED CASUALTY AND SURETY INSURANCE COMPANY
US Casualty and Surety Insurance Company
United Surety Insurance Company

POWER OF ATTORNEY

Agency No. 170103

KNOW ALL MEN BY THESE PRESENTS: That United Casualty and Surety Insurance Company, a corporation of the State of Nebraska, and US Casualty and Surety Insurance Company and United Surety Insurance Company, assumed names of United Casualty and Surety Insurance Company (collectively, the Companies"), do by these presents make, constitute and appoint:

Philip B. Crawford, Richard W. Crawford, James M. Crawford, Katie E. Connor, Jeffrey W. Crawford

its true and lawful Attorney(s)-in-Fact, each in their separate capacity if more than one is named above, with full power and authority hereby conferred in its name, place and stead, to execute, acknowledge and deliver any and all bonds, recognizances, undertakings or other instruments or contracts of suretyship to include riders, amendments, and consents of surety, providing the bond penalty does not exceed Two Million & 00/100 Dollars (\$2,000,000.00). This Power of Attorney shall expire without further action on December 31st, 2023.

This Power of Attorney is granted under and by authority of the following resolutions adopted by the Board of Directors of the Companies at a meeting duly called and held on the 1st day of July, 1993:

Resolved that the President, Treasurer, or Secretary be and they are hereby authorized and empowered to appoint Attorneys-in-Fact of the Company, in its name and as its acts to execute and acknowledge for and on its behalf as Surety any and all bonds, recognizances, contracts of indemnity, waivers of citation and all other writings obligatory in the nature thereof, with power to attach thereto the seal of the Company. Any such writings so executed by such Attorneys-in-Fact shall be binding upon the Company as if they had been duly executed and acknowledged by the regularly elected Officers of the Company in their own proper persons.

That the signature of any officer authorized by Resolutions of this Board and the Company seal may be affixed by facsimile to any power of attorney or special power of attorney or certification of either given for the execution of any bond, undertaking, recognizance or other written obligation in the nature thereof; such signature and seal when so used being hereby adopted by the Company as the original signature of such officer and the original seal of the Company, to be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed and their corporate seals to be hereunto affixed, this 31st day of December, 2018.

UNITED CASUALTY AND SURETY INSURANCE COMPANY
US Casualty and Surety Insurance Company
United Surety Insurance Company

Michael J. Scholl

Michael J. Scholl, President

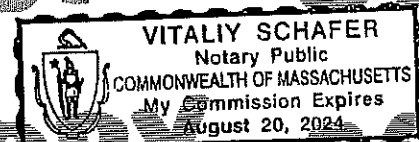
Corporate Seals

Commonwealth of Massachusetts
County of Suffolk ss:

On this 31st day of December, 2018, before me, Vitaliy Schafer, a notary public, personally appeared Michael J. Scholl, President of United Casualty and Surety Insurance Company, US Casualty and Surety Insurance Company and United Surety Insurance Company, who proved to me on the basis of satisfactory evidence to be the person whose name is subscribed to the within instrument and acknowledged to me that he executed the same in his authorized capacity, and that by his signature on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the Commonwealth of Massachusetts that the foregoing paragraph is true and correct.
I witness my hand and seal.

Vitaliy Schafer (Seal)
Vitaliy Schafer, Notary Public. Commission Expires: 08/20/2024



I, Robert F. Thomas, Chief Operating Officer of United Casualty and Surety Insurance Company, US Casualty and Surety Insurance Company and United Surety Insurance Company do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney, executed by said Companies, which is still in full force and effect; furthermore, the resolutions of the Board of Directors, set out in the Power of Attorney are in full force and effect.

In Witness Whereof, I have hereunto set my hand and affixed the seals of said Companies at Boston, Massachusetts this 19 day of February, 2019

Corporate Seals

Robert F. Thomas
Robert F. Thomas, Chief Operating Officer



DOOR SYSTEMS
GARAGE DOOR GROUP

A-1 OVERHEAD DOOR SYSTEMS

10 Powers Street, Unit 4
Leominster, MA 01453
Phone: (978) 342-3344

ATLAS DOOR SYSTEMS

7 Moody Road, Suite 2A
Enfield, CT 06082
Phone: (860) 668-7991

CASPERSEN DOOR SYSTEMS

1 Jonathan Bourne Dr, Unit 3
Pocasset, MA 02559
Phone: (508) 563-5633

CHAMPLAIN DOOR SYSTEMS

4182 Highbridge Road, PO Box 2129
Georgia, VT 05468
Phone: (802) 524-7595

COLES DOOR SYSTEMS

105 Windermere Ave, Suite 3B
Ellington, CT 06029
Phone: (860) 871-0172

DOOR SYSTEMS METRO BOSTON

120 Alexander Street, PO Box 511
Framingham, MA 01704-0511
Phone: (508) 875-3508

DOOR SYSTEMS RHODE ISLAND

375 Putnam Pike, Store 22
Smithfield, RI 02917
Phone: (401) 568-0000

DOOR SYSTEMS SOUTH SHORE

454 Washington Street, Suite 2-4
Norwell, MA 02061
Phone: (781) 924-8000

DSI NORTH DOOR SYSTEMS

45 Mason Street
Salem, MA 01970
Phone: (978) 741-1600

MIDDLESEX DOOR SYSTEMS

45 Winn Street
Burlington, MA 01803
Phone: (781) 270-5066

February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

A

Door Systems, Inc. was incorp[orated in 1974 in Massachusetts and has been located at the same address and under the same name to the present date. Door Systems has no pending lawsuits.



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B

Door Systems, Inc. is not required to have any special licensing for the sale and installation of overhead doors and openers.



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February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

C & D

Door Systems, Inc. provides our own Foreman who is supervised on all our contracts and will provide same supervision under Town of Natick contract.

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 have ADDITIONAL INSURED provisions or 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: Anna Lukas	
T. Edmund Garrity & Co., Inc.		PHONE (A/C, No, Ext): (617) 354-4640	FAX (A/C, No): (617) 354-6828
545 Concord Avenue, Suite 16		E-MAIL: annie@garrity-insurance.com	
Cambridge MA 02138		ADDRESS:	
		INSURER(S) AFFORDING COVERAGE	NAIC #
		INSURER A: Republic Franklin Insurance Co	12475
		INSURER B: Utica Mutual Insurance Co.	25976
		INSURER C:	
		INSURER D:	
		INSURER E:	
		INSURER F:	

COVERAGES CERTIFICATE NUMBER: 2018 Door Systems COI 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.

INER 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 type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:		4721469	12/31/2017	12/31/2018	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COM/POP AGG \$ 2,000,000 COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
B	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input checked="" type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY		4721470	12/31/2017	12/31/2018	PROPERTY DAMAGE (Per accident) \$ EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$		4721471	12/31/2017	12/31/2018	PER STATUTE OTHER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$ Buildings & Blanket Bus 4,559,319
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A				
A	Property, Special Form Replacement Cost		4721469	12/31/2017	12/31/2018	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 Wholesaler and installer of garage doors and overhead bay doors, Location: 120 Alexander St Framingham MA 01702.

CERTIFICATE HOLDER	CANCELLATION
	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

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10/24/18

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 have ADDITIONAL INSURED provisions or 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 Aon Risk Services, Inc of Florida 1001 Brickell Bay Drive, Suite #1100 Miami, FL 33131-4937	CONTACT NAME: Aon Risk Services, Inc of Florida PHONE (A/C, No, Ext): 800-743-8130 FAX (A/C, No): 800-522-7514 EMAIL ADDRESS: ADP.COI.Center@Aon.com
INSURED ADP TotalSource 1, Inc. 10200 Sunset Drive Miami, FL 33173 ALTERNATE EMPLOYER Door Systems Inc 120 Alexander St Framingham, MA 01702	INSURER(S) AFFORDING COVERAGE INSURER A: New Hampshire Ins Co INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:

COVERAGES **CERTIFICATE NUMBER: 2150830** **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. LIMITS SHOWN ARE AS REQUESTED.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COM/PROP AGG \$ COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DEC <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A	WC 047020189 MA	07/01/18	07/01/19	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 2,000,000 E.L. DISEASE - EA EMPLOYEE \$ 2,000,000 E.L. DISEASE - POLICY LIMIT \$ 2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
TOWN OF NATICK is an alternate employer under the above stated policy as respects to work performed by worksite employees of DOOR SYSTEMS INC.
All worksite employees working for DOOR SYSTEMS INC, paid under ADP TOTALSOURCE, INC's payroll, are covered under the above stated policy. DOOR SYSTEMS INC is an alternate employer under this policy.

CERTIFICATE HOLDER Town of Natick 75 West Street Natick, MA 01760	CANCELLATION 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 <i>Aon Risk Services, Inc of Florida</i>
---	--



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DOOR SYSTEMS METRO BOSTON

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375 Putnam Pike, Store 22
Smithfield, RI 02917
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DOOR SYSTEMS SOUTH SHORE

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DSI NORTH DOOR SYSTEMS

45 Mason Street
Salem, MA 01970
Phone: (978) 741-1600

MIDDLESEX DOOR SYSTEMS

45 Winn Street
Burlington, MA 01803
Phone: (781) 270-5066

info@doorsys.com

February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

F

Door Systems, Inc. has contracts with the following Municipalities,

City of Boston Fire Dept.

115 Southampton St. Boston MA. 02118

Contact is Joseph Mayo 617-343-3313.

City of Boston Public Schools

1216 Dorchester Ave. Dorchester MA. 02125

Contact is Robert Ridlon 617-635-8300.

City of Quincy

58 Saville St. Quincy MA 02169

Contact is Michael Monahan 617-376-1543

City of Newton

52 Eliot St. Newton MA, 02461

Contact is Arthur Cabral 617-796-1610

City of Sommerville

1 Franey Rd. Somerville MA. 02145

Contact is Michael Bowler 617-666-3311

Town of Dover

2 Dedham St. Dover MA. 02030

Contact is Karl Warnick 508-238-0573



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February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

F

Below is a list of recently completed projects.

Town of Dover Fire Station

1 Walpole St. Dover Ma 02030 \$27,000.00

Town of Sherborn Fire Dept.

32 North Main St Sherborn MA 01770 \$26,440.00

Spectrum Builders

New Building 842 Sterling Rd. Lancaster MA 01501 \$49,900.00

Points North Construction

Holden Produce 1 Griffin Way Chelsea MA 02514 \$35,335.00

Boston Property Ventures

Condo 23 Bridge St. Quincy MA 02169 \$18,000.00

Dedham Westwood Water District

50 Elm St. Dedham MA 02026 \$18,600.00



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Burlington, MA 01803
Phone: (781) 270-5066

February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

G

Door Systems, Inc. has not defaulted on any contract.



DOOR SYSTEMS
GARAGE DOOR GROUP

A-1 OVERHEAD DOOR SYSTEMS

10 Powers Street, Unit 4
Leominster, MA 01453
Phone: (978) 342-3344

ATLAS DOOR SYSTEMS

7 Moody Road, Suite 2A
Enfield, CT 06082
Phone: (860) 668-7991

CASPERSEN DOOR SYSTEMS

1 Jonathan Bourne Dr, Unit 3
Pocasset, MA 02559
Phone: (508) 563-5633

CHAMPLAIN DOOR SYSTEMS

4182 Highbridge Road, PO Box 2129
Georgia, VT 05468
Phone: (802) 524-7595

COLES DOOR SYSTEMS

105 Windermere Ave, Suite 3B
Ellington, CT 06029
Phone: (860) 871-0172

DOOR SYSTEMS METRO BOSTON

120 Alexander Street, PO Box 511
Framingham, MA 01704-0511
Phone: (508) 875-3508

DOOR SYSTEMS RHODE ISLAND

375 Putnam Pike, Store 22
Smithfield, RI 02917
Phone: (401) 568-0000

DOOR SYSTEMS SOUTH SHORE

454 Washington Street, Suite 2-4
Norwell, MA 02061
Phone: (781) 924-8000

DSI NORTH DOOR SYSTEMS

45 Mason Street
Salem, MA 01970
Phone: (978) 741-1600

MIDDLESEX DOOR SYSTEMS

45 Winn Street
Burlington, MA 01803
Phone: (781) 270-5066

February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

H

Door Systems, Inc. maintains a permanent place of business at 120
Alexander Street Framingham MA 01702.



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45 Winn Street
Burlington, MA 01803
Phone: (781) 270-5066

info@doorsys.com

February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

I

Door Systems, Inc. has twenty vehicle equipped with everything we need to perform service and installation of commercial and residential doors, operators and hardware. We have scissor lifts hoists and any required tools for same.



DOOR SYSTEMS

GARAGE DOOR GROUP

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February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

J

Door Systems, Inc. has suitable financial status to meet obligations.

Door Systems, Inc. does not share financial records for bid openings.

We can provide records should we be awarded the contract.



William Francis Galvin
Secretary of the
Commonwealth

The Commonwealth of Massachusetts
Secretary of the Commonwealth
State House, Boston, Massachusetts 02133

Date: October 18, 2018

To Whom It May Concern :

I hereby certify that according to the records of this office,
DOOR SYSTEMS, INC.

is a domestic corporation organized on **January 02, 1974** , under the General Laws of the Commonwealth of Massachusetts. I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's dissolution; that articles of dissolution have not been filed by said corporation; that, said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.



In testimony of which,
I have hereunto affixed the
Great Seal of the Commonwealth
on the date first above written.

William Francis Galvin

Secretary of the Commonwealth

Certificate Number: 18100363880

Verify this Certificate at: <http://corp.sec.state.ma.us/CorpWeb/Certificates/Verify.aspx>

Processed by:



DOOR SYSTEMS

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February 20, 2019

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L

Door Systems, Inc. has not failed to perform on similar contracts.



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February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

M N O

Door Systems, Inc. has the skill, ability and integrity to perform this work. Our labor can work in harmony with others and all employees on jobsite have OSHA 10 cards and we will provide proof with first certified payroll.



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February 20, 2019

Town of Natick

75 West St.

Natick MA 01760

p

Door Systems, Inc. certifies that materials meet specifications.



S U R E T Y B O N D S

Established 1899

Attn: Town of Natick

The **United Casualty and Surety Insurance Company**, a corporation organized and existing under the laws of the State of Nebraska and licensed to do business in the Commonwealth of Massachusetts whose name appears on the United States Treasury Department Circular 570, hereby consents and agrees that if the contract for:

Replacement of Overhead Doors at Natick DPW

be awarded to:

Door Systems, Inc.

120 Alexander St / P.O. Box 511

Framingham, MA 01704-

then the undersigned Corporation agrees to provide performance bonds and payment bonds at one hundred ten percent (110%) of the estimated contract value subject to underwriting procedures and satisfaction of underwriting requirements, if any, at the time of any bond request.

In witness whereof, the undersigned Corporation has caused this agreement to be signed by its duly authorized representative under the pains and penalty of perjury and its Corporate Seal to be hereto affixed this day, February 21, 2019

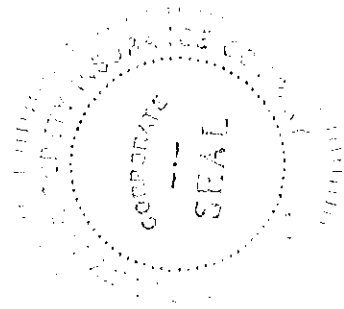
THE ESTIMATED CONTRACT PRICE: \$75,000.00

United Casualty and Surety Insurance Company

By: _____

James M. Crawford

Attorney-in-Fact



A.A. DORITY COMPANY, INC.

Philip B. Crawford · Richard W. Crawford

262 Washington Street · Suite 99 · Boston, MA 02108 · Office: 617-523-2935 · FAX: 617-523-1707 · www.aadorty.com



UNITED CASUALTY AND SURETY INSURANCE COMPANY
 US Casualty and Surety Insurance Company
 United Surety Insurance Company

POWER OF ATTORNEY

Agency No. 170103

KNOW ALL MEN BY THESE PRESENTS: That United Casualty and Surety Insurance Company, a corporation of the State of Nebraska, and US Casualty and Surety Insurance Company and United Surety Insurance Company, assumed names of United Casualty and Surety Insurance Company (collectively, the Companies"), do by these presents make, constitute and appoint:

Philip B. Crawford, Richard W. Crawford, James M. Crawford, Katie E. Connor, Jeffrey W. Crawford

its true and lawful Attorney(s)-in-Fact, each in their separate capacity if more than one is named above, with full power and authority hereby conferred in its name, place and stead, to execute, acknowledge and deliver any and all bonds, recognizances, undertakings or other instruments or contracts of suretyship to include riders, amendments, and consents of surety, providing the bond penalty does not exceed Two Million & 00/100 Dollars (\$2,000,000.00). This Power of Attorney shall expire without further action on December 31st, 2023.

This Power of Attorney is granted under and by authority of the following resolutions adopted by the Board of Directors of the Companies at a meeting duly called and held on the 1st day of July, 1993:

Resolved that the President, Treasurer, or Secretary be and they are hereby authorized and empowered to appoint Attorneys-in-Fact of the Company, in its name and as its acts to execute and acknowledge for and on its behalf as Surety any and all bonds, recognizances, contracts of indemnity, waivers of citation and all other writings obligatory in the nature thereof, with power to attach thereto the seal of the Company. Any such writings so executed by such Attorneys-in-Fact shall be binding upon the Company as if they had been duly executed and acknowledged by the regularly elected Officers of the Company in their own proper persons.

That the signature of any officer authorized by Resolutions of this Board and the Company seal may be affixed by facsimile to any power of attorney or special power of attorney or certification of either given for the execution of any bond, undertaking, recognizance or other written obligation in the nature thereof; such signature and seal, when so used being hereby adopted by the Company as the original signature of such officer and the original seal of the Company, to be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed and their corporate seals to be hereunto affixed, this 31st day of December, 2018.

UNITED CASUALTY AND SURETY INSURANCE COMPANY
 US Casualty and Surety Insurance Company
 United Surety Insurance Company

Michael J. Scholl

Michael J. Scholl, President



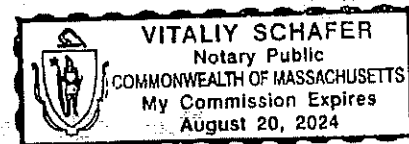
Corporate Seals

Commonwealth of Massachusetts
 County of Suffolk ss:

On this 31st day of December, 2018, before me, Vitaliy Schafer, a notary public, personally appeared Michael J. Scholl, President of United Casualty and Surety Insurance Company, US Casualty and Surety Insurance Company and United Surety Insurance Company, who proved to me on the basis of satisfactory evidence to be the person whose name is subscribed to the within instrument and acknowledged to me that he executed the same in his authorized capacity, and that by his signature on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the Commonwealth of Massachusetts that the foregoing paragraph is true and correct.
 WITNESS my hand and seal.

Vitaliy Schafer (Seal)
 Vitaliy Schafer, Notary Public Commission Expires: 08/20/2024



I, Robert F. Thomas, Chief Operating Officer of United Casualty and Surety Insurance Company, US Casualty and Surety Insurance Company and United Surety Insurance Company do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney, executed by said Companies, which is still in full force and effect; furthermore, the resolutions of the Board of Directors, set out in the Power of Attorney are in full force and effect.

In Witness Whereof, I have hereunto set my hand and affixed the seals of said Companies at Boston, Massachusetts this 21st day of

February, 2019



Corporate Seals

Robert F. Thomas

Robert F. Thomas, Chief Operating Officer

TO CONFIRM AUTHENTICITY OF THIS BOND OR DOCUMENT EMAIL: CONFIRMBOND@UNITEDCASUALTY.COM

twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

The Bidder agrees that all Bid specifications and Contract specifications are hereto made part of any Contract executed with the Town and are binding on the Successful Bidder.

Authorized Signature

Stephen Osborne
Printed Name

Stephen Osborne
Printed Title Commercial Sales mgr

2/20/19
Date

If a Corporation:
Full Legal Name

Door Systems Inc.

Officers of Corporation and Addresses

Lars A Nitt President 120 Alexander St Framingham MA 01702

Lars A Nitt Secretary 120 Alexander St Framingham MA 01702

Lars A Nitt Treasurer 120 Alexander St Framingham MA 01702

Lars A Nitt Clerk 120 Alexander St Framingham MA 01702

State of Incorporation Massachusetts

Principal Place of Business _____

120 Alexander St
Framingham MA 01702

Telephone Number 508-875-3508

Qualified in Massachusetts Yes X No

Principal Place of Business in Massachusetts

120 Alexander St
Frammingham MA 01702

Telephone Number 508 875 3508

Full Legal Name of Surety Company

A.A. Dority

Principal Place of Business of Surety Company

262 Washington St.
Boston MA 02108

Telephone Number 617-523-2935

Admitted in Massachusetts Yes X No

Place of Business in Massachusetts

262 Washington St
Boston MA 02108

Telephone Number 617 523 2935

Appendix 2
CERTIFICATE OF NON-COLLUSION

The undersigned certifies, under penalties of perjury, that this Bid 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.

Door Systems Inc.
Name of Bidder

126 Alexander St
Address of Bidder

Framingham MA 01702

508 875 3508
Telephone Number

By: Stephen Osborne
(Signature)

Stephen Osborne
Printed Name

Commercial Sales mgr.
Printed Title

2/20 / 19
Date

Appendix 3
CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Laws (M.G.L.) c.62C, §49A, I certify under the penalties of perjury that the Bidder 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.

Door Systems Inc
Name of Bidder

120 Alexander St
Address of Bidder

Framingham MA 01702

508 875 3508
Telephone Number

By: Stephen Osborne
(Signature)

Stephen Osborne
Printed Name

Commercial Sales mgr.
Printed Title

2/20/19
Date

Appendix 4
CONFLICT OF INTEREST CERTIFICATION

The Bidder hereby certifies that:

1. The Bidder 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 Invitation for Bids.
2. No consultant to, or subcontractor for, the Bidder has given, offered, or agreed to give any gift, contribution, or offer of employment to the Bidder, 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 Bidder.
3. No person, corporation, or other entity, other than a bona fide full time employee of the Bidder has been retained or hired to solicit for or in any way assist the Bidder in obtaining the Contract (pursuant to this IFB) 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 Bidder.
4. The Bidder understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Bidder with respect to the transaction outlined in the IFB.
5. The Bidder understands that the Bidder, his/her/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.

Deer Systems Inc.
Name of Bidder

120 Alexander St
Address of Bidder

Framingham MA 01702

508 875 3508
Telephone Number

By: John Osburne
(Signature)

Stephen Osburne
Printed Name

Commercial Sales Mgr.
Printed Title

2/20/19
Date

Appendix 5
CERTIFICATE OF CORPORATE BIDDER

I, Leas A Niu, certify that I am the clerk of the Corporation named as Bidder in the attached Bid Form; that Stephen Osborne, who signed said Bid Form on behalf of the Bidder was then Commercial Sales Mgr of said Corporation; that I know his/her signature hereto is genuine and that said Bid Form was duly signed, sealed and executed for and on behalf of its governing body.

(Corporate Seal)

Door Systems Inc
Name of Bidder

120 Alexander St
Address of Bidder

Frammingham MA 01702

508 875 3508
Telephone Number

By: [Signature]
(Signature)

Leas A Niu
Printed Name

clerk
Printed Title

2/20/19
Date

This Certificate shall be completed where Bidder is a Corporation and shall be so completed by its Clerk. In the event that the Clerk is the person signing the Bidder on behalf of the Corporation, this Certificate shall be completed by another officer of the Corporation.

Appendix 6
CERTIFICATE OF COMPLIANCE WITH M.G.L. c.151B

The Bidder 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.

Dacor Systems Inc.
Name of Bidder

120 Alexander St
Address of Bidder

Framingham MA 01702

508 875 3508
Telephone Number

By: [Signature]
(Signature)

Stephen Osborne
Printed Name

Commercial Sales Mgr.
Printed Title

2/20/19
Date

Appendix 7

CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS

The Bidder hereby certifies that it shall comply with all applicable minority workforce percentage ratio and specific affirmative action steps contained in any EEO/AA provisions of this Contract, including, without limitation any imposed by the Massachusetts Supplier Diversity Office (SDO).

Door Systems Inc.
Name of Bidder

120 Alexander St.
Address of Bidder

Framingham MA 01702

508 875 3508
Telephone Number

By: Stephen Osburn
(Signature)

Stephen Osburn
Printed Name

Commercial Sales Mgr.
Printed Title

2/20/19
Date

Appendix 8
CERTIFICATE OF NON-DEBARMENT

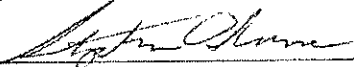
The Bidder hereby certifies that it is presently not debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, and that, should any proceeding arise in which it is debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency,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

Door Systems Inc.
Name of Bidder

120 Alexander St.
Address of Bidder

Frammingham MA 01702

508 875 3508
Telephone Number

By: 
(Signature)

Stephen Osborne
Printed Name

Commercial Sales Mgr.
Printed Title

2/20/19
Date



William Francis Galvin
Secretary of the Commonwealth of Massachusetts



Corporations Division

Business Entity Summary

ID Number: 042531608

[Request certificate](#)

[New search](#)

Summary for: **DOOR SYSTEMS, INC.**

The exact name of the Domestic Profit Corporation: DOOR SYSTEMS, INC.		
Entity type: Domestic Profit Corporation		
Identification Number: 042531608		
Date of Organization in Massachusetts: 01-02-1974		
Last date certain:		
Current Fiscal Month/Day: 03/31		Previous Fiscal Month/Day: 12/31
The location of the Principal Office:		
Address: 120 ALEXANDER ST		
City or town, State, Zip code, FRAMINGHAM, MA 01702 USA		
Country:		
The name and address of the Registered Agent:		
Name: LARS A NIIT		
Address: 120 ALEXANDER ST PO BOX 511		
City or town, State, Zip code, FRAMINGHAM, MA 01704-0511 USA		
Country:		
The Officers and Directors of the Corporation:		
Title	Individual Name	Address
PRESIDENT	LARS A. NIIT	120 ALEXANDER ST. FRAMINGHAM, MA 01704-0511 USA
TREASURER	LARS A. NIIT	120 ALEXANDER ST. FRAMINGHAM, MA 01704-0511 USA
SECRETARY	LARS A. NIIT	120 ALEXANDER ST. FRAMINGHAM, MA 01704-0511 USA
DIRECTOR	LARS A. NIIT	120 ALEXANDER ST. FRAMINGHAM, MA 01704-0511 USA
Business entity stock is publicly traded:		
The total number of shares and the par value, if any, of each class of stock which this business entity is authorized to issue:		

Class of Stock	Par value per share	Total Authorized		Total issued and outstanding
		No. of shares	Total par value	No. of shares
PNP	\$ 0.00	1,000	\$ 0.00	0
CNP	\$ 0.00	12,500	\$ 0.00	300

<input type="checkbox"/> Consent	<input type="checkbox"/> Confidential Data	<input type="checkbox"/> Merger Allowed	<input type="checkbox"/> Manufacturing
----------------------------------	--	---	--

Note: Additional information that is not available on this system is located in the Card File.

View filings for this business entity:

ALL FILINGS

Administrative Dissolution

Annual Report

Application For Revival

Articles of Amendment

Articles of Certificate of Incorporation

[View filings](#)

Comments or notes associated with this business entity:

[New search](#)



DOOR SYSTEMS
GARAGE DOOR GROUP

A-1 OVERHEAD DOOR SYSTEMS

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Leominster, MA 01453
Phone: (978) 342-3344

ATLAS DOOR SYSTEMS

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Phone: (860) 668-7991

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Pocasset, MA 02559
Phone: (508) 563-5633

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Georgia, VT 05468
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Smithfield, RI 02917
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Salem, MA 01970
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45 Winn Street
Burlington, MA 01803
Phone: (781) 270-5066

February 21, 2019

Town of Natick

75 West St.

Natick MA 01760

Door Systems, Inc. recently provided you with our financial information for the Salt Storage Shed project. Our status has not changed since that time.

**Town of Natick
Natick, Massachusetts**

**INVITATION FOR BIDS
(REBID)**

FOR

**REPLACEMENT OF THE OVERHEAD DOORS AT THE
NATICK PUBLIC WORKS DEPARTMENT**

February 21, 2019, 11:00 A.M. LOCAL TIME
Late Bids Will Be Rejected

DELIVER COMPLETED BIDS TO:

Town of Natick
Procurement Officer
c/o Natick Public Works Building
75 West Street
Natick, MA 01760
Phone: 508-647-6438

**TOWN OF NATICK
NATICK, MASSACHUSETTS 01760**

NOTICE TO BIDDERS

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 sealed bids for replacement of the overhead doors at the Natick Public Works Department. This is a Re-bid, as all eligible bids exceeded the available appropriation in the initial round of bidding. The Invitation for Bids ("IFB") 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, by emailing bleblanc@natickma.org beginning on February 6, 2019. A non-mandatory Pre-Bid Conference and Site Walk will be held on February 12, 2019, at 10:00 A.M. local time, at the Conference Room at Natick Public Works, 75 West Street, Natick, MA 01760. If the Procurement is closed due to weather/emergency, the non-mandatory Pre-Bid Conference will be postponed to 10:00 A.M. the next business day that the Procurement Office is open. Sealed Bids will be received until **11:00 A.M. local time, February 21, 2019**, 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 Bids shall comply with the IFB issued by the Town of Natick, including, without limitation, Section 1, Instructions to Bidders, 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 Bid submitted will be binding for thirty (30) days subsequent to the time of bid opening. Award shall be subject to available appropriation and award by the Natick Board of Selectmen.

Section 1. Instructions to Bidders and Bid Submission Requirements

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 sealed bids for replacement of the overhead doors at the Natick Public Works Department. This is a Re-bid, as all eligible bids exceeded the available appropriation in the initial round of bidding.

Copies of this IFB may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by emailing bleblanc@natickma.org 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 February 6, 2019.

A non-mandatory Pre-Bid Conference and Site Walk will be held on February 12, 2019, at 10:00 A.M. local time, at the Conference Room at Natick Public Works, 75 West Street, Natick, MA 01760. If the Procurement is closed due to weather/emergency, the non-mandatory Pre-Bid Conference will be postponed to 10:00 A.M. the next business day that the Procurement Office is open

Questions regarding this IFB shall be submitted in writing and shall be delivered to the Procurement Office by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on February 14, 2019. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders.

Sealed Bids marked "Town of Natick: Sealed Bid for Replacement of the Overhead Doors at the Natick Department of Public Works" shall be received by 11:00 A.M. local time, February 21, 2019, at this address:

Procurement Office
c/o Natick Public Works Building
75 West Street
Natick, MA 01760.

Each Bidder's name, address and contact phone number shall be clearly visible from the outside of each sealed envelope. The clock in the Procurement Office shall be considered official. No late Bids shall be accepted. No faxed Bids shall be accepted. Conditional Bids will not be accepted.

Each Bid shall be submitted in accordance with the Bid Submission Requirements in order to be considered for award. Any Bid submitted shall be binding for thirty (30) days subsequent to the time of the opening of Bids. Each Bidder's name, address and contact phone number shall be clearly visible from the outside of each sealed envelope.

Each Bid shall be accompanied by a Bid Deposit in the form of a Bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by, a responsible bank or trust

company, payable to the Town of Natick, MA. The amount of such Bid Deposit shall be five (5%) percent of the value of the Bid.

The Bid Deposits of the three (3) lowest responsible and eligible Bidders will be returned upon the execution and delivery of a Contract or, if no award is made, upon the expiration of the time prescribed herein for making an award; except that, if any Bidder fails to perform his/her/its agreement to execute a Contract and furnish a Performance Bond and a Labor and Materials Payment Bond if required, his/her/its Bid Deposit shall become and be the property of the Town, as liquidated damages; provided that the amount of the Bid Deposit which becomes the property of the Town will not, in any event, exceed the difference between his/her/its Bid price and the Bid price of the next lowest responsible and eligible Bidder; and provided further that, in case of death, disability, bona fide clerical or mechanical error of a substantial nature, or other similar unforeseen circumstances affecting a Bidder, his/her/its Bid Deposit will be returned to him/her/it. The Bid Deposits of Bidders other than the three (3) lowest responsible and eligible Bidders will be returned following award of the Contract by the Town.

The Town of Natick **will not** reimburse Bidders for any costs incurred in preparing Bids in response to this IFB.

Submission of a Bid shall be conclusive evidence that the Bidder has examined this IFB and is familiar with all the conditions of the Contract. Upon finding any omissions or discrepancy in this IFB, each Bidder shall notify the Town immediately so that any necessary addenda may be issued. Failure of a Bidder to investigate completely this IFB and/or to be thoroughly familiar with this IFB shall in no way relieve any such Bidder from any obligation with respect to the Bid.

By submission of a Bid, the Bidder agrees that if its Bid is accepted, then it shall enter into a Contract with the Town of Natick which incorporates all of the requirements of this IFB. By submission of a Bid, the Bidder further indicates acceptance of all terms and conditions of this IFB.

Changes, modifications or withdrawal of Bids shall be submitted in writing to the Procurement Officer prior to the deadline and shall be contained in a sealed envelope clearly marked, as appropriate, "CORRECTION, MODIFICATION OR WITHDRAWAL OF SEALED BID FOR REPLACEMENT OF THE OVERHEAD DOORS AT THE NATICK DEPARTMENT OF PUBLIC WORKS". No corrections, modifications, or withdrawal of Bids shall be permitted after Bids have been opened.

M.G.L. c. 149, §44A and c. 30, §39M, which is incorporated herein by reference, shall govern all procedures.

Prevailing wage rates as determined by the Commissioner of the Massachusetts Department of Labor and Workforce Development under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27G, as amended, apply to this work. It is the responsibility of the Bidder, before Bid submission, to request, if necessary, any additional information on Minimum Wage Rates for those tradespeople who may be employed for the proposed work under any such Contract awarded.

For further information, please refer to the succeeding sections, with which each Bidder shall comply in submitting a Bid.

Section 2. Pre-Bid Conference/Questions

A non-mandatory Pre-Bid Conference and Site Walk will be held on February 12, 2019, at 10:00 A.M. local time, at the Conference Room at Natick Public Works, 75 West Street, Natick, MA 01760. If the Procurement is closed due to weather/emergency, the non-mandatory Pre-Bid Conference will be postponed to 10:00 A.M. the next business day that the Procurement Office is open

Questions, if any, concerning this IFB or its conditions shall be addressed to:

Procurement Officer
c/o Natick Public Works Building
75 West Street
Natick, MA 02186.

Questions regarding this IFB shall be submitted in writing and shall be delivered to the Procurement Office by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on February 14, 2019. Questions may also be submitted to the procurement officer at bleblanc@natickma.org by such time. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders.

Section 3. Background & Specifications

A. Description of Work

The Work to be performed under any Contract with the Town ("the Work") shall consist of all labor and materials for replacement of the overhead doors at the Natick Public Works Department. All work shall be performed in accordance with current federal, state, and local laws, rules, and regulations.

Work shall be completed at two (2) buildings. The first is at the Natick Public Works Equipment Storage Building/Wash Bay. The second is at the Equipment Maintenance Garage Building.

I. NATICK PUBLIC WORKS EQUIPMENT STORAGE BUILDING/WASH BAY:

With respect to the Natick Public Works Equipment Storage Building/Wash Bay, the Successful Bidder shall furnish and shall install the following:

Item A (VEHICLE STORAGE AREA DOORS) - Three (3) 16'2" x 14'0" steel insulated overhead doors with electric operation; and

Item B (WASH BAY AREA DOORS) - Two (2) 12'2" x 14'0" steel insulated overhead doors with electric operation.

All doors shall feature two inch (2") thick, ribbed panel, sections with continuous polyurethane foamed in-place insulation, with 1/2" tempered insulated, ultra-violet (uv) reducing glass in the third and fourth sections (two (2) rows), five (5) panels wide, for all three (3) doors in Item A, four panels wide for all two (2) doors in Item B. The Town seeks to create a "full view" look. No oval type windows shall be allowed. See illustration, as attached. All doors shall feature thermal breaks between internal and external skins and between section joint seals. They shall also feature rubber bulb type bottom astragal, weather-stripped sides, and header. The exterior finish on all doors shall be an industrial dark brown baked-on polyester finish. The interior finish shall be a white baked-on polyester finish. Each door shall feature 50,000 cycle duplex torsion springs, lift clearance hardware for steel jambs for doors in Item A, lift clearance hardware for masonry jams for doors in Item B. Each door in both Item A and Item B shall be solid shaft - R Value = 17.50. For doors in item B (wash bay doors), hardware shall be "car wash" grade/ "damp environment grade", so as to allow the hardware to withstand premature corrosion.

The Successful Bidder shall also furnish and install new tracks of galvanized steel to accommodate such doors.

All doors in Items A and B shall be powered by UL-compliant electric jackshaft operators, which will be furnished and installed by the Successful Bidder. A total of five (5) electric jackshaft operators shall be furnished and installed by the Successful Bidder. All such operators shall be 480 volts / 3 phase 4 wires, and shall be one (1) horsepower. They shall also feature a brake. Each motor shall feature a redundant chain hoist, which will allow manual operation to raise and lower the doors in the case of a power outage/malfunction/failure. The Successful Bidder shall furnish and install all such electric jackshaft operators and shall furnish and install all such doors in Items A and B, above. For the wash bay doors (ITEM B), each jackshaft motor shall be UL Compliant/NEMA 4 Compliant (water-resistant).

Each door shall also feature one (1) set of commercial grade UL compliant/NEMA 4 compliant (water-resistant) photoeye sensors to ensure that each door will not close upon an object or person in the path of a closing door.

Each door shall also be equipped with one (1) set of commercial grade UL compliant/NEMA 4 compliant (water-resistant) "light curtains" for protection of personnel and equipment. Light curtains shall be mounted inside the building.

Each door in Item A and Item B shall be equipped to be operated by a three (3) button UL compliant/NEMA 4 rated (water-resistant) control station, featuring "open," "close," and "stop" buttons, which shall be furnished and installed by the Successful Bidder.

For doors in Item A only, the Successful Bidder shall also furnish one hundred (100) programmed remote controls, which will be installed in Natick Public Works vehicles by Town employees. Such remotes shall only open the doors in Item A and shall not directly close such doors. Closing shall take place automatically, to be set sixty (60) seconds after full opening has occurred, and where a safety device, as installed, has not been tripped to reset the timer for closure. Doors in Item B shall not feature any remote-control capability, but shall close automatically one hundred twenty (120) seconds after opening, unless and where a safety device, as installed, has not been tripped to reset the timer for closure.

The Successful Bidder shall dispose of all existing doors, jackshaft operators, and old electrical equipment/hardware. Each Bidder shall include such pricing with its bid.

II. NATICK EQUIPMENT MAINTENANCE GARAGE

With respect to the Natick Public Works Equipment Maintenance Garage, the Successful Bidder shall furnish and shall install the following:

Item A (NATICK EQUIPMENT MAINTENANCE GARAGE AREA DOORS) - Three (3) 16'2" x 17'6" steel insulated overhead doors with electric operation;

NOTE THAT, FOR ONE OF THESE DOORS (THE ONE LOCATED CLOSEST TO THE OVERHEAD CRANE), THE TOP OF THE TRACK IS REQUIRED TO BE 20'9", SO AS TO ALLOW FOR THE PROPER OPERATION AND MAINTENANCE OF THE OVERHEAD CRANE.

All doors shall feature two inch (2") thick ribbed panel sections with continuous polyurethane foamed in-place insulation, with 1/2" tempered insulated, ultraviolet (uv) reducing glass in the third and fourth sections (two (2) rows) six (6) panels wide. The Town seeks to create a "full view" look. No oval type windows shall be allowed. See illustration, as attached. All doors shall feature thermal breaks between internal and external skins and between section joint seals. All doors shall also feature rubber bulb type bottom astragal, weather-stripped sides, and header. The exterior finish on all doors shall be an industrial dark brown baked-on polyester finish. The interior finish shall be a white baked-on polyester finish. Each door shall feature 50,000 cycle duplex torsion springs, lift clearance hardware for steel jambs for doors in Item A. Each shall be solid shaft - R Value = 17.50.

The Successful Bidder shall also furnish and install new tracks of galvanized steel to accommodate such doors.

All doors in Item A shall be powered by UL-compliant electric jackshaft operators. A total of three (3) electric jackshaft operators shall be furnished and installed by the Successful Bidder. All such operators shall be 480 volts / 3 phase/4 wire, and shall be one (1) horsepower.

They shall also feature a brake. Each motor shall feature a redundant chain hoist, which will allow manual operation to raise and lower the doors in the case of a power outage/malfunction/failure. The Successful Bidder shall furnish and install all such electric jackshaft operators and shall furnish and install all such doors in Item A above.

Each door shall also feature one (1) set of commercial grade UL compliant/NEMA 4 compliant (water-resistant) photoeye sensors to ensure that each door will not close upon an object or person in the path of a closing door.

Each door shall also be equipped with one (1) set of commercial grade UL compliant/NEMA 4 compliant (water-resistant) "light curtains" for protection of personnel and equipment. Light curtains shall be mounted inside the building.

Each door shall be equipped to be operated by a three (3) button UL compliant/NEMA 4 rated (water-resistant) control station, featuring "open," "close," and "stop" buttons, which shall be furnished and installed by the Successful Bidder.

The Successful Bidder shall also furnish and install three (3) three (3) button UL compliant/NEMA 4 rated (water-resistant) control stations, one (1) for each door, in the Equipment Maintenance Division Supervisor's Office. Each such switch shall allow for an "open," "close," and "stop" function for each door. All doors shall be equipped to be operated by a three (3) button remote unit, with "open," "close," and "stop" buttons on each, which will be furnished and installed by the Successful Bidder.

The Successful Bidder shall also furnish twenty (20) programmed remote controls, which will be installed Natick Public Works vehicles by Town employees. Such remotes shall be capable of opening and closing the doors in Item A. No automatic closure, on a timed basis, shall be allowed.

The Successful Bidder shall dispose of all existing doors, jackshaft operators, and old electrical equipment/hardware. Each Bidder shall include such pricing with its bid.

COMMON TO BOTH BUILDINGS

All work to be performed by the Successful Bidder under any Contract with the Town shall be at prevailing wage rates.

The Successful Bidder shall also be required to post a fire watch/welding detail, which shall be charged at \$44.00 per hour. The Successful Bidder shall arrange for such detail with the Natick Fire Department in scheduling the performance of the work. Each bidder shall include and figure such a cost in his/her/its bid.

The Successful Bidder shall use caution during construction operations. The buildings are operational and contain personnel, furniture, fixtures and equipment. Mechanical equipment such as lighting, electrical conduits, junction boxes, power lines, etc. may exist in the vicinity of the work. The Successful Bidder shall take all necessary precautions so as not to cause any damages.

Any damages that interrupt service and/or require repairs to the building, furniture, fixtures or equipment shall be the responsibility of the Successful Bidder at no additional cost to the Owner and shall be repaired immediately.

The Successful Bidder shall use extreme caution during the entire construction period. The Successful Bidder is responsible for maintaining the buildings in a watertight/weathertight condition during the entire construction period. The Successful Bidder is responsible for preventing any construction related material from entering the buildings and the roof drainage system(s) during the entire construction period.

The existing condition information has been compiled from a variety of sources. The existing conditions are provided for general information only. Actual conditions may vary. Successful Bidder is required to verify existing conditions, and dimensions prior to submitting its bid. No additional compensation or time extension will be made for dimensional errors or discoverable inaccuracies related to existing conditions in the contract documents.

B. Successful Bidder's Personnel

The Successful Bidder shall be responsible for any training of his/her/its personnel. The Successful Bidder's personnel shall be adequately trained by the Successful Bidder, shall be experienced in the provision of services specified in this IFB, and shall be of good moral character. All of the Successful Bidder's employees assigned to the sites shall pass pre-employment criminal background screening.

The Successful Bidder shall provide the Town with the following information:

1. Name, business address, telephone, and cell phone numbers of the president and foreman.
2. Name, address, and telephone number of all employees assigned to the sites. The Successful Bidder will update this list whenever there is a change in personnel.

The Successful Bidder shall provide services as an independent contractor with the Town of Natick and the Successful Bidder 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.

Section 4. Bid Submission Requirements

Each Bidder shall submit the following with his/her/its Bid:

1. A fully executed Bid Form (Appendix 1) (which shall include certification of the following:
 - A. Bidder 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 IFB. (Bidder shall attach to the Bid 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 Bidder.)
 - B. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
 - C. Bidder provides a qualified (Town approved) Foreman, who shall be present at the work site at all times.
 - D. Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.
 - E. Bidder holds all applicable documentation and Insurance in accordance with this IFB. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)
 - F. Bidder shall attach to the Bid Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number). Bidder 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. Bidder has not defaulted on any Contract within the last five (5) years.
 - H. Bidder maintains a permanent place of business. (Bidder shall attach to the Bid Form the address of his/her/its business.)
 - I. Bidder has adequate personnel and equipment to perform the work expeditiously. (Bidder shall also attach to the Bid Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Bids are sought. Bidder shall attach to the Bid Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)

- J. Bidder has suitable financial status to meet obligations incident to the work. (Bidder shall attach to the Bid Form a financial statement that shows the Bidder's present financial status.
 - K. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
 - L. Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
 - M. Bidder possesses the skill, ability and integrity necessary for the faithful performance of the work.
 - N. Bidder 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. Bidder 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.
 - P. Bidder certifies that its materials meet the specifications. (A manufacturer's certificate, certifying conformance to the above material specifications, shall be furnished to the Town by the Successful Bidder.)
2. A fully executed Certificate of Non-Collusion. (Appendix 2)
 3. A fully executed Certificate of Tax Compliance. (M.G.L. c.62C, §49A) (Appendix 3)
 4. A fully executed Conflict of Interest Certification. (M.G.L. c.268A) (Appendix 4)
 5. A fully executed Certificate of Corporate Bidder, if applicable. (Appendix 5)
 6. A fully executed Certificate of Compliance with M.G.L. c.151B. (Appendix 6)
 7. A fully executed Certificate of Compliance with EEO/AA/SDO provisions. (Appendix 7)
 8. A full executed Certificate of Non-Debarment. (Appendix 8)

9. A Bid Deposit in the form of a Bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by, a responsible bank or trust company, payable to the Awarding Authority. The amount of such Bid Deposit shall be in the amount of five (5%) percent of the value of the Bid.
10. A certificate of insurability from an insurance company that is licensed to do business in the Commonwealth of Massachusetts indicating that all the provisions of the specifications can be met.
11. A letter of intent from a surety company that is licensed to do business in the Commonwealth of Massachusetts stating that the Bidder shall be able to obtain a Performance Bond in the amount of one hundred (100%) percent of the Contract Price.
12. A letter of intent from a surety company that is licensed to do business in the Commonwealth of Massachusetts stating that the Bidder shall be able to obtain a Labor and Materials Payment Bond in the amount of one hundred (100%) percent of the Contract Price.

Section 5. Bid Submission

Sealed Bids marked "Town of Natick: Sealed Bid for Replacement of the Overhead Doors at the Natick Department of Public Works" shall be received by 11:00 A.M. local time, February 21, 2019, at this address:

Procurement Office
c/o Natick Public Works Building
75 West Street
Natick, MA 01760.

Each Bidder's name, address and contact phone number shall be clearly visible from the outside of each sealed envelope. The clock in the Procurement Office shall be considered official. No late Bids shall be accepted. No faxed Bids shall be accepted. Conditional Bids will not be accepted.

Each Bid shall be submitted in accordance with the Bid Submission Requirements in order to be considered for award. Any Bid submitted shall be binding for thirty (30) days subsequent to the time of the opening of Bids.

As soon as is reasonably possible after the deadline for Bid submission, Bids will be opened in accordance with applicable law. **Bids received after that date and time will be rejected.**

Section 6. Selection Process and Award

Bids submitted to the Town prior to the deadline will be reviewed by the Procurement Officer to determine compliance with the foregoing Bid Submission Requirements and this IFB.

The Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, to the lowest responsible and eligible Bidder, based upon the lowest total cost to provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements in Section 4 above. The award of any Contract pursuant to this IFB shall be subject to appropriation by Natick Town Meeting.

The term "lowest responsible and eligible Bidder" shall mean the Bidder: (1) whose Bid is the lowest of those Bidders possessing the skill, ability and integrity necessary for the faithful performance of the work; (2) who shall certify that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (3) who shall certify 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; (4) who, where the provisions of Section 8B of Chapter 29 (of the Massachusetts General Laws (M.G.L.)) apply, shall have been determined to be qualified thereunder; and (5) who obtains within ten (10) days of the notification of Contract award the security by bond required under Section 29 of Chapter 149 (of the Massachusetts General Laws (M.G.L.)); provided that for the purposes of this section the term "security by bond" shall mean the bond of a surety company qualified to do business under the laws of the commonwealth and satisfactory to the Awarding Authority; provided further, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

Nothing in this IFB will compel the Town to award a Contract. The Town may cancel this IFB, may waive, to the extent allowed by law, any informalities, and may reject any and all Bids, if the Town, in its sole discretion, determines said action to be in the best interest of the Town of Natick. The Town may reject as non-responsive any Bid that fails to satisfy any of the Bid Submission Requirements.)

No person or firm debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency shall be awarded a Contract.

The Successful Bidder shall provide certification of insurance coverage and shall be required to indemnify and hold the Town harmless (see below for more information).

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

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

The Successful Bidder shall, within ten (10) days after presentation thereof by the Town, execute a Contract in accordance with the terms of this IFB, in the form of the attached Contract.

The Successful Bidder who enters into a Contract with the Town shall be responsible for obtaining, at his/her/its own expense, all appropriate federal, state and local permits, licenses and approvals.

The Town may terminate any such 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 any such Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.

Section 7. Compliance with Laws

The Successful Bidder 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 Successful Bidder shall comply, to the extent applicable, with the provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws, as amended. 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.

Section 8. Insurance

The Successful Bidder 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 IFB and is incorporated herein by reference. Without limitation of other requirements of this IFB, no Contract shall be entered into by the parties unless the Successful Bidder complies with all applicable insurance requirements, including, without limitation, the required language mandating that the Town of Natick 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.

Section 9. Indemnification

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

Section 10. Performance Bond Requirements

Within ten (10) calendar days after notification of award of a Contract by the Town, the Successful Bidder 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.

Section 11. Labor and Materials Payment Bond Requirements

Within ten (10) calendar days after notification of award of a Contract by the Town, the Successful Bidder 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.

Section 12. Use of Alcohol and Controlled and/or Mood Altering Substances Prohibited

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 Successful Bidder is prohibited on Town of Natick property which is the subject matter of this IFB and during all hours of work under any Contract with the Town. If any officer, employee, agent, or representative of the Successful Bidder violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Successful Bidder shall not be permitted to return to work under any Contract with the Town. Under such circumstances, the Successful Bidder 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.

Section 13. No Smoking

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

Section 14. Criminal Background Screening

For each employee of the Successful Bidder who is performing services under any Contract, the Successful Bidder 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 Bidder's pre-employment criminal background screen. In the event that any employee refuses to permit the Successful Bidder to provide such information to the Town, the Successful Bidder 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.

Section 15. Appendices

1. Bid Form

2. Certificate of Non-Collusion
3. Certificate of Tax Compliance (M.G.L. c.62C, §49A)
4. Conflict of Interest Certification (M.G.L. c.268A)
5. Certificate of Corporate Bidder
6. Certificate of Compliance with M.G.L. c.151B
7. Certificate of Compliance with EEO/AA/SDO provisions
8. Certificate of Non-Debarment
9. Prevailing Wage Rates
10. Form of Contract

APPENDIX 1
TOWN OF NATICK
BID FORM
(5 pages)

The undersigned hereby submits a sealed bid for services related to replacement of the overhead doors at the Natick Department of Public Works.

Printed Name of Bidder: _____

Address: _____

The Bidder hereby acknowledges receipt of the following addenda: _____.

(LIST EACH SEPARATELY e.g., 1, 2, 3, 4 and not just 1-4).

The Bidder hereby pledges to deliver the complete scope of services required for the Main Bid Work, for the price shown below:

Total Price in Words: _____

Total Price in Numbers: _____

Bidder certifies as follows:

- A. Bidder 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 IFB. (Bidder shall attach to the Bid 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 Bidder.)

- B. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
- C. Bidder provides a qualified (Town approved) Foreman, who shall be present at the work site at all times.
- D. Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.
- E. Bidder holds all applicable documentation and Insurance in accordance with this IFB. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)
- F. Bidder shall attach to the Bid Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person; address and telephone number). Bidder 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. Bidder has not defaulted on any Contract within the last five (5) years.
- H. Bidder maintains a permanent place of business. (Bidder shall attach to the Bid Form the address of his/her/its business.)
- I. Bidder has adequate personnel and equipment to perform the work expeditiously. (Bidder shall also attach to the Bid Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Bids are sought. Bidder shall attach to the Bid Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)
- J. Bidder has suitable financial status to meet obligations incident to the work. (Bidder shall attach to the Bid Form a financial statement that shows the Bidder's present financial status.
- K. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the

Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)

- L. Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
- M. Bidder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- N. Bidder 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. Bidder 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.
- P. Bidder certifies that its materials meet the specifications. (A manufacturer's certificate, certifying conformance to the above material specifications, shall be furnished to the Town by the Successful Bidder.)

The Bidder understands that the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, to the lowest responsible and eligible Bidder, based upon the lowest total cost to provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements in Section 4 above. The award of any Contract pursuant to this IFB shall be subject to appropriation by Natick Town Meeting.

The Bidder agrees that, if he/she/it is the Successful Bidder, he/she/it will within ten (10) days after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, each with a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount of one hundred percent (100%) of the Contract price, the premiums for which are to be paid by the Successful Bidder and are included in the Contract price; provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

The undersigned certifies under the penalties of perjury that this Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of section twenty-nine F of chapter

twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

The Bidder agrees that all Bid specifications and Contract specifications are hereto made part of any Contract executed with the Town and are binding on the Successful Bidder.

Authorized Signature

Printed Name

Printed Title

Date

If a Corporation:
Full Legal Name

Officers of Corporation and Addresses

State of Incorporation

Principal Place of Business

Telephone Number. _____

Qualified in Massachusetts Yes _____ No _____

Principal Place of Business in Massachusetts

Telephone Number _____

Full Legal Name of Surety Company

Principal Place of Business of Surety Company

Telephone Number _____

Admitted in Massachusetts Yes _____ No _____

Place of Business in Massachusetts

Telephone Number _____

Appendix 2
CERTIFICATE OF NON-COLLUSION

The undersigned certifies, under penalties of perjury, that this Bid 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.

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

Appendix 3
CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Laws (M.G.L.) c.62C, §49A, I certify under the penalties of perjury that the Bidder 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.

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

Appendix 4
CONFLICT OF INTEREST CERTIFICATION

The Bidder hereby certifies that:

1. The Bidder 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 Invitation for Bids.
2. No consultant to, or subcontractor for, the Bidder has given, offered, or agreed to give any gift, contribution, or offer of employment to the Bidder, 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 Bidder.
3. No person, corporation, or other entity, other than a bona fide full time employee of the Bidder has been retained or hired to solicit for or in any way assist the Bidder in obtaining the Contract (pursuant to this IFB) 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 Bidder.
4. The Bidder understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Bidder with respect to the transaction outlined in the IFB.
5. The Bidder understands that the Bidder, his/her/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.

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

Appendix 5
CERTIFICATE OF CORPORATE BIDDER

I, _____, certify that I am the _____ of the Corporation named as Bidder in the attached Bid Form; that _____, who signed said Bid Form on behalf of the Bidder was then _____ of said Corporation; that I know his/her signature hereto is genuine and that said Bid Form was duly signed, sealed and executed for and on behalf of its governing body.

(Corporate Seal)

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

This Certificate shall be completed where Bidder is a Corporation and shall be so completed by its Clerk. In the event that the Clerk is the person signing the Bidder on behalf of the Corporation, this Certificate shall be completed by another officer of the Corporation.

Appendix 6
CERTIFICATE OF COMPLIANCE WITH M.G.L. c.151B

The Bidder 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.

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

Appendix 7

CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS

The Bidder hereby certifies that it shall comply with all applicable minority workforce percentage ratio and specific affirmative action steps contained in any EEO/AA provisions of this Contract, including, without limitation any imposed by the Massachusetts Supplier Diversity Office (SDO).

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

Appendix 8
CERTIFICATE OF NON-DEBARMENT

The Bidder 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 Bidder shall inform the Town of Natick within one (1) business day of such debarment, suspension, or prohibition from practice.

Name of Bidder

Address of Bidder

Telephone Number

By: _____
(Signature)

Printed Name

Printed Title

Date

Appendix 9
PREVAILING WAGE RATES

See attached document.



CHARLES D. BAKER
Governor

KARYNE 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, Massachusetts
Contract Number:
Description of Work: Invitation for Bids Replacement of the Overhead Doors at the Natick Department of Public Works, 75 West Street, Natick, MA 01760
Job Location: 75 West Street (Rear) Natick, MA 01760

City/Town: NATICK

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
Construction						
(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)	08/01/2018	\$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	06/01/2018	\$34.00	\$7.70	\$14.02	\$0.00	\$55.72
	12/01/2018	\$34.84	\$7.70	\$14.02	\$0.00	\$56.56
	06/01/2019	\$35.71	\$7.70	\$14.02	\$0.00	\$57.43
	12/01/2019	\$36.57	\$7.70	\$14.02	\$0.00	\$58.29
	06/01/2020	\$37.46	\$7.70	\$14.02	\$0.00	\$59.18
	12/01/2020	\$38.35	\$7.70	\$14.02	\$0.00	\$60.07
	06/01/2021	\$39.27	\$7.70	\$14.02	\$0.00	\$60.99
	12/01/2021	\$40.18	\$7.70	\$14.02	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	06/01/2018	\$34.00	\$7.70	\$14.02	\$0.00	\$55.72
	12/01/2018	\$34.84	\$7.70	\$14.02	\$0.00	\$56.56
	06/01/2019	\$35.71	\$7.70	\$14.02	\$0.00	\$57.43
	12/01/2019	\$36.57	\$7.70	\$14.02	\$0.00	\$58.29
	06/01/2020	\$37.46	\$7.70	\$14.02	\$0.00	\$59.18
	12/01/2020	\$38.35	\$7.70	\$14.02	\$0.00	\$60.07
	06/01/2021	\$39.27	\$7.70	\$14.02	\$0.00	\$60.99
	12/01/2021	\$40.18	\$7.70	\$14.02	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	03/01/2018	\$43.57	\$7.07	\$17.46	\$0.00	\$68.10
	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$28.32	\$7.07	\$11.37	\$0.00	\$46.76
2	65	\$28.32	\$7.07	\$11.37	\$0.00	\$46.76
3	70	\$30.50	\$7.07	\$12.23	\$0.00	\$49.80
4	75	\$32.68	\$7.07	\$13.11	\$0.00	\$52.86
5	80	\$34.86	\$7.07	\$13.97	\$0.00	\$55.90
6	85	\$37.03	\$7.07	\$14.86	\$0.00	\$58.96
7	90	\$39.21	\$7.07	\$15.72	\$0.00	\$62.00
8	95	\$41.39	\$7.07	\$16.61	\$0.00	\$65.07

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2018	\$50.81	\$10.75	\$20.06	\$0.00	\$81.62
BRICKLAYERS LOCAL 3 (LOWELL)	02/01/2019	\$51.41	\$10.75	\$20.06	\$0.00	\$82.22
	08/01/2019	\$52.76	\$10.75	\$20.20	\$0.00	\$83.71
	02/01/2020	\$53.36	\$10.75	\$20.20	\$0.00	\$84.31
	08/01/2020	\$54.71	\$10.75	\$20.35	\$0.00	\$85.81
	02/01/2021	\$55.31	\$10.75	\$20.35	\$0.00	\$86.41
	08/01/2021	\$56.71	\$10.75	\$20.51	\$0.00	\$87.97
	02/01/2022	\$57.29	\$10.75	\$20.51	\$0.00	\$88.55

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.41	\$10.75	\$20.06	\$0.00	\$56.22
2	60	\$30.49	\$10.75	\$20.06	\$0.00	\$61.30
3	70	\$35.57	\$10.75	\$20.06	\$0.00	\$66.38
4	80	\$40.65	\$10.75	\$20.06	\$0.00	\$71.46
5	90	\$45.73	\$10.75	\$20.06	\$0.00	\$76.54

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$10.75	\$20.06	\$0.00	\$56.52
2	60	\$30.85	\$10.75	\$20.06	\$0.00	\$61.66
3	70	\$35.99	\$10.75	\$20.06	\$0.00	\$66.80
4	80	\$41.13	\$10.75	\$20.06	\$0.00	\$71.94
5	90	\$46.27	\$10.75	\$20.06	\$0.00	\$77.08

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	06/01/2018	\$39.10	\$7.70	\$15.40	\$0.00	\$62.20
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$40.05	\$7.70	\$15.40	\$0.00	\$63.15
	06/01/2019	\$41.05	\$7.70	\$15.40	\$0.00	\$64.15
	12/01/2019	\$42.05	\$7.70	\$15.40	\$0.00	\$65.15
	06/01/2020	\$43.04	\$7.70	\$15.40	\$0.00	\$66.14
	12/01/2020	\$44.02	\$7.70	\$15.40	\$0.00	\$67.12
	06/01/2021	\$45.04	\$7.70	\$15.40	\$0.00	\$68.14
	12/01/2021	\$46.05	\$7.70	\$15.40	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	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

Classification

		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - CARPENTER - Zone 2 Eastern MA							
Effective Date - 09/01/2018							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.66	\$9.90	\$1.73	\$0.00	\$32.29	
2	60	\$24.79	\$9.90	\$1.73	\$0.00	\$36.42	
3	70	\$28.92	\$9.90	\$12.31	\$0.00	\$51.13	
4	75	\$30.99	\$9.90	\$12.31	\$0.00	\$53.20	
5	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00	
6	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00	
7	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86	
8	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86	

Effective Date - 03/01/2019							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.18	\$9.90	\$1.73	\$0.00	\$32.81	
2	60	\$25.41	\$9.90	\$1.73	\$0.00	\$37.04	
3	70	\$29.65	\$9.90	\$12.31	\$0.00	\$51.86	
4	75	\$31.76	\$9.90	\$12.31	\$0.00	\$53.97	
5	80	\$33.88	\$9.90	\$14.04	\$0.00	\$57.82	
6	80	\$33.88	\$9.90	\$14.04	\$0.00	\$57.82	
7	90	\$38.12	\$9.90	\$15.77	\$0.00	\$63.79	
8	90	\$38.12	\$9.90	\$15.77	\$0.00	\$63.79	

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.22/ 3&4 \$36.03/ 5&6 \$52.86/ 7&8 \$58.73

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.02	
CARPENTERS -ZONE 2 (Wood Frame)	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	

All Aspects of New Wood Frame Work - As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
2	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
3	65	\$17.61	\$7.07	\$7.86	\$0.00	\$32.54
4	70	\$18.96	\$7.07	\$7.86	\$0.00	\$33.89
5	75	\$20.32	\$7.07	\$7.86	\$0.00	\$35.25
6	80	\$21.67	\$7.07	\$7.86	\$0.00	\$36.60
7	85	\$23.03	\$7.07	\$7.86	\$0.00	\$37.96
8	90	\$24.38	\$7.07	\$7.86	\$0.00	\$39.31

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.51	\$7.07	\$0.00	\$0.00	\$23.58
2	60	\$16.51	\$7.07	\$0.00	\$0.00	\$23.58
3	65	\$17.89	\$7.07	\$7.86	\$0.00	\$32.82
4	70	\$19.26	\$7.07	\$7.86	\$0.00	\$34.19
5	75	\$20.64	\$7.07	\$7.86	\$0.00	\$35.57
6	80	\$22.02	\$7.07	\$7.86	\$0.00	\$36.95
7	85	\$23.39	\$7.07	\$7.86	\$0.00	\$38.32
8	90	\$24.77	\$7.07	\$7.86	\$0.00	\$39.70

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$19.26/ 3&4 \$26.72/ 5&6 \$33.89/ 7&8 \$36.60

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	07/01/2018	\$42.52	\$12.42	\$22.41	\$0.30	\$77.65
BRICKLAYERS LOCAL 3 (LOWELL)	01/01/2019	\$43.76	\$12.42	\$22.41	\$0.30	\$78.89
	07/01/2019	\$44.64	\$12.42	\$22.41	\$0.30	\$79.77
	01/01/2020	\$45.88	\$12.42	\$22.41	\$0.30	\$81.01

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.26	\$12.42	\$15.41	\$0.00	\$49.09
2	60	\$25.51	\$12.42	\$17.41	\$0.30	\$55.64
3	65	\$27.64	\$12.42	\$18.41	\$0.30	\$58.77
4	70	\$29.76	\$12.42	\$19.41	\$0.30	\$61.89
5	75	\$31.89	\$12.42	\$20.41	\$0.30	\$65.02
6	80	\$34.02	\$12.42	\$21.41	\$0.30	\$68.15
7	90	\$38.27	\$12.42	\$22.41	\$0.30	\$73.40

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.88	\$12.42	\$15.41	\$0.00	\$49.71
2	60	\$26.26	\$12.42	\$17.41	\$0.30	\$56.39
3	65	\$28.44	\$12.42	\$18.41	\$0.30	\$59.57
4	70	\$30.63	\$12.42	\$19.41	\$0.30	\$62.76
5	75	\$32.82	\$12.42	\$20.41	\$0.30	\$65.95
6	80	\$35.01	\$12.42	\$21.41	\$0.30	\$69.14
7	90	\$39.38	\$12.42	\$22.41	\$0.30	\$74.51

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR
LABORERS - ZONE 2

06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES
OPERATING ENGINEERS LOCAL 4

06/01/2018	\$69.67	\$11.00	\$15.50	\$0.00	\$96.17
12/01/2018	\$71.30	\$11.00	\$15.50	\$0.00	\$97.80
06/01/2019	\$72.87	\$11.00	\$15.50	\$0.00	\$99.37
12/01/2019	\$74.50	\$11.00	\$15.50	\$0.00	\$101.00
06/01/2020	\$76.06	\$11.00	\$15.50	\$0.00	\$102.56
12/01/2020	\$77.69	\$11.00	\$15.50	\$0.00	\$104.19
06/01/2021	\$79.25	\$11.00	\$15.50	\$0.00	\$105.75
12/01/2021	\$80.88	\$11.00	\$15.50	\$0.00	\$107.38

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Effective Date - 01/01/2019		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN LABORERS - ZONE 2	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 2	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	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)	08/01/2018	\$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)	08/01/2018	\$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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)	09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN	09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

Apprentice - ELECTRICIAN - Local 103

Effective Date -	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
09/01/2018							
	1	40	\$20.25	\$13.00	\$0.61	\$0.00	\$33.86
	2	40	\$20.25	\$13.00	\$0.61	\$0.00	\$33.86
	3	45	\$22.78	\$13.00	\$13.97	\$0.00	\$49.75
	4	45	\$22.78	\$13.00	\$13.97	\$0.00	\$49.75
	5	50	\$25.31	\$13.00	\$14.38	\$0.00	\$52.69
	6	55	\$27.84	\$13.00	\$14.78	\$0.00	\$55.62
	7	60	\$30.37	\$13.00	\$15.17	\$0.00	\$58.54
	8	65	\$32.90	\$13.00	\$15.58	\$0.00	\$61.48
	9	70	\$35.43	\$13.00	\$15.97	\$0.00	\$64.40
	10	75	\$37.97	\$13.00	\$16.37	\$0.00	\$67.34

Effective Date -	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
03/01/2019							
	1	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
	2	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
	3	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
	4	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
	5	50	\$25.55	\$13.00	\$14.76	\$0.00	\$53.31
	6	55	\$28.11	\$13.00	\$15.17	\$0.00	\$56.28
	7	60	\$30.66	\$13.00	\$15.58	\$0.00	\$59.24
	8	65	\$33.22	\$13.00	\$16.00	\$0.00	\$62.22
	9	70	\$35.77	\$13.00	\$16.40	\$0.00	\$65.17
	10	75	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2018	\$57.62	\$15.43	\$16.61	\$0.00	\$89.66
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.81	\$15.43	\$0.00	\$0.00	\$44.24
2	55	\$31.69	\$15.43	\$16.61	\$0.00	\$63.73
3	65	\$37.45	\$15.43	\$16.61	\$0.00	\$69.49
4	70	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
5	80	\$46.10	\$15.43	\$16.61	\$0.00	\$78.14

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.74	\$15.58	\$0.00	\$0.00	\$45.32
2	55	\$32.71	\$15.58	\$17.51	\$0.00	\$65.80
3	65	\$38.66	\$15.58	\$17.51	\$0.00	\$71.75
4	70	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
5	80	\$47.58	\$15.58	\$17.51	\$0.00	\$80.67

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
LABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2018	\$43.19	\$11.00	\$15.50	\$0.00	\$69.69
OPERATING ENGINEERS LOCAL 4	05/01/2019	\$44.33	\$11.00	\$15.50	\$0.00	\$70.83
	11/01/2019	\$45.33	\$11.00	\$15.50	\$0.00	\$71.83
	05/01/2020	\$46.48	\$11.00	\$15.50	\$0.00	\$72.98
	11/01/2020	\$47.48	\$11.00	\$15.50	\$0.00	\$73.98
	05/01/2021	\$48.68	\$11.00	\$15.50	\$0.00	\$75.18
	11/01/2021	\$49.63	\$11.00	\$15.50	\$0.00	\$76.13
	05/01/2022	\$50.78	\$11.00	\$15.50	\$0.00	\$77.28

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2018	\$44.67	\$11.00	\$15.50	\$0.00	\$71.17
	05/01/2019	\$45.82	\$11.00	\$15.50	\$0.00	\$72.32
	11/01/2019	\$46.83	\$11.00	\$15.50	\$0.00	\$73.33
	05/01/2020	\$47.98	\$11.00	\$15.50	\$0.00	\$74.48
	11/01/2020	\$48.99	\$11.00	\$15.50	\$0.00	\$75.49
	05/01/2021	\$50.15	\$11.00	\$15.50	\$0.00	\$76.65
	11/01/2021	\$51.16	\$11.00	\$15.50	\$0.00	\$77.66
	05/01/2022	\$52.32	\$11.00	\$15.50	\$0.00	\$78.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2018	\$22.45	\$11.00	\$15.50	\$0.00	\$48.95
	05/01/2019	\$23.13	\$11.00	\$15.50	\$0.00	\$49.63
	11/01/2019	\$23.72	\$11.00	\$15.50	\$0.00	\$50.22
	05/01/2020	\$24.39	\$11.00	\$15.50	\$0.00	\$50.89
	11/01/2020	\$24.98	\$11.00	\$15.50	\$0.00	\$51.48
	05/01/2021	\$25.66	\$11.00	\$15.50	\$0.00	\$52.16
	11/01/2021	\$26.26	\$11.00	\$15.50	\$0.00	\$52.76
	05/01/2022	\$26.93	\$11.00	\$15.50	\$0.00	\$53.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS LOCAL 103	09/01/2018	\$37.97	\$13.00	\$16.35	\$0.00	\$67.32
	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	06/01/2018	\$38.83	\$11.00	\$15.50	\$0.00	\$65.33
	12/01/2018	\$39.78	\$11.00	\$15.50	\$0.00	\$66.28
	06/01/2019	\$40.69	\$11.00	\$15.50	\$0.00	\$67.19
	12/01/2019	\$41.64	\$11.00	\$15.50	\$0.00	\$68.14
	06/01/2020	\$42.55	\$11.00	\$15.50	\$0.00	\$69.05
	12/01/2020	\$43.50	\$11.00	\$15.50	\$0.00	\$70.00
	06/01/2021	\$44.41	\$11.00	\$15.50	\$0.00	\$70.91
	12/01/2021	\$45.36	\$11.00	\$15.50	\$0.00	\$71.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER LABORERS - ZONE 2	06/01/2018	\$21.50	\$7.70	\$14.02	\$0.00	\$43.22
	12/01/2018	\$22.50	\$7.70	\$14.02	\$0.00	\$44.22
	06/01/2019	\$22.50	\$7.70	\$14.02	\$0.00	\$44.22
	12/01/2019	\$23.50	\$7.70	\$14.02	\$0.00	\$45.22
	06/01/2020	\$23.50	\$7.70	\$14.02	\$0.00	\$45.22
	12/01/2020	\$24.50	\$7.70	\$14.02	\$0.00	\$46.22
	06/01/2021	\$24.50	\$7.70	\$14.02	\$0.00	\$46.22
	12/01/2021	\$24.50	\$7.70	\$14.02	\$0.00	\$46.22
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

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

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

06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS
OPERATING ENGINEERS LOCAL 4

06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR
SYSTEMS)
GLAZIERS LOCAL 35 (ZONE 2)

07/01/2018	\$39.51	\$8.15	\$20.15	\$0.00	\$67.81
01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
07/01/2019	\$40.96	\$8.15	\$20.85	\$0.00	\$69.96
01/01/2020	\$42.06	\$8.15	\$20.85	\$0.00	\$71.06
07/01/2020	\$43.16	\$8.15	\$20.85	\$0.00	\$72.16
01/01/2021	\$44.26	\$8.15	\$20.85	\$0.00	\$73.26

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55	\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60	\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65	\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70	\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75	\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80	\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90	\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72
5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.83
6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34
7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84
8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.89	\$11.00	\$0.00	\$0.00	\$36.89
2	60	\$28.25	\$11.00	\$15.50	\$0.00	\$54.75
3	65	\$30.60	\$11.00	\$15.50	\$0.00	\$57.10
4	70	\$32.96	\$11.00	\$15.50	\$0.00	\$59.46
5	75	\$35.31	\$11.00	\$15.50	\$0.00	\$61.81
6	80	\$37.66	\$11.00	\$15.50	\$0.00	\$64.16
7	85	\$40.02	\$11.00	\$15.50	\$0.00	\$66.52
8	90	\$42.37	\$11.00	\$15.50	\$0.00	\$68.87

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.53	\$11.00	\$0.00	\$0.00	\$37.53
2	60	\$28.94	\$11.00	\$15.50	\$0.00	\$55.44
3	65	\$31.35	\$11.00	\$15.50	\$0.00	\$57.85
4	70	\$33.76	\$11.00	\$15.50	\$0.00	\$60.26
5	75	\$36.17	\$11.00	\$15.50	\$0.00	\$62.67
6	80	\$38.58	\$11.00	\$15.50	\$0.00	\$65.08
7	85	\$41.00	\$11.00	\$15.50	\$0.00	\$67.50
8	90	\$43.41	\$11.00	\$15.50	\$0.00	\$69.91

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)

SHEETMETAL WORKERS LOCAL 17 - A

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)

ELECTRICIANS LOCAL 103

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR)

SHEETMETAL WORKERS LOCAL 17 - A

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING - WATER)

PIPEFITTERS LOCAL 537

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

HVAC MECHANIC

PIPEFITTERS LOCAL 537

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

02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2018	\$34.00	\$7.70	\$14.02	\$0.00	\$55.72
	12/01/2018	\$34.84	\$7.70	\$14.02	\$0.00	\$56.56
	06/01/2019	\$35.71	\$7.70	\$14.02	\$0.00	\$57.43
	12/01/2019	\$36.57	\$7.70	\$14.02	\$0.00	\$58.29
	06/01/2020	\$37.46	\$7.70	\$14.02	\$0.00	\$59.18
	12/01/2020	\$38.35	\$7.70	\$14.02	\$0.00	\$60.07
	06/01/2021	\$39.27	\$7.70	\$14.02	\$0.00	\$60.99
	12/01/2021	\$40.18	\$7.70	\$14.02	\$0.00	\$61.90

For apprentice rates see "Apprentice- LABORER"

INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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 - 09/01/2018		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
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

Effective Date - 09/01/2019		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$25.92	\$11.75	\$10.45	\$0.00	\$48.12
2	60	\$31.10	\$11.75	\$11.20	\$0.00	\$54.05
3	70	\$36.29	\$11.75	\$11.95	\$0.00	\$59.99
4	80	\$41.47	\$11.75	\$12.70	\$0.00	\$65.92

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	09/16/2018	\$46.07	\$8.00	\$22.85	\$0.00	\$76.92
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Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.64	\$8.00	\$22.85	\$0.00	\$58.49
2	70	\$32.25	\$8.00	\$22.85	\$0.00	\$63.10
3	75	\$34.55	\$8.00	\$22.85	\$0.00	\$65.40
4	80	\$36.86	\$8.00	\$22.85	\$0.00	\$67.71
5	85	\$39.16	\$8.00	\$22.85	\$0.00	\$70.01
6	90	\$41.46	\$8.00	\$22.85	\$0.00	\$72.31

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR
LABORERS - ZONE 2

06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER
LABORERS - ZONE 2

06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.95	\$7.70	\$14.02	\$0.00	\$41.67
2	70	\$23.28	\$7.70	\$14.02	\$0.00	\$45.00
3	80	\$26.60	\$7.70	\$14.02	\$0.00	\$48.32
4	90	\$29.93	\$7.70	\$14.02	\$0.00	\$51.65

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.45	\$7.70	\$14.02	\$0.00	\$42.17
2	70	\$23.86	\$7.70	\$14.02	\$0.00	\$45.58
3	80	\$27.27	\$7.70	\$14.02	\$0.00	\$48.99
4	90	\$30.68	\$7.70	\$14.02	\$0.00	\$52.40

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER
LABORERS - ZONE 2

06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER
LABORERS - ZONE 2

06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER
LABORERS - ZONE 2

06/01/2018	\$33.45	\$7.70	\$13.97	\$0.00	\$55.12
12/01/2018	\$34.29	\$7.70	\$13.97	\$0.00	\$55.96
06/01/2019	\$35.16	\$7.70	\$13.97	\$0.00	\$56.83
12/01/2019	\$36.02	\$7.70	\$13.97	\$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	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
	12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
	06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
	12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
	06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
	12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
	06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
	12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
	12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
	06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
	12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
	06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
	12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
	06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
	12/01/2021	\$39.43	\$7.70	\$14.02	\$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	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$40.40	\$10.75	\$18.97	\$0.00	\$70.12
	02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
	08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
	02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
	08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
	02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
	08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38
	02/01/2022	\$45.68	\$10.75	\$19.42	\$0.00	\$75.85

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.20	\$10.75	\$18.97	\$0.00	\$49.92
2	60	\$24.24	\$10.75	\$18.97	\$0.00	\$53.96
3	70	\$28.28	\$10.75	\$18.97	\$0.00	\$58.00
4	80	\$32.32	\$10.75	\$18.97	\$0.00	\$62.04
5	90	\$36.36	\$10.75	\$18.97	\$0.00	\$66.08

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$10.75	\$18.97	\$0.00	\$50.18
2	60	\$24.55	\$10.75	\$18.97	\$0.00	\$54.27
3	70	\$28.64	\$10.75	\$18.97	\$0.00	\$58.36
4	80	\$32.73	\$10.75	\$18.97	\$0.00	\$62.45
5	90	\$36.82	\$10.75	\$18.97	\$0.00	\$66.54

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	08/01/2018	\$52.95	\$10.75	\$20.66	\$0.00	\$84.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
	08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
	02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
	08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
	02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
	08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
	02/01/2022	\$59.51	\$10.75	\$21.11	\$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 - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.48	\$10.75	\$20.66	\$0.00	\$57.89
2	60	\$31.77	\$10.75	\$20.66	\$0.00	\$63.18
3	70	\$37.07	\$10.75	\$20.66	\$0.00	\$68.48
4	80	\$42.36	\$10.75	\$20.66	\$0.00	\$73.77
5	90	\$47.66	\$10.75	\$20.66	\$0.00	\$79.07

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.79	\$10.75	\$20.66	\$0.00	\$58.20
2	60	\$32.14	\$10.75	\$20.66	\$0.00	\$63.55
3	70	\$37.50	\$10.75	\$20.66	\$0.00	\$68.91
4	80	\$42.86	\$10.75	\$20.66	\$0.00	\$74.27
5	90	\$48.21	\$10.75	\$20.66	\$0.00	\$79.62

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)
OPERATING ENGINEERS LOCAL 4

06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE
OPERATING ENGINEERS LOCAL 4

06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)
MILLWRIGHTS LOCAL 1121 - Zone 2

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 - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.91	\$9.90	\$5.31	\$0.00	\$36.12
2	65	\$24.71	\$9.90	\$15.13	\$0.00	\$49.74
3	75	\$28.52	\$9.90	\$16.10	\$0.00	\$54.52
4	85	\$32.32	\$9.90	\$17.06	\$0.00	\$59.28

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$36.59
2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$50.30
3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$55.15
4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$60.00

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER
LABORERS - ZONE 2

06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

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

06/01/2018	\$23.14	\$11.00	\$15.50	\$0.00	\$49.64
12/01/2018	\$23.71	\$11.00	\$15.50	\$0.00	\$50.21
06/01/2019	\$24.26	\$11.00	\$15.50	\$0.00	\$50.76
12/01/2019	\$24.83	\$11.00	\$15.50	\$0.00	\$51.33
06/01/2020	\$25.38	\$11.00	\$15.50	\$0.00	\$51.88
12/01/2020	\$25.95	\$11.00	\$15.50	\$0.00	\$52.45
06/01/2021	\$26.50	\$11.00	\$15.50	\$0.00	\$53.00
12/01/2021	\$27.08	\$11.00	\$15.50	\$0.00	\$53.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)
OPERATING ENGINEERS LOCAL 4

06/01/2018	\$27.40	\$11.00	\$15.50	\$0.00	\$53.90
12/01/2018	\$28.07	\$11.00	\$15.50	\$0.00	\$54.57
06/01/2019	\$28.72	\$11.00	\$15.50	\$0.00	\$55.22
12/01/2019	\$29.39	\$11.00	\$15.50	\$0.00	\$55.89
06/01/2020	\$30.04	\$11.00	\$15.50	\$0.00	\$56.54
12/01/2020	\$30.72	\$11.00	\$15.50	\$0.00	\$57.22
06/01/2021	\$31.36	\$11.00	\$15.50	\$0.00	\$57.86
12/01/2021	\$32.04	\$11.00	\$15.50	\$0.00	\$58.54

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Effective Date - 01/01/2019		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2018	\$40.91	\$8.15	\$20.15	\$0.00	\$69.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$41.26	\$8.15	\$20.85	\$0.00	\$70.26
	07/01/2019	\$42.36	\$8.15	\$20.85	\$0.00	\$71.36
	01/01/2020	\$43.46	\$8.15	\$20.85	\$0.00	\$72.46
	07/01/2020	\$44.56	\$8.15	\$20.85	\$0.00	\$73.56
	01/01/2021	\$45.66	\$8.15	\$20.85	\$0.00	\$74.66

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

Effective Date - 07/01/2018		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$20.46	\$8.15	\$0.00	\$0.00	\$28.61
2	55	\$22.50	\$8.15	\$5.34	\$0.00	\$35.99
3	60	\$24.55	\$8.15	\$5.82	\$0.00	\$38.52
4	65	\$26.59	\$8.15	\$6.31	\$0.00	\$41.05
5	70	\$28.64	\$8.15	\$17.24	\$0.00	\$54.03
6	75	\$30.68	\$8.15	\$17.73	\$0.00	\$56.56
7	80	\$32.73	\$8.15	\$18.21	\$0.00	\$59.09
8	90	\$36.82	\$8.15	\$19.18	\$0.00	\$64.15

Effective Date - 01/01/2019		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent					
1	50	\$20.63	\$8.15	\$0.00	\$0.00	\$28.78
2	55	\$22.69	\$8.15	\$5.64	\$0.00	\$36.48
3	60	\$24.76	\$8.15	\$6.15	\$0.00	\$39.06
4	65	\$26.82	\$8.15	\$6.66	\$0.00	\$41.63
5	70	\$28.88	\$8.15	\$17.78	\$0.00	\$54.81
6	75	\$30.95	\$8.15	\$18.29	\$0.00	\$57.39
7	80	\$33.01	\$8.15	\$18.80	\$0.00	\$59.96
8	90	\$37.13	\$8.15	\$19.83	\$0.00	\$65.11

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2018	\$38.97	\$8.15	\$20.15	\$0.00	\$67.27
PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$39.32	\$8.15	\$20.85	\$0.00	\$68.32
	07/01/2019	\$40.42	\$8.15	\$20.85	\$0.00	\$69.42
	01/01/2020	\$41.52	\$8.15	\$20.85	\$0.00	\$70.52
	07/01/2020	\$42.62	\$8.15	\$20.85	\$0.00	\$71.62
	01/01/2021	\$43.72	\$8.15	\$20.85	\$0.00	\$72.72

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$8.15	\$0.00	\$0.00	\$27.64
2	55	\$21.43	\$8.15	\$5.34	\$0.00	\$34.92
3	60	\$23.38	\$8.15	\$5.82	\$0.00	\$37.35
4	65	\$25.33	\$8.15	\$6.31	\$0.00	\$39.79
5	70	\$27.28	\$8.15	\$17.24	\$0.00	\$52.67
6	75	\$29.23	\$8.15	\$17.73	\$0.00	\$55.11
7	80	\$31.18	\$8.15	\$18.21	\$0.00	\$57.54
8	90	\$35.07	\$8.15	\$19.18	\$0.00	\$62.40

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.66	\$8.15	\$0.00	\$0.00	\$27.81
2	55	\$21.63	\$8.15	\$5.64	\$0.00	\$35.42
3	60	\$23.59	\$8.15	\$6.15	\$0.00	\$37.89
4	65	\$25.56	\$8.15	\$6.66	\$0.00	\$40.37
5	70	\$27.52	\$8.15	\$17.78	\$0.00	\$53.45
6	75	\$29.49	\$8.15	\$18.29	\$0.00	\$55.93
7	80	\$31.46	\$8.15	\$18.80	\$0.00	\$58.41
8	90	\$35.39	\$8.15	\$19.83	\$0.00	\$63.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)
LABORERS - ZONE 2

06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
12/01/2021	\$39.43	\$7.70	\$14.02	\$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

07/01/2018	\$39.51	\$8.15	\$20.15	\$0.00	\$67.81
01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
07/01/2019	\$40.96	\$8.15	\$20.85	\$0.00	\$69.96
01/01/2020	\$42.06	\$8.15	\$20.85	\$0.00	\$71.06
07/01/2020	\$43.16	\$8.15	\$20.85	\$0.00	\$72.16
01/01/2021	\$44.25	\$8.15	\$20.85	\$0.00	\$73.25

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55	\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60	\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65	\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70	\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75	\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80	\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90	\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72
5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.83
6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34
7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84
8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2018	\$37.57	\$8.15	\$20.15	\$0.00	\$65.87
PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$37.92	\$8.15	\$20.85	\$0.00	\$66.92
	07/01/2019	\$39.02	\$8.15	\$20.85	\$0.00	\$68.02
	01/01/2020	\$40.12	\$8.15	\$20.85	\$0.00	\$69.12
	07/01/2020	\$41.22	\$8.15	\$20.85	\$0.00	\$70.22
	01/01/2021	\$42.32	\$8.15	\$20.85	\$0.00	\$71.32

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.79	\$8.15	\$0.00	\$0.00	\$26.94
2	55	\$20.66	\$8.15	\$5.34	\$0.00	\$34.15
3	60	\$22.54	\$8.15	\$5.82	\$0.00	\$36.51
4	65	\$24.42	\$8.15	\$6.31	\$0.00	\$38.88
5	70	\$26.30	\$8.15	\$17.24	\$0.00	\$51.69
6	75	\$28.18	\$8.15	\$17.73	\$0.00	\$54.06
7	80	\$30.06	\$8.15	\$18.21	\$0.00	\$56.42
8	90	\$33.81	\$8.15	\$19.18	\$0.00	\$61.14

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.96	\$8.15	\$0.00	\$0.00	\$27.11
2	55	\$20.86	\$8.15	\$5.64	\$0.00	\$34.65
3	60	\$22.75	\$8.15	\$6.15	\$0.00	\$37.05
4	65	\$24.65	\$8.15	\$6.66	\$0.00	\$39.46
5	70	\$26.54	\$8.15	\$17.78	\$0.00	\$52.47
6	75	\$28.44	\$8.15	\$18.29	\$0.00	\$54.88
7	80	\$30.34	\$8.15	\$18.80	\$0.00	\$57.29
8	90	\$34.13	\$8.15	\$19.83	\$0.00	\$62.11

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)	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZONE 1)	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 - 08/01/2018

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

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537

09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.18	\$9.95	\$7.75	\$0.00	\$38.88
2	45	\$23.82	\$9.95	\$18.74	\$0.00	\$52.51
3	60	\$31.76	\$9.95	\$18.74	\$0.00	\$60.45
4	70	\$37.06	\$9.95	\$18.74	\$0.00	\$65.75
5	80	\$42.35	\$9.95	\$18.74	\$0.00	\$71.04

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.78	\$9.95	\$7.75	\$0.00	\$39.48
2	45	\$24.50	\$9.95	\$18.74	\$0.00	\$53.19
3	60	\$32.66	\$9.95	\$18.74	\$0.00	\$61.35
4	70	\$38.11	\$9.95	\$18.74	\$0.00	\$66.80
5	80	\$43.55	\$9.95	\$18.74	\$0.00	\$72.24

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:**

PIPELAYER	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
LABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS	09/01/2018	\$55.69	\$11.82	\$16.01	\$0.00	\$83.52
PLUMBERS & GASFITTERS LOCAL 12	03/01/2019	\$57.19	\$11.82	\$16.01	\$0.00	\$85.02
	09/01/2019	\$58.69	\$11.82	\$16.01	\$0.00	\$86.52
	03/01/2020	\$60.19	\$11.82	\$16.01	\$0.00	\$88.02
	09/01/2020	\$61.69	\$11.82	\$16.01	\$0.00	\$89.52
	03/01/2021	\$63.19	\$11.82	\$16.01	\$0.00	\$91.02

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.49	\$11.82	\$5.81	\$0.00	\$37.12
2	40	\$22.28	\$11.82	\$6.59	\$0.00	\$40.69
3	55	\$30.63	\$11.82	\$8.98	\$0.00	\$51.43
4	65	\$36.20	\$11.82	\$10.53	\$0.00	\$58.55
5	75	\$41.77	\$11.82	\$12.13	\$0.00	\$65.72

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.02	\$11.82	\$5.81	\$0.00	\$37.65
2	40	\$22.88	\$11.82	\$6.59	\$0.00	\$41.29
3	55	\$31.45	\$11.82	\$8.98	\$0.00	\$52.25
4	65	\$37.17	\$11.82	\$10.53	\$0.00	\$59.52
5	75	\$42.89	\$11.82	\$12.13	\$0.00	\$66.84

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$62.12, Step5 with lic\$69.27

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)
PIPEFITTERS LOCAL 537

09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

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

PNEUMATIC DRILL/TOOL OPERATOR
LABORERS - ZONE 2

06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER
LABORERS - ZONE 2

06/01/2018	\$34.25	\$7.70	\$14.02	\$0.00	\$55.97
12/01/2018	\$35.09	\$7.70	\$14.02	\$0.00	\$56.81
06/01/2019	\$35.96	\$7.70	\$14.02	\$0.00	\$57.68
12/01/2019	\$36.82	\$7.70	\$14.02	\$0.00	\$58.54
06/01/2020	\$37.71	\$7.70	\$14.02	\$0.00	\$59.43
12/01/2020	\$38.60	\$7.70	\$14.02	\$0.00	\$60.32
06/01/2021	\$39.52	\$7.70	\$14.02	\$0.00	\$61.24
12/01/2021	\$40.43	\$7.70	\$14.02	\$0.00	\$62.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79
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>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 2	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	08/01/2018	\$42.36	\$11.35	\$15.90	\$0.00	\$69.61
	02/01/2019	\$43.51	\$11.35	\$15.90	\$0.00	\$70.76

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$11.35	\$3.69	\$0.00	\$36.22
2	60	\$25.42	\$11.35	\$15.90	\$0.00	\$52.67
3	65	\$27.53	\$11.35	\$15.90	\$0.00	\$54.78
4	75	\$31.77	\$11.35	\$15.90	\$0.00	\$59.02
5	85	\$36.01	\$11.35	\$15.90	\$0.00	\$63.26

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.76	\$11.35	\$3.69	\$0.00	\$36.80
2	60	\$26.11	\$11.35	\$15.90	\$0.00	\$53.36
3	65	\$28.28	\$11.35	\$15.90	\$0.00	\$55.53
4	75	\$32.63	\$11.35	\$15.90	\$0.00	\$59.88
5	85	\$36.98	\$11.35	\$15.90	\$0.00	\$64.23

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)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	08/01/2018	\$42.61	\$11.35	\$15.90	\$0.00	\$69.86
	02/01/2019	\$43.76	\$11.35	\$15.90	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84

Apprentice - SHEET METAL WORKER - Local 17-A

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 PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	10/01/2018	\$58.53	\$9.12	\$18.90	\$0.00	\$86.55
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	01/01/2019	\$57.98	\$9.47	\$19.10	\$0.00	\$86.55
	03/01/2019	\$59.48	\$9.47	\$19.10	\$0.00	\$88.05
	10/01/2019	\$60.98	\$9.47	\$19.10	\$0.00	\$89.55
	03/01/2020	\$62.48	\$9.47	\$19.10	\$0.00	\$91.05
	10/01/2020	\$63.98	\$9.47	\$19.10	\$0.00	\$92.55
	03/01/2021	\$65.48	\$9.47	\$19.10	\$0.00	\$94.05

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

Effective Date - 10/01/2018

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

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.29	\$9.47	\$9.10	\$0.00	\$38.86
2	40	\$23.19	\$9.47	\$9.10	\$0.00	\$41.76
3	45	\$26.09	\$9.47	\$9.10	\$0.00	\$44.66
4	50	\$28.99	\$9.47	\$9.10	\$0.00	\$47.56
5	55	\$31.89	\$9.47	\$9.10	\$0.00	\$50.46
6	60	\$34.79	\$9.47	\$10.60	\$0.00	\$54.86
7	65	\$37.69	\$9.47	\$10.60	\$0.00	\$57.76
8	70	\$40.59	\$9.47	\$10.60	\$0.00	\$60.66
9	75	\$43.49	\$9.47	\$10.60	\$0.00	\$63.56
10	80	\$46.38	\$9.47	\$10.60	\$0.00	\$66.45

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$37.97	\$13.00	\$16.35	\$0.00	\$67.32
	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103
Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.19	\$13.00	\$0.46	\$0.00	\$28.65
2	40	\$15.19	\$13.00	\$0.46	\$0.00	\$28.65
3	45	\$17.09	\$13.00	\$13.06	\$0.00	\$43.15
4	45	\$17.09	\$13.00	\$13.06	\$0.00	\$43.15
5	50	\$18.99	\$13.00	\$13.37	\$0.00	\$45.36
6	55	\$20.88	\$13.00	\$13.67	\$0.00	\$47.55
7	60	\$22.78	\$13.00	\$13.96	\$0.00	\$49.74
8	65	\$24.68	\$13.00	\$14.26	\$0.00	\$51.94
9	70	\$26.58	\$13.00	\$14.56	\$0.00	\$54.14
10	75	\$28.48	\$13.00	\$14.85	\$0.00	\$56.33

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
2	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
3	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
5	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90
6	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11
7	60	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
8	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57
9	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79
10	75	\$28.75	\$13.00	\$15.27	\$0.00	\$57.02

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS
BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2018	\$51.85	\$10.75	\$20.66	\$0.00	\$83.26
02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.93	\$10.75	\$20.03	\$0.00	\$56.71
2	60	\$31.11	\$10.75	\$20.03	\$0.00	\$61.89
3	70	\$36.30	\$10.75	\$20.03	\$0.00	\$67.08
4	80	\$41.48	\$10.75	\$20.03	\$0.00	\$72.26
5	90	\$46.67	\$10.75	\$20.03	\$0.00	\$77.45

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.25	\$10.75	\$20.03	\$0.00	\$57.03
2	60	\$31.49	\$10.75	\$20.03	\$0.00	\$62.27
3	70	\$36.74	\$10.75	\$20.03	\$0.00	\$67.52
4	80	\$41.99	\$10.75	\$20.03	\$0.00	\$72.77
5	90	\$47.24	\$10.75	\$20.03	\$0.00	\$78.02

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2018	\$39.35	\$7.70	\$15.40	\$0.00	\$62.45
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$40.30	\$7.70	\$15.40	\$0.00	\$63.40
	06/01/2019	\$41.30	\$7.70	\$15.40	\$0.00	\$64.40
	12/01/2019	\$42.30	\$7.70	\$15.40	\$0.00	\$65.40
	06/01/2020	\$43.29	\$7.70	\$15.40	\$0.00	\$66.39
	12/01/2020	\$44.27	\$7.70	\$15.40	\$0.00	\$67.37
	06/01/2021	\$45.29	\$7.70	\$15.40	\$0.00	\$68.39
	12/01/2021	\$46.30	\$7.70	\$15.40	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	06/01/2018	\$38.07	\$7.70	\$15.40	\$0.00	\$61.17
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$39.02	\$7.70	\$15.40	\$0.00	\$62.12
	06/01/2019	\$40.02	\$7.70	\$15.40	\$0.00	\$63.12
	12/01/2019	\$41.02	\$7.70	\$15.40	\$0.00	\$64.12
	06/01/2020	\$42.01	\$7.70	\$15.40	\$0.00	\$65.11
	12/01/2020	\$42.99	\$7.70	\$15.40	\$0.00	\$66.09
	06/01/2021	\$44.01	\$7.70	\$15.40	\$0.00	\$67.11
	12/01/2021	\$45.02	\$7.70	\$15.40	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
TUNNEL WORK - COMPRESSED AIR	06/01/2018	\$50.23	\$7.70	\$15.80	\$0.00	\$73.73
LABORERS (COMPRESSED AIR)	12/01/2018	\$51.18	\$7.70	\$15.80	\$0.00	\$74.68
	06/01/2019	\$52.18	\$7.70	\$15.80	\$0.00	\$75.68
	12/01/2019	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2020	\$54.17	\$7.70	\$15.80	\$0.00	\$77.67
	12/01/2020	\$55.15	\$7.70	\$15.80	\$0.00	\$78.65
	06/01/2021	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2021	\$57.18	\$7.70	\$15.80	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
LABORERS (COMPRESSED AIR)	12/01/2018	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2019	\$54.18	\$7.70	\$15.80	\$0.00	\$77.68
	12/01/2019	\$55.18	\$7.70	\$15.80	\$0.00	\$78.68
	06/01/2020	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2020	\$57.15	\$7.70	\$15.80	\$0.00	\$80.65
	06/01/2021	\$58.17	\$7.70	\$15.80	\$0.00	\$81.67
	12/01/2021	\$59.18	\$7.70	\$15.80	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR	06/01/2018	\$42.30	\$7.70	\$15.80	\$0.00	\$65.80
LABORERS (FREE AIR TUNNEL)	12/01/2018	\$43.25	\$7.70	\$15.80	\$0.00	\$66.75
	06/01/2019	\$44.25	\$7.70	\$15.80	\$0.00	\$67.75
	12/01/2019	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2020	\$46.24	\$7.70	\$15.80	\$0.00	\$69.74
	12/01/2020	\$47.22	\$7.70	\$15.80	\$0.00	\$70.72
	06/01/2021	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2018	\$44.30	\$7.70	\$15.80	\$0.00	\$67.80
LABORERS (FREE AIR TUNNEL)	12/01/2018	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2019	\$46.25	\$7.70	\$15.80	\$0.00	\$69.75
	12/01/2019	\$47.25	\$7.70	\$15.80	\$0.00	\$70.75
	06/01/2020	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2020	\$49.22	\$7.70	\$15.80	\$0.00	\$72.72
	06/01/2021	\$50.24	\$7.70	\$15.80	\$0.00	\$73.74
	12/01/2021	\$51.25	\$7.70	\$15.80	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
WAGON DRILL OPERATOR	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
LABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	09/01/2018	\$55.69	\$11.82	\$16.01	\$0.00	\$83.52
PLUMBERS & GASFITTERS LOCAL 12	03/01/2019	\$57.19	\$11.82	\$16.01	\$0.00	\$85.02
	09/01/2019	\$58.69	\$11.82	\$16.01	\$0.00	\$86.52
	03/01/2020	\$60.19	\$11.82	\$16.01	\$0.00	\$88.02
	09/01/2020	\$61.69	\$11.82	\$16.01	\$0.00	\$89.52
	03/01/2021	\$63.19	\$11.82	\$16.01	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone)	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables)	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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"						
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	02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
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.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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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.

Appendix 10
FORM OF CONTRACT
(SEE ATTACHED DOCUMENT.)

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

This Contract is made this _____ day of _____, 2019, 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 corporation organized under the laws of the _____, 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 regarding the Scope of Services outlined in paragraph 1, below, if any exist between the Town and the Contractor regarding the subject matter of this Contract, 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 services related to the replacement of the overhead doors at the Natick Public Works Department, as described in the Invitation for Bids for Services Related to the Replacement of the Overhead Doors at the Natick Public Works Department ("IFB"), 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.

3. **Term**

The term of this Contract shall commence on _____, 2019, and shall end one (1) year later. Time is of the essence in the performance of services rendered by the Contractor under this Contract. The Contractor, therefore, shall achieve final completion of the work by _____, 2019. If the Contractor shall fail to achieve final completion on or before said date, the Contractor shall pay to the Town as liquidated damages, and not as a penalty, the sum of four hundred dollars and zero cents (\$400.00) per day until such time as final completion has been achieved.

4. **Incorporation of the Invitation for Bids/Order of Priority of Contract Documents**

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

The provisions of the IFB and the Contractor's Bid 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)
Second Priority:	Contract
Third Priority:	Addenda to the IFB (if any)
Fourth Priority:	IFB
Fifth Priority:	Contractor's Bid.

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 Bid, 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 Bids, 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.

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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.

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 three (3) years 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

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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.
- 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 shall be named as an additional insured 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 or the Contractor 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

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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 is named as an additional insured on each such policy.

- 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 Contractor shall provide to the Town a copy of a certificate of insurance that provides evidence of all environmental liability insurance maintained by the Contractor.

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 and all of its 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 and any judgment that may be obtained in any such claim or suit.

10. No Personal Liability

Neither the Town of Natick, nor its officers, employees, boards, committees,

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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 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 IFB 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,

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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, 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.

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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 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

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
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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 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: Melissa A. Malone, Town Administrator
 Natick Town Hall
 13 East Central Street
 Natick, MA 01760

With copies to: Karis L. North, 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

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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 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 Bid 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.

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

- k. Prevailing wage rates, as contained in the Bid 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 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,

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
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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 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.

(The remainder of this page is left intentionally blank.)

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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

by:

Amy K. Mistrot, Chairman

Signature

Susan G. Salamoff, Vice Chairman

Printed Name

Michael J. Hickey, Jr., Clerk

Printed Title

Jonathan H. Freedman

Richard P. Jennett, Jr.

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: _____

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

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

Karis L. North, Esq.

Dated: _____

Town of Natick, Massachusetts
Contract for Services Related to the Replacement of the Overhead Doors at the
Natick Public Works Department

CERTIFICATE OF VOTE

I, _____, hereby certify
(Clerk/Secretary)

that I am the duly qualified and acting _____ of
(Title)

(Corporation Name)

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.)