

## TOWN OF NATICK MASSACHUSETTS

**TO:** Melissa A. Malone, Town Administrator  
William D. Chenard, Deputy Town Administrator – Operations  
Jeremy Marsette, P.E., Director, Natick Public Works  
Anthony Comeau, Supervisor, Water & Sewer Division, Natick Public Works  
Gregory Eldridge, Haley & Ward, Water & Sewer Consulting Firm

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

**DATE:** March 19, 2020

**SUBJECT: CONTRACT AWARD**  
**High Lift Pump Installation – Two (2) Pumps**

On March 10, 2020, bids were received for the procurement of services to replace two (2) high lift pumps for the Natick Public Works Water & Sewer Division, as represented in the Town's Invitation for Bids (IFB), for the Town of Natick, Massachusetts. Bids were received from five (5) bidders. (See attached.)

New England Pump and Valve Corp, LLC, 36 Industrial Park Road, Niantic, CT 06357 is the lowest responsible and responsive bidder. We recommend that the Natick Board of Selectmen award the contract to New England Pump and Valve Corp, LLC for the complete main bid services, as provided for in the Town's Invitation for Bids. The amount of the award will be for \$53,595.00, as provided for in New England Pump and Valve Corp, LLC's bid. Mr. Eldridge, Mr. Comeau, and I have reviewed the bids received and have checked the references and qualifications of New England Pump and Valve Corp, LLC.

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

Bids Received:	03/10/20
Newspaper Advertisement ( <u>Metrowest Daily News</u> ):	02/17/20
Website Posting:	02/12/20
Town Hall Posting	02/12/20
COMMBUYS Posting:	02/12/20
Goods and Services Posting:	02/19/20

**Funding:** Acct# 65020715-583030 - 2019 Fall ATM Art 12E - \$53,595.00 (Part of Sewer Collection Improvements)

Bids Received: See attached.

**Via Hand Delivery**

March 11, 2020

Mr. Anthony Comeau, Water and Sewer Supervisor  
Department of Public Works  
75 West Street  
Natick, MA 01760

Re: Highlift Pump Replacements Award Letter

Dear, Mr. Comeau

On March 10, 2020 five (5) bids were received for the project entitled "Replacement/ Installation of two (2) High Lift Pumps" in the Town of Natick, Massachusetts". We are attaching a Canvas of Bids and have summarized the five bids below.

- |    |  |              |
|----|--|--------------|
| 1. | New England Pump & Valve Company         | \$53,595.00  |
| 2. | Denis L. Maher Company                   | \$64,723.00  |
| 3. | Maher Services, Inc.                     | \$70,400.00  |
| 4. | Weston & Sampson CMR, Inc.               | \$78,695.00  |
| 5. | Pride environmental & Construction, Inc. | \$104,000.00 |

The low bid submitted by New England Pump & Valve Company appears to be in order.

We contacted three (3) project references for New England Pump & Valve Company, and received three generally positive responses, indicating there were no issues on their projects. References indicated that New England Pump & Valve Company had adequate inhouse steel fabrication shop and could rebuild attributes of pumps and motors including impellers and shafts. References indicated that they had no negative comments with New England Pump & Valve Company. They indicate the owner was very knowledgeable and thorough with his work.

We feel, based on the positive results of the reference checks and completed project list that New England Pump & Valve Company has the equipment, resources and experience to perform the work in accordance with the contract documents and within the specified time frame.

Mr. Comeau | March 11, 2020 | Page 1

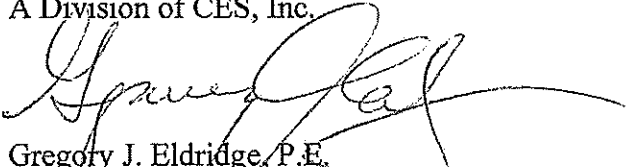
63 Great Road, Suite 200  
Maynard, MA 01754  
T 978.648.6025



Please review this letter with the Board of Selectmen, if you have any question on the responses and/or this letter, please feel free to contact our office.

Yours very truly,

HALEY AND WARD  
A Division of CES, Inc.



Gregory J. Eldridge, P.E.  
Vice President ♦ Senior Project Manager

Enclosures: Canvass of Bids

J:\Natick\489 Highlift pump replacements Sp\Letters\489-001 Award Letter To New England.docx

**NATICK, MASSACHUSETTS  
BOARD OF SELECTMEN**

**Replacement/Installation of Two (2) High Lift Pumps**

**CANVASS OF GENERAL BIDS RECEIVED – TUESDAY, MARCH 10, 2020**

New England Pump &  
Valve Company  
36 Industrial Park Rd.  
Niantic, CT 06357

Denis L. Maher  
Company  
7 Sculley Rd.  
Ayer, MA 01432

Maher Services,  
Inc.  
71 Concord St.  
North Reading, MA  
01864

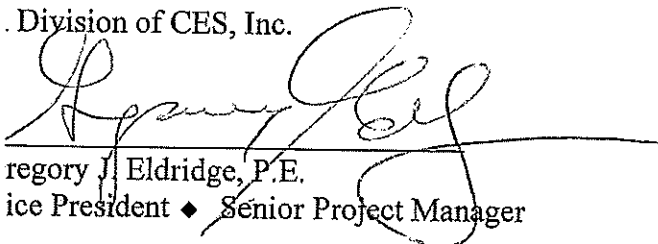
<u>DESCRIPTION</u>	<u>1<sup>ST</sup> LOW BIDDER</u>	<u>2<sup>ND</sup> LOW BIDDER</u>	<u>3<sup>RD</sup> LOW BIDDER</u>
Total Bid Amount			
General Contract	<u>\$53,595.00</u>	<u>\$64,723.00</u>	<u>\$70,400.00</u>

Additional Bids Received:

- |    |  |              |
|----|--|--------------|
| 4. | Weston & Sampson CMR, Inc.               | \$78,695.00  |
| 5. | Pride Environmental & Construction, Inc. | \$104,000.00 |

True summary of bids received on March 11, 2020

ALEY AND WARD  
Division of CES, Inc.

  
Gregory J. Eldridge, P.E.  
Vice President ♦ Senior Project Manager

# IFB Opening Form

**Date & Time:** March 10, 2020, 11:00 A.M. EDT

The requirement for the insurance certificate is a local one. Failure of a bidder to include with the bid will be considered a minor deviation/ clerical error, and will be waived and not affecting price, assuming it is promptly submitted after award.

*Suprad Khasi*  
CPO Signature:

Witness Signature: Melissa [Signature] 3-10-20

**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

This Contract is made this thirtieth day of March, 2020, 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 New England Pump and Valve Corp., LLC, a limited liability company, with a principal office located at 36 Industrial Park Road, Niantic, CT 06357 (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/installation of two (2) high lift pumps in the Town of Natick, as described in the Invitation for Bids for Services Related to the Replacement/Installation of Two (2) High Lift Pumps in the Town of Natick ("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 specified in the opening paragraph 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.

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

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

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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, §39G, 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.

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

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

6.     **Warranty**

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warrantied against manufacturing and design defect for a minimum of 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 that are authorized and licensed in the Commonwealth of Massachusetts to issue policies for the coverages and limits so required.

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



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- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.
- c. Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.
- d. Excess Liability Insurance, Umbrella Form - \$1,000,000 each occurrence and \$2,000,000 aggregate, which shall be following form, providing coverage over commercial general liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- e. The Town of Natick 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 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:

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- (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, 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

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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, 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,

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

16. No Smoking

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

17. Criminal Background Screening

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

18. Delays/*Force Majeure*

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

19. Termination

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

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Contract upon written notice to the Contractor.

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

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

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

20. Notices

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

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

If to the Town: William D. Chenard,  
Deputy Town Administrator - Operations  
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  
New England Pump and Valve Corp., LLC  
36 Industrial Park Road  
Niantic, CT 06357.

21. Miscellaneous Provisions

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

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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.
- 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

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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, 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



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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

New England Pump and Valve Corp.,  
LLC  
by:

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

\_\_\_\_\_  
Signature

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

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

\_\_\_\_\_  
Jonathan H. Freedman, Clerk

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

\_\_\_\_\_  
Karen Adelman-Foster

\_\_\_\_\_  
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/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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/Installation  
of Two (2) High Lift Pumps in the Town of Natick**

**CERTIFICATE OF VOTE**

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

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

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

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

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

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

\_\_\_\_\_  
Signature

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

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

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

**Town of Natick  
Natick, Massachusetts**

## **INVITATION FOR BIDS**

**FOR**

### **REPLACEMENT/INSTALLATION OF TWO (2) HIGH LIFT PUMPS IN THE TOWN OF NATICK**

**March 10, 2020 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/installation of two (2) high lift pumps in the Town of Natick. 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](mailto:bleblanc@natickma.org) beginning on February 19, 2020. Sealed Bids will be received until 11:00 A.M. local time, March 10, 2020, 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/installation of two (2) high lift pumps in the Town of Natick.

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](mailto: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 19, 2020.

No Pre-Bid Conference will be held.

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 March 3, 2020. 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/Installation of Two (2) High Lift Pumps in the Town of Natick" shall be received by 11:00 A.M. local time, March 10, 2020, 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/INSTALLATION OF TWO (2) HIGH LIFT PUMPS IN THE TOWN OF NATICK". 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**



No Pre-Bid Conference will be held.

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 March 3, 2020. Questions may also be submitted to the procurement officer at [bleblanc@natickma.org](mailto: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 main base work to be performed under any Contract with the Town ("the Work") shall consist of all labor and materials for replacement and installation of two (2) high lift pumps in the Town of Natick.

The work is described in the attached specifications and drawings.

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 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 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/Installation of Two (2) High Lift Pumps in the Town of Natick" shall be received by 11:00 A.M. local time, March 10, 2020, 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 Base 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**

The undersigned hereby submits a sealed bid for services related to replacement/  
installation of two (2) high lift pumps in the Town of Natick.

Printed Name of Bidder: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

The Bidder hereby acknowledges receipt of the following addenda: \_\_\_\_\_

(LIST OUT EACH ONE, i.e., 1, 2, 3, 4, etc. and NOT 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 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 Base 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

KARYN E. POLITO  
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA  
Secretary  
MICHAEL FLANAGAN  
Interim Director

Awarding Authority: Town of Natick, Massachusetts  
Contract Number: City/Town: NATICK  
Description of Work: IFB/Replacement/Installation of Two High Lift Pumps in Natick

Job Location: Various Locations, Natick, MA 01760

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 criminal penalties.

Issue Date: 02/19/2020

Wage Request Number: 20200219-052

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT 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"						
AIR TRACK OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2019	\$37.00	\$12.50	\$8.85	\$0.00	\$58.35
	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
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	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

**Apprentice - BOILERMAKER - Local 29**

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 (LOWELL)	02/01/2020	\$52.26	\$10.75	\$21.30	\$0.00	\$84.31
	08/01/2020	\$53.61	\$10.75	\$21.45	\$0.00	\$85.81
	02/01/2021	\$54.21	\$10.75	\$21.45	\$0.00	\$86.41
	08/01/2021	\$55.61	\$10.75	\$21.61	\$0.00	\$87.97
	02/01/2022	\$56.19	\$10.75	\$21.61	\$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 - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.13	\$10.75	\$21.30	\$0.00	\$58.18
2	60	\$31.36	\$10.75	\$21.30	\$0.00	\$63.41
3	70	\$36.58	\$10.75	\$21.30	\$0.00	\$68.63
4	80	\$41.81	\$10.75	\$21.30	\$0.00	\$73.86
5	90	\$47.03	\$10.75	\$21.30	\$0.00	\$79.08

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.81	\$10.75	\$21.45	\$0.00	\$59.01
2	60	\$32.17	\$10.75	\$21.45	\$0.00	\$64.37
3	70	\$37.53	\$10.75	\$21.45	\$0.00	\$69.73
4	80	\$42.89	\$10.75	\$21.45	\$0.00	\$75.09
5	90	\$48.25	\$10.75	\$21.45	\$0.00	\$80.45

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	12/01/2019	\$40.25	\$8.10	\$16.80	\$0.00	\$65.15
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$41.24	\$8.10	\$16.80	\$0.00	\$66.14
	12/01/2020	\$42.22	\$8.10	\$16.80	\$0.00	\$67.12
	06/01/2021	\$43.24	\$8.10	\$16.80	\$0.00	\$68.14
	12/01/2021	\$44.25	\$8.10	\$16.80	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2019	\$41.90	\$9.40	\$18.95	\$0.00	\$70.25
	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.95	\$9.40	\$1.73	\$0.00	\$32.08
2	60	\$25.14	\$9.40	\$1.73	\$0.00	\$36.27
3	70	\$29.33	\$9.40	\$13.76	\$0.00	\$52.49
4	75	\$31.43	\$9.40	\$13.76	\$0.00	\$54.59
5	80	\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
6	80	\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
7	90	\$37.71	\$9.40	\$17.22	\$0.00	\$64.33
8	90	\$37.71	\$9.40	\$17.22	\$0.00	\$64.33

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75	\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87

#### Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$29.99/ 3&4 \$35.85/ 5&6 \$54.22/ 7&8 \$60.14

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME CARPENTERS -ZONE 2 (Wood Frame)	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88
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All Aspects of New Wood Frame Work

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69
8	90	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09

## Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2020	\$45.23	\$12.75	\$22.41	\$0.62	\$81.01
BRICKLAYERS LOCAL 3 (LOWELL)						

## Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.62	\$12.75	\$15.41	\$0.00	\$50.78
2	60	\$27.14	\$12.75	\$17.41	\$0.62	\$57.92
3	65	\$29.40	\$12.75	\$18.41	\$0.62	\$61.18
4	70	\$31.66	\$12.75	\$19.41	\$0.62	\$64.44
5	75	\$33.92	\$12.75	\$20.41	\$0.62	\$67.70
6	80	\$36.18	\$12.75	\$21.41	\$0.62	\$70.96
7	90	\$40.71	\$12.75	\$22.41	\$0.62	\$76.49

## Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2019	\$49.73	\$12.50	\$15.70	\$0.00	\$77.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$50.83	\$12.50	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.98	\$12.50	\$15.70	\$0.00	\$80.18
	06/01/2021	\$53.08	\$12.50	\$15.70	\$0.00	\$81.28
	12/01/2021	\$54.23	\$12.50	\$15.70	\$0.00	\$82.43

Issue Date: 02/19/2020

Wage Request Number: 20200219-052

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.86	\$0.00	\$62.73
6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07

**Notes:**

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
DEMO: WRECKING LABORER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
DIVER TENDER 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
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
DRAWBRIDGE OPERATOR (Construction) ELECTRICIANS LOCAL 103	09/01/2019	\$53.01	\$13.00	\$18.94	\$0.00	\$84.95
	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN ELECTRICIANS LOCAL 103	09/01/2019	\$53.01	\$13.00	\$18.94	\$0.00	\$84.95
	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.20	\$13.00	\$0.64	\$0.00	\$34.84
2	40	\$21.20	\$13.00	\$0.64	\$0.00	\$34.84
3	45	\$23.85	\$13.00	\$14.37	\$0.00	\$51.22
4	45	\$23.85	\$13.00	\$14.37	\$0.00	\$51.22
5	50	\$26.51	\$13.00	\$14.79	\$0.00	\$54.30
6	55	\$29.16	\$13.00	\$15.20	\$0.00	\$57.36
7	60	\$31.81	\$13.00	\$15.61	\$0.00	\$60.42
8	65	\$34.46	\$13.00	\$16.03	\$0.00	\$63.49
9	70	\$37.11	\$13.00	\$16.44	\$0.00	\$66.55
10	75	\$39.76	\$13.00	\$16.86	\$0.00	\$69.62

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.40	\$13.00	\$0.64	\$0.00	\$35.04
2	40	\$21.40	\$13.00	\$0.64	\$0.00	\$35.04
3	45	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
4	45	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
5	50	\$26.75	\$13.00	\$15.04	\$0.00	\$54.79
6	55	\$29.43	\$13.00	\$15.46	\$0.00	\$57.89
7	60	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97
8	65	\$34.78	\$13.00	\$16.29	\$0.00	\$64.07
9	70	\$37.45	\$13.00	\$16.70	\$0.00	\$67.15
10	75	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25

Notes :

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

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

ELEVATOR CONSTRUCTOR	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTORS LOCAL 4	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
<b>Apprentice - ELEVATOR CONSTRUCTOR - Local 4</b>						
<b>Effective Date - 01/01/2020</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28
<b>Effective Date - 01/01/2021</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.74	\$15.88	\$0.00	\$0.00	\$47.62
2	55	\$34.91	\$15.88	\$19.31	\$0.00	\$70.10
3	65	\$41.26	\$15.88	\$19.31	\$0.00	\$76.45
4	70	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
5	80	\$50.78	\$15.88	\$19.31	\$0.00	\$85.97
<div>Notes:</div> <div>Steps 1-2 are 6 mos.; Steps 3-5 are 1 year</div> <div>Apprentice to Journeyworker Ratio:1:1</div>						
ELEVATOR CONSTRUCTOR HELPER	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
ELEVATOR CONSTRUCTORS LOCAL 4	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	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2019	\$44.18	\$12.00	\$15.60	\$0.00	\$71.78
OPERATING ENGINEERS LOCAL 4	05/01/2020	\$45.33	\$12.00	\$15.60	\$0.00	\$72.93
	11/01/2020	\$46.33	\$12.00	\$15.60	\$0.00	\$73.93
	05/01/2021	\$47.48	\$12.00	\$15.60	\$0.00	\$75.08
	11/01/2021	\$48.48	\$12.00	\$15.60	\$0.00	\$76.08
	05/01/2022	\$49.63	\$12.00	\$15.60	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2019	\$45.68	\$12.00	\$15.60	\$0.00	\$73.28
OPERATING ENGINEERS LOCAL 4	05/01/2020	\$46.83	\$12.00	\$15.60	\$0.00	\$74.43
	11/01/2020	\$47.84	\$12.00	\$15.60	\$0.00	\$75.44
	05/01/2021	\$49.00	\$12.00	\$15.60	\$0.00	\$76.60
	11/01/2021	\$50.01	\$12.00	\$15.60	\$0.00	\$77.61
	05/01/2022	\$51.17	\$12.00	\$15.60	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG. ROD PERSON-BLDG, SITE, HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2019	\$22.57	\$12.00	\$15.60	\$0.00	\$50.17
	05/01/2020	\$23.24	\$12.00	\$15.60	\$0.00	\$50.84
	11/01/2020	\$23.83	\$12.00	\$15.60	\$0.00	\$51.43
	05/01/2021	\$24.51	\$12.00	\$15.60	\$0.00	\$52.11
	11/01/2021	\$25.11	\$12.00	\$15.60	\$0.00	\$52.71
	05/01/2022	\$25.78	\$12.00	\$15.60	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	09/01/2019	\$53.01	\$13.00	\$18.94	\$0.00	\$84.95
	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 103	09/01/2019	\$39.76	\$13.00	\$16.86	\$0.00	\$69.62
	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
	03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
	09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
	03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
	09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
	03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$39.89	\$12.50	\$15.70	\$0.00	\$68.09
	06/01/2020	\$40.80	\$12.50	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.75	\$12.50	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.66	\$12.50	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER LABORERS - ZONE 2	12/01/2019	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	06/01/2020	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	12/01/2020	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	06/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	12/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	09/01/2019	\$46.25	\$9.40	\$19.25	\$0.00	\$74.90
	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$9.40	\$1.79	\$0.00	\$34.32
2	55	\$25.44	\$9.40	\$1.79	\$0.00	\$36.63
3	60	\$27.75	\$9.40	\$13.88	\$0.00	\$51.03
4	65	\$30.06	\$9.40	\$13.88	\$0.00	\$53.34
5	70	\$32.38	\$9.40	\$15.67	\$0.00	\$57.45
6	75	\$34.69	\$9.40	\$15.67	\$0.00	\$59.76
7	80	\$37.00	\$9.40	\$17.46	\$0.00	\$63.86
8	85	\$39.31	\$9.40	\$17.46	\$0.00	\$66.17

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72
2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07
3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51
4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86
5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01
6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36
7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50
8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85

Notes: Steps are 750 hrs.  
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
 Step 1&2 \$32.00/ 3&4 \$38.36/ 5&6 \$57.45/ 7&8 \$63.86

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
GLAZIERS LOCAL 35 (ZONE 2)	07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.86	\$0.00	\$55.38
6	75	\$30.35	\$8.20	\$19.40	\$0.00	\$57.95
7	80	\$32.37	\$8.20	\$19.94	\$0.00	\$60.51
8	90	\$36.41	\$8.20	\$21.02	\$0.00	\$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.20	\$0.00	\$0.00	\$28.98
2	55	\$22.86	\$8.20	\$5.94	\$0.00	\$37.00
3	60	\$24.94	\$8.20	\$6.48	\$0.00	\$39.62
4	65	\$27.01	\$8.20	\$7.02	\$0.00	\$42.23
5	70	\$29.09	\$8.20	\$18.86	\$0.00	\$56.15
6	75	\$31.17	\$8.20	\$19.40	\$0.00	\$58.77
7	80	\$33.25	\$8.20	\$19.94	\$0.00	\$61.39
8	90	\$37.40	\$8.20	\$21.02	\$0.00	\$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS      12/01/2019      \$48.73      \$12.50      \$15.70      \$0.00      \$76.93

OPERATING ENGINEERS LOCAL 4

06/01/2020      \$49.83      \$12.50      \$15.70      \$0.00      \$78.03

12/01/2020      \$50.98      \$12.50      \$15.70      \$0.00      \$79.18

06/01/2021      \$52.08      \$12.50      \$15.70      \$0.00      \$80.28

12/01/2021      \$53.23      \$12.50      \$15.70      \$0.00      \$81.43

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.80	\$12.50	\$0.00	\$0.00	\$39.30
2	60	\$29.24	\$12.50	\$15.70	\$0.00	\$57.44
3	65	\$31.67	\$12.50	\$15.70	\$0.00	\$59.87
4	70	\$34.11	\$12.50	\$15.70	\$0.00	\$62.31
5	75	\$36.55	\$12.50	\$15.70	\$0.00	\$64.75
6	80	\$38.98	\$12.50	\$15.70	\$0.00	\$67.18
7	85	\$41.42	\$12.50	\$15.70	\$0.00	\$69.62
8	90	\$43.86	\$12.50	\$15.70	\$0.00	\$72.06

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.41	\$12.50	\$0.00	\$0.00	\$39.91
2	60	\$29.90	\$12.50	\$15.70	\$0.00	\$58.10
3	65	\$32.39	\$12.50	\$15.70	\$0.00	\$60.59
4	70	\$34.88	\$12.50	\$15.70	\$0.00	\$63.08
5	75	\$37.37	\$12.50	\$15.70	\$0.00	\$65.57
6	80	\$39.86	\$12.50	\$15.70	\$0.00	\$68.06
7	85	\$42.36	\$12.50	\$15.70	\$0.00	\$70.56
8	90	\$44.85	\$12.50	\$15.70	\$0.00	\$73.05

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)	09/01/2019	\$53.01	\$13.00	\$18.94	\$0.00	\$84.95
ELECTRICIANS LOCAL 103	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.22	\$12.80	\$11.90	\$0.00	\$48.92
2	60	\$29.06	\$12.80	\$12.80	\$0.00	\$54.66
3	70	\$33.91	\$12.80	\$13.70	\$0.00	\$60.41
4	80	\$38.75	\$12.80	\$14.60	\$0.00	\$66.15

**Notes:**

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2019	\$46.66	\$8.00	\$23.50	\$0.00	\$78.16
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## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.00	\$8.00	\$23.50	\$0.00	\$59.50
2	70	\$32.66	\$8.00	\$23.50	\$0.00	\$64.16
3	75	\$35.00	\$8.00	\$23.50	\$0.00	\$66.50
4	80	\$37.33	\$8.00	\$23.50	\$0.00	\$68.83
5	85	\$39.66	\$8.00	\$23.50	\$0.00	\$71.16
6	90	\$41.99	\$8.00	\$23.50	\$0.00	\$73.49

## Notes:

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

Apprentice to Journeyworker Ratio:\*\*

JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

## Apprentice - LABORER - Zone 2

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.10	\$15.38	\$0.00	\$43.92
2	70	\$23.84	\$8.10	\$15.38	\$0.00	\$47.32
3	80	\$27.25	\$8.10	\$15.38	\$0.00	\$50.73
4	90	\$30.65	\$8.10	\$15.38	\$0.00	\$54.13

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.10	\$15.38	\$0.00	\$44.45
2	70	\$24.47	\$8.10	\$15.38	\$0.00	\$47.95
3	80	\$27.96	\$8.10	\$15.38	\$0.00	\$51.44
4	90	\$31.46	\$8.10	\$15.38	\$0.00	\$54.94

## Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER; CARPENTER TENDER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER; CEMENT FINISHER TENDER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER; HAZARDOUS WASTE/ASBESTOS REMOVER	12/01/2019	\$34.15	\$8.10	\$15.44	\$0.00	\$57.69
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
LABORER; MASON TENDER	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER; MULTI-TRADE TENDER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER; TREE REMOVER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$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	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$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 - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$20.12	\$0.00	\$51.62
2	60	\$24.89	\$10.75	\$20.12	\$0.00	\$55.76
3	70	\$29.04	\$10.75	\$20.12	\$0.00	\$59.91
4	80	\$33.19	\$10.75	\$20.12	\$0.00	\$64.06
5	90	\$37.34	\$10.75	\$20.12	\$0.00	\$68.21

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$10.75	\$20.27	\$0.00	\$52.31
2	60	\$25.54	\$10.75	\$20.27	\$0.00	\$56.56
3	70	\$29.80	\$10.75	\$20.27	\$0.00	\$60.82
4	80	\$34.06	\$10.75	\$20.27	\$0.00	\$65.08
5	90	\$38.31	\$10.75	\$20.27	\$0.00	\$69.33

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37



## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble &amp; Tile

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.93	\$0.00	\$59.89
2	60	\$32.65	\$10.75	\$21.93	\$0.00	\$65.33
3	70	\$38.09	\$10.75	\$21.93	\$0.00	\$70.77
4	80	\$43.54	\$10.75	\$21.93	\$0.00	\$76.22
5	90	\$48.98	\$10.75	\$21.93	\$0.00	\$81.66

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72
2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29
3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87
4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45
5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
MILLWRIGHTS LOCAL 1121 - Zone 2						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

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	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES, GRADALLS)	12/01/2019	\$23.08	\$12.50	\$15.70	\$0.00	\$51.28
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$23.63	\$12.50	\$15.70	\$0.00	\$51.83
	12/01/2020	\$24.20	\$12.50	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.75	\$12.50	\$15.70	\$0.00	\$52.95
	12/01/2021	\$25.33	\$12.50	\$15.70	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	12/01/2019	\$27.64	\$12.50	\$15.70	\$0.00	\$55.84
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$28.29	\$12.50	\$15.70	\$0.00	\$56.49
	12/01/2020	\$28.97	\$12.50	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.61	\$12.50	\$15.70	\$0.00	\$57.81
	12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Classification

		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS							
Effective Date - 01/01/2020							
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48		\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03		\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58		\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12		\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67		\$8.20	\$18.86	\$0.00	\$62.73
6	75	\$38.22		\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77		\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86		\$8.20	\$21.02	\$0.00	\$75.08

Effective Date - 07/01/2020							
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03		\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63		\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24		\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84		\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44		\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05		\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65		\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85		\$8.20	\$21.02	\$0.00	\$76.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SIGN, PICTORIAL & DISPLAY)		06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 2							

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - PAINTER SIGN - 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

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$42.96	\$8.20	\$22.10	\$0.00	\$73.26
	01/01/2021	\$44.06	\$8.20	\$22.10	\$0.00	\$74.36

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

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

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.93	\$8.20	\$0.00	\$0.00	\$29.13
2	55	\$23.02	\$8.20	\$5.94	\$0.00	\$37.16
3	60	\$25.12	\$8.20	\$6.48	\$0.00	\$39.80
4	65	\$27.21	\$8.20	\$7.02	\$0.00	\$42.43
5	70	\$29.30	\$8.20	\$18.86	\$0.00	\$56.36
6	75	\$31.40	\$8.20	\$19.40	\$0.00	\$59.00
7	80	\$33.49	\$8.20	\$19.94	\$0.00	\$61.63
8	90	\$37.67	\$8.20	\$21.02	\$0.00	\$66.89

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$8.20	\$0.00	\$0.00	\$29.68
2	55	\$23.63	\$8.20	\$5.94	\$0.00	\$37.77
3	60	\$25.78	\$8.20	\$6.48	\$0.00	\$40.46
4	65	\$27.92	\$8.20	\$7.02	\$0.00	\$43.14
5	70	\$30.07	\$8.20	\$18.86	\$0.00	\$57.13
6	75	\$32.22	\$8.20	\$19.40	\$0.00	\$59.82
7	80	\$34.37	\$8.20	\$19.94	\$0.00	\$62.51
8	90	\$38.66	\$8.20	\$21.02	\$0.00	\$67.88

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$41.02	\$8.20	\$22.10	\$0.00	\$71.32
	01/01/2021	\$42.12	\$8.20	\$22.10	\$0.00	\$72.42

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

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

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.96	\$8.20	\$0.00	\$0.00	\$28.16
2	55	\$21.96	\$8.20	\$5.94	\$0.00	\$36.10
3	60	\$23.95	\$8.20	\$6.48	\$0.00	\$38.63
4	65	\$25.95	\$8.20	\$7.02	\$0.00	\$41.17
5	70	\$27.94	\$8.20	\$18.86	\$0.00	\$55.00
6	75	\$29.94	\$8.20	\$19.40	\$0.00	\$57.54
7	80	\$31.94	\$8.20	\$19.94	\$0.00	\$60.08
8	90	\$35.93	\$8.20	\$21.02	\$0.00	\$65.15

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.20	\$0.00	\$0.00	\$28.71
2	55	\$22.56	\$8.20	\$5.94	\$0.00	\$36.70
3	60	\$24.61	\$8.20	\$6.48	\$0.00	\$39.29
4	65	\$26.66	\$8.20	\$7.02	\$0.00	\$41.88
5	70	\$28.71	\$8.20	\$18.86	\$0.00	\$55.77
6	75	\$30.77	\$8.20	\$19.40	\$0.00	\$58.37
7	80	\$32.82	\$8.20	\$19.94	\$0.00	\$60.96
8	90	\$36.92	\$8.20	\$21.02	\$0.00	\$66.14

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.86	\$0.00	\$55.38
6	75	\$30.35	\$8.20	\$19.40	\$0.00	\$57.95
7	80	\$32.37	\$8.20	\$19.94	\$0.00	\$60.51
8	90	\$36.41	\$8.20	\$21.02	\$0.00	\$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.20	\$0.00	\$0.00	\$28.98
2	55	\$22.86	\$8.20	\$5.94	\$0.00	\$37.00
3	60	\$24.94	\$8.20	\$6.48	\$0.00	\$39.62
4	65	\$27.01	\$8.20	\$7.02	\$0.00	\$42.23
5	70	\$29.09	\$8.20	\$18.86	\$0.00	\$56.15
6	75	\$31.17	\$8.20	\$19.40	\$0.00	\$58.77
7	80	\$33.25	\$8.20	\$19.94	\$0.00	\$61.39
8	90	\$37.40	\$8.20	\$21.02	\$0.00	\$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.82
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$39.62	\$8.20	\$22.10	\$0.00	\$69.92
	01/01/2021	\$40.72	\$8.20	\$22.10	\$0.00	\$71.02

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.26	\$8.20	\$0.00	\$0.00	\$27.46
2	55	\$21.19	\$8.20	\$5.94	\$0.00	\$35.33
3	60	\$23.11	\$8.20	\$6.48	\$0.00	\$37.79
4	65	\$25.04	\$8.20	\$7.02	\$0.00	\$40.26
5	70	\$26.96	\$8.20	\$18.86	\$0.00	\$54.02
6	75	\$28.89	\$8.20	\$19.40	\$0.00	\$56.49
7	80	\$30.82	\$8.20	\$19.94	\$0.00	\$58.96
8	90	\$34.67	\$8.20	\$21.02	\$0.00	\$63.89

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.20	\$0.00	\$0.00	\$28.01
2	55	\$21.79	\$8.20	\$5.94	\$0.00	\$35.93
3	60	\$23.77	\$8.20	\$6.48	\$0.00	\$38.45
4	65	\$25.75	\$8.20	\$7.02	\$0.00	\$40.97
5	70	\$27.73	\$8.20	\$18.86	\$0.00	\$54.79
6	75	\$29.72	\$8.20	\$19.40	\$0.00	\$57.32
7	80	\$31.70	\$8.20	\$19.94	\$0.00	\$59.84
8	90	\$35.66	\$8.20	\$21.02	\$0.00	\$64.88

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND  
DECK)

PILE DRIVER LOCAL 56 (ZONE 1)

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
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 - 08/01/2019

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	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
PIPEFITTERS LOCAL 537	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

## Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.88	\$10.95	\$8.00	\$0.00	\$40.83
2	45	\$24.61	\$10.95	\$19.74	\$0.00	\$55.30
3	60	\$32.81	\$10.95	\$19.74	\$0.00	\$63.50
4	70	\$38.28	\$10.95	\$19.74	\$0.00	\$68.97
5	80	\$43.75	\$10.95	\$19.74	\$0.00	\$74.44

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.48	\$10.95	\$8.00	\$0.00	\$41.43
2	45	\$25.29	\$10.95	\$19.74	\$0.00	\$55.98
3	60	\$33.71	\$10.95	\$19.74	\$0.00	\$64.40
4	70	\$39.33	\$10.95	\$19.74	\$0.00	\$70.02
5	80	\$44.95	\$10.95	\$19.74	\$0.00	\$75.64

Notes:

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

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

Apprentice to Journeyworker Ratio:\*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	09/01/2019	\$57.69	\$11.82	\$17.01	\$0.00	\$86.52
	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
	09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
	03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.19	\$11.82	\$6.16	\$0.00	\$38.17
2	40	\$23.08	\$11.82	\$6.99	\$0.00	\$41.89
3	55	\$31.73	\$11.82	\$9.53	\$0.00	\$53.08
4	65	\$37.50	\$11.82	\$11.18	\$0.00	\$60.50
5	75	\$43.27	\$11.82	\$12.88	\$0.00	\$67.97

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.54	\$12.07	\$6.24	\$0.00	\$38.85
2	40	\$23.48	\$12.07	\$7.08	\$0.00	\$42.63
3	55	\$32.28	\$12.07	\$9.63	\$0.00	\$53.98
4	65	\$38.15	\$12.07	\$11.33	\$0.00	\$61.55
5	75	\$44.02	\$12.07	\$13.03	\$0.00	\$69.12

#### Notes:

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$64.20, Step5 with lic\$71.67

Apprentice to Journeyworker Ratio:\*\*

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.17	\$10.95	\$19.74	\$0.00	\$89.86

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER LABORERS - ZONE 2	12/01/2019	\$35.06	\$8.10	\$15.38	\$0.00	\$58.54
	06/01/2020	\$35.95	\$8.10	\$15.38	\$0.00	\$59.43
	12/01/2020	\$36.84	\$8.10	\$15.38	\$0.00	\$60.32
	06/01/2021	\$37.76	\$8.10	\$15.38	\$0.00	\$61.24
	12/01/2021	\$38.67	\$8.10	\$15.38	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 170 - Dauphinets (Bellingham)	01/01/2020	\$24.00	\$11.01	\$2.50	\$0.00	\$37.51
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg)	02/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
ROOFERS LOCAL 33	08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
	02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
	08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
	02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$11.50	\$3.69	\$0.00	\$38.15
2	60	\$27.55	\$11.50	\$15.90	\$0.00	\$54.95
3	65	\$29.85	\$11.50	\$15.90	\$0.00	\$57.25
4	75	\$34.44	\$11.50	\$15.90	\$0.00	\$61.84
5	85	\$39.03	\$11.50	\$15.90	\$0.00	\$66.43

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.68	\$11.50	\$3.69	\$0.00	\$38.87
2	60	\$28.41	\$11.50	\$15.90	\$0.00	\$55.81
3	65	\$30.78	\$11.50	\$15.90	\$0.00	\$58.18
4	75	\$35.51	\$11.50	\$15.90	\$0.00	\$62.91
5	85	\$40.25	\$11.50	\$15.90	\$0.00	\$67.65

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	02/01/2020	\$46.17	\$11.50	\$15.90	\$0.00	\$73.57
ROOFERS LOCAL 33	08/01/2020	\$47.60	\$11.50	\$15.90	\$0.00	\$75.00
	02/01/2021	\$49.03	\$11.50	\$15.90	\$0.00	\$76.43
	08/01/2021	\$50.46	\$11.50	\$15.90	\$0.00	\$77.86
	02/01/2022	\$51.89	\$11.50	\$15.90	\$0.00	\$79.29

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97
2	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97
3	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11
4	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11
5	52	\$25.67	\$13.35	\$12.08	\$1.53	\$52.63
6	52	\$25.67	\$13.35	\$12.33	\$1.54	\$52.89
7	60	\$29.62	\$13.35	\$13.70	\$1.70	\$58.37
8	65	\$32.08	\$13.35	\$15.15	\$1.80	\$62.38
9	75	\$37.02	\$13.35	\$16.56	\$2.01	\$68.94
10	85	\$41.96	\$13.35	\$17.96	\$2.20	\$75.47

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64
2	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64
3	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88
4	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88
5	52	\$26.50	\$13.35	\$12.08	\$1.56	\$53.49
6	52	\$26.50	\$13.35	\$12.33	\$1.57	\$53.75
7	60	\$30.58	\$13.35	\$13.70	\$1.73	\$59.36
8	65	\$33.12	\$13.35	\$15.15	\$1.85	\$63.47
9	75	\$38.22	\$13.35	\$16.56	\$2.04	\$70.17
10	85	\$43.32	\$13.35	\$17.96	\$2.24	\$76.87

## Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	01/01/2020	\$60.07	\$9.68	\$19.80	\$0.00	\$89.55
	03/01/2020	\$61.98	\$9.47	\$19.60	\$0.00	\$91.05
	10/01/2020	\$63.48	\$9.47	\$19.60	\$0.00	\$92.55
	03/01/2021	\$64.98	\$9.47	\$19.60	\$0.00	\$94.05

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

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.02	\$9.68	\$11.35	\$0.00	\$42.05
2	40	\$24.03	\$9.68	\$12.00	\$0.00	\$45.71
3	45	\$27.03	\$9.68	\$12.65	\$0.00	\$49.36
4	50	\$30.04	\$9.68	\$13.30	\$0.00	\$53.02
5	55	\$33.04	\$9.68	\$13.95	\$0.00	\$56.67
6	60	\$36.04	\$9.68	\$14.60	\$0.00	\$60.32
7	65	\$39.05	\$9.68	\$15.25	\$0.00	\$63.98
8	70	\$42.05	\$9.68	\$15.90	\$0.00	\$67.63
9	75	\$45.05	\$9.68	\$16.55	\$0.00	\$71.28
10	80	\$48.06	\$9.68	\$17.20	\$0.00	\$74.94

Notes: Apprentice entered prior 9/30/10:

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

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	09/01/2019	\$39.76	\$13.00	\$16.86	\$0.00	\$69.62
	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
	03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
	09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
	03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
	09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
	03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.89	\$13.00	\$0.54	\$0.00	\$31.43
2	45	\$17.89	\$13.00	\$0.54	\$0.00	\$31.43
3	50	\$19.88	\$13.00	\$13.75	\$0.00	\$46.63
4	50	\$19.88	\$13.00	\$13.75	\$0.00	\$46.63
5	55	\$21.87	\$13.00	\$14.06	\$0.00	\$48.93
6	60	\$23.86	\$13.00	\$14.37	\$0.00	\$51.23
7	65	\$25.84	\$13.00	\$14.69	\$0.00	\$53.53
8	70	\$27.83	\$13.00	\$14.99	\$0.00	\$55.82
9	75	\$29.82	\$13.00	\$15.30	\$0.00	\$58.12
10	80	\$31.81	\$13.00	\$15.61	\$0.00	\$60.42

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60
2	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60
3	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07
4	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07
5	55	\$22.07	\$13.00	\$14.31	\$0.00	\$49.38
6	60	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
7	65	\$26.08	\$13.00	\$14.94	\$0.00	\$54.02
8	70	\$28.09	\$13.00	\$15.26	\$0.00	\$56.35
9	75	\$30.10	\$13.00	\$15.56	\$0.00	\$58.66
10	80	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
	08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
	02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
	08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
	02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.94	\$0.00	\$59.36
2	60	\$32.00	\$10.75	\$21.94	\$0.00	\$64.69
3	70	\$37.34	\$10.75	\$21.94	\$0.00	\$70.03
4	80	\$42.67	\$10.75	\$21.94	\$0.00	\$75.36
5	90	\$48.01	\$10.75	\$21.94	\$0.00	\$80.70

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19
2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65
3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12
4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59
5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2019	\$40.50	\$8.10	\$16.80	\$0.00	\$65.40
	06/01/2020	\$41.49	\$8.10	\$16.80	\$0.00	\$66.39
	12/01/2020	\$42.47	\$8.10	\$16.80	\$0.00	\$67.37
	06/01/2021	\$43.49	\$8.10	\$16.80	\$0.00	\$68.39
	12/01/2021	\$44.50	\$8.10	\$16.80	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2019	\$39.22	\$8.10	\$16.80	\$0.00	\$64.12
	06/01/2020	\$40.21	\$8.10	\$16.80	\$0.00	\$65.11
	12/01/2020	\$41.19	\$8.10	\$16.80	\$0.00	\$66.09
	06/01/2021	\$42.21	\$8.10	\$16.80	\$0.00	\$67.11
	12/01/2021	\$43.22	\$8.10	\$16.80	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
	06/01/2020	\$52.37	\$8.10	\$17.20	\$0.00	\$77.67
	12/01/2020	\$53.35	\$8.10	\$17.20	\$0.00	\$78.65
	06/01/2021	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2021	\$55.38	\$8.10	\$17.20	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
	06/01/2020	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2020	\$55.35	\$8.10	\$17.20	\$0.00	\$80.65
	06/01/2021	\$56.37	\$8.10	\$17.20	\$0.00	\$81.67
	12/01/2021	\$57.38	\$8.10	\$17.20	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
	06/01/2020	\$44.44	\$8.10	\$17.20	\$0.00	\$69.74
	12/01/2020	\$45.42	\$8.10	\$17.20	\$0.00	\$70.72
	06/01/2021	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2021	\$47.45	\$8.10	\$17.20	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
	06/01/2020	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2020	\$47.42	\$8.10	\$17.20	\$0.00	\$72.72
	06/01/2021	\$48.44	\$8.10	\$17.20	\$0.00	\$73.74
	12/01/2021	\$49.45	\$8.10	\$17.20	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	09/01/2019	\$57.69	\$11.82	\$17.01	\$0.00	\$86.52
	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
	09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
	03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Outside Electrical - East</b>						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.83	\$8.75	\$3.36	\$0.00	\$40.94
2	65	\$31.23	\$8.75	\$3.44	\$0.00	\$43.42
3	70	\$33.64	\$8.75	\$3.51	\$0.00	\$45.90
4	75	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87
5	80	\$38.44	\$8.75	\$5.15	\$0.00	\$52.34
6	85	\$40.84	\$8.75	\$5.23	\$0.00	\$54.82
7	90	\$43.25	\$8.75	\$7.30	\$0.00	\$59.30

Effective Date - 08/30/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	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.



## Department of Labor Standards Prevailing Wage Program

### Confirmation

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

Please note the wage request number **20200219-052** for future inquiries.

[Request another official Wage Schedule](#)

[Return to Prevailing Wage Website](#)

2/19/2020

**Request Official Wage Schedule  
Website**

**Appendix 10**  
**FORM OF CONTRACT**  
**(SEE ATTACHED DOCUMENT.)**

**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

This Contract is made this \_\_\_\_\_ day of \_\_\_\_\_, 2020, 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/installation of two (2) high lift pumps in the Town of Natick, as described in the Invitation for Bids for Services Related to the Replacement/Installation of Two (2) High Lift Pumps in the Town of Natick ("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 Contractor shall commence work upon the issuance of a Notice to Proceed by the Town. The work will be complete seventy (70) days following the issuance of the Notice to Proceed. Should the work not complete within seventy (70) days following the issuance of the Notice to Proceed, the Contractor shall pay to the Town the sum of four hundred dollars and zero cents (\$400.00) per day, as liquidated damages, and not as a penalty, until such time as the work is complete.

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

The provisions of the IFB and the Contractor's Bid are incorporated herein by



**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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, §39G, 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/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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 that are authorized and licensed in the Commonwealth of Massachusetts to issue

**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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 with its proof of insurance coverage endorsements or riders to the policies

**Town of Natick, Massachusetts**  
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**of Two (2) High Lift Pumps in the Town of Natick**

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, commissions, agents and representatives shall be under any personal obligation or

**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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, narcotics, and controlled and/or mood altering substances, except for current

**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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**  
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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 from sums due or sums which become due.

**Town of Natick, Massachusetts**  
**Contract for Services Related to the Replacement/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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: William D. Chenard,  
Deputy Town Administrator - Operations  
Natick Town Hall  
13 East Central Street  
Natick, MA 01760

With copies to: Karis L. North, Esq.  
Murphy, Hesse, Toomey & Lehan, 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/Installation**  
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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**  
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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.
- r. The parties agree that the traditional canon of contract interpretation,

**Town of Natick, Massachusetts**  
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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/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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

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

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

\_\_\_\_\_  
Signature

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

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

\_\_\_\_\_  
Jonathan H. Freedman, Clerk

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

\_\_\_\_\_  
Karen Adelman-Foster

\_\_\_\_\_  
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/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

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/Installation**  
**of Two (2) High Lift Pumps in the Town of Natick**

**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.)

**Town of Natick  
Natick, Massachusetts**

**CONTRACT W-161**

**APPENDIX 11  
SPECIFICATIONS**

**FOR**

**REPLACEMENT/INSTALLATION OF TWO (2) HIGH  
LIFT PUMPS IN THE TOWN OF NATICK**

## SECTION 01010

### SUMMARY OF THE WORK

#### PART 1 - GENERAL

##### 1.1 DESCRIPTION

###### A. Work included:

1. The Work of this Contract is located in the Town of Natick, MA, at the Springvale Water Treatment Plant, 1080 Worcester Road.
2. In order for Natick to meet water demands, the existing pumps will not be pulled until the new pump and column are ready for shipment.
  - a. Only one pump can be removed and replaced at a time. The other pump scheduled for replacement must remain active.
3. The work of the General Contractor shall include but not necessarily be limited to providing all labor, materials, equipment and incidentals required to replace high Lift Pump #3 and #5.
4. Replace High Lift Pump #3 including but not limited to the following work.
  - a. Remove and dispose of the existing high lift pump, column and shafting,
  - b. Furnish and install new vertical turbine pump,
  - c. Rewind motor and replace motor bearings and test,
  - d. Furnish and install new pump and motor shafting,
  - e. Furnish and install new column piping,
  - f. Conduct pump test on new pumping equipment.
5. Replace High Lift Pump #5 including but not limited to the following work.
  - g. Remove and dispose of the existing high lift pump, column and shafting,
  - h. Furnish and install new vertical turbine pump,
  - i. Rewind motor and replace motor bearings and test,
  - j. Furnish and install new pump and motor shafting,
  - k. Furnish and install new column piping,
  - l. Conduct pump test on new pumping equipment.

END OF SECTION



## SECTION 01025

### MEASUREMENT AND PAYMENT

#### PART 1 - DESCRIPTION

##### 1.1 SCOPE

- A. The purpose of this Section is to define the method of measurement and payment for each of the unit price or lump sum items listed in the Bid.
1. The Contractor shall thoroughly review the work required for each payment item.

##### 1.2 MEASUREMENT OF QUANTITIES

A. QUANTITIES

1. The quantities of the various items of work performed shall be determined for purposes of progress and final payment, by the Contractor and the Owner.

Payment Item Number	Description
1.	Mobilization
2.	Pump #3 Replacement Work
3.	Pump #5 Replacement Work
4.	Motor #3 & #5 Repairs

##### 1.3 MOBILIZATION (ITEM 1)

A. Measurement

1. Measurement for payment of Mobilization costs Measurement for payment of mobilization costs shall be on the lump sum basis.

B. Payment

1. Payment for mobilization shall be made at the lump sum price bid under Bid Item No. 1 in the Proposal. The price bid shall be full compensation for all costs associated with all required mobilizations including but not limited to transportation of equipment and materials to the construction site, obtaining of all permits, All costs associated with removal of equipment and materials upon completion of work.
2. Payment for mobilization will be made on the following schedule:
  - a. 25% after mobilization to the Natick site
  - b. 50% after completing first pump
  - c. 25% when work is complete and crew has demobilized

##### 1.4 PUMP #3 REPLACEMENT WORK (ITEM 2)

- A. Measurement
  - 1. Measurement for pump #3 replacement work shall be when the pump has been installed, tested and online.
- B. Payment
  - 1. Payment for pump #3 shall be at the lump sum price bid under Item No. 2. The bid price shall be full compensation for all costs associated with removing and disposing of existing pump #3 equipment, furnishing and installing new pump #3 equipment, disinfecting pumping equipment before installation, and testing of new pump.

#### 1.5 PUMP #5 REPLACEMENT WORK (ITEM 3)

- A. Measurement
  - 1. Measurement for pump #5 replacement work shall be when the pump has been installed, tested and online.
- B. Payment
  - 1. Payment for pump #5 shall be at the lump sum price bid under Item No. 3. The bid price shall be full compensation for all costs associated with removing and disposing of existing pump #5 equipment, furnishing and installing new pump #5 equipment, disinfecting pumping equipment before installation, and testing of new pump.

#### 1.6 MOTOR #3 & #5 REPAIR WORK (ITEM 4)

- A. Measurement
  - 1. Measurement for motor #3 & #5 repair work shall be when the motors have been repaired, installed, tested and online.
- B. Payment
  - 1. Payment for motor #3 & #5 shall be at the lump sum price bid under Item No. 4. The bid price shall be full compensation for all costs associated with removing, delivering motor to motor shop, rewinding and bearing replacement, deliver back to site, installing motor on discharge head and testing.
    - a. 50% payment will be made when the first motor is online. Second 50% payment will be made when the second motor is online.

END OF SECTION

SECTION 01200  
PROJECT MEETINGS

PART 1 - GENERAL

1.1 DESCRIPTION

- A. Work included: To enable orderly review during progress of the Work, and to provide for systematic discussion of problems, the Engineer will conduct project meetings throughout the construction period.

1.2 QUALITY ASSURANCE

- A. For those persons designated by Contractor to attend and participate in project meetings, Contractor shall provide required authority to commit Contractor to solutions agreed upon in the project meetings.
- B. Contractor shall conduct all work in a first-class workmanlike manner, and he/she shall use reasonable and appropriate care and skill in the performance of the Work under this section.

1.3 SUBMITTALS

- A. Agenda items:
1. Engineer shall prepare a general agenda for the meetings and shall submit the same to Contractor prior to or at the meeting.
  2. To the maximum extent practicable, Contractor shall advise Engineer at least twenty-four (24) hours in advance of project meetings regarding items to be added to the agenda.
- B. Minutes:
1. Engineer will compile minutes of each project meeting, and will furnish three copies to Contractor and required copies to Owner.
  2. Recipients of copies may make and distribute such other copies as they wish.

PART 2 - PRODUCTS - No products are required in this Section.

PART 3 - EXECUTION

3.1 MEETING SCHEDULE

- A. Coordinate as necessary to establish mutually acceptable schedule for meetings.

### 3.2 MEETING LOCATION

- A. Engineer shall establish meeting location. To the maximum extent practicable, meetings shall be held at job site.

### 3.3 PRE-CONSTRUCTION MEETING

- A. Pre-construction Meeting shall be scheduled to be held within fifteen (15) working days after the Owner has issued the Notice to Proceed.
  - 1. Provide attendance by authorized representatives of Contractor and major subcontractors.
  - 2. Engineer shall advise other interested parties, including Owner, and request their attendance.
- B. Minimum agenda: Data will be distributed and discussed on at least the following items:
  - 1. Organizational arrangement of Contractor's forces and personnel, and those of subcontractors, materials suppliers, and Engineer.
  - 2. Channels and procedures for communications.
  - 3. Construction schedule, including sequence of critical work.
  - 4. Contract Documents, including distribution of required copies of original Documents and revisions.
  - 5. Processing of Shop Drawings and other data submitted to the Engineer for review.
  - 6. Processing of Bulletins, field decisions, and Change Orders.
  - 7. Rules and regulations governing performance of the Work; and
  - 8. Procedures for security, quality control, housekeeping, and related matters.

### 3.4 PROJECT MEETINGS (If requested by Owner)

- A. Attendance:
  - 1. To the maximum extent practicable, Contractor shall assign the same person or persons to represent Contractor at project meetings throughout progress of the Work.
  - 2. Subcontractors, materials suppliers, and others may be invited to attend those project meetings in which their aspect of the Work is involved.
- B. Minimum agenda:
  - 1. Review, revise as necessary, and approve minutes of previous meetings.
  - 2. Review progress of the Work since last meeting, including status of submittals for approval.
  - 3. Identify problems which impede planned progress.
  - 4. Develop corrective measures and procedures to regain planned schedule.
  - 5. Complete other current business.
- C. Revisions to minutes:
  - 1. Unless published minutes are challenged in writing prior to the next regularly scheduled progress meeting, they will be accepted as properly stating the activities and decisions of the meeting.

2. Persons challenging published minutes shall reproduce and distribute copies of the challenge to all indicated recipients of the particular set of minutes.
3. Challenge to minutes shall be settled as priority portions of "old business" at the next regularly scheduled meeting.

END OF SECTION

## SECTION 01340

### SUBMITTALS AND SUBSTITUTIONS

#### PART 1 - GENERAL

##### 1.1 DESCRIPTION

- A. Work included: Make pump submittals and revise and resubmit as necessary to establish compliance with the Contract Document requirements.

##### 1.2 QUALITY ASSURANCE

- A. Coordination of submittals:
  - 1. Prior to each submittal, Contractor shall carefully review and coordinate all aspects of each item being submitted.
  - 2. Contractor shall verify that each item and the submittal for its conformity in all respects with the specified requirements.
  - 3. By affixing its signature to each submittal, Contractor shall certify that this coordination has been performed.
- B. Substitutions:
  - 1. The Contract is based on the standards of quality established in the Contract Documents.
  - 2. Substitutions shall be considered only when they meet those standards of quality.
  - 3. Contractor shall not substitute materials, equipment, or methods unless such substitution has been specifically approved in writing for this Work by Engineer.
- C. Contractor shall conduct all work in a first-class workmanlike manner, and he/she shall use reasonable and appropriate care and skill in the performance of the work under this section.

#### PART 2 - SUBMITTALS

##### 2.1 MANUFACTURERS' LITERATURE

- A. Where contents of submitted literature from manufacturers includes data not pertinent to the submittal, Contractor shall clearly indicate which portion of the contents is being submitted for review.
- B. Contractor shall submit electronic files (PDF) of each submittal.

#### PART 3 - EXECUTION

##### 3.1 IDENTIFICATION OF SUBMITTALS

- A. Contractor shall consecutively number all submittals.
  - 1. When material is submitted for any reason, Contractor shall transmit under a new letter of transmittal and with a new transmittal number.
  - 2. On resubmittals, Contractor shall cite the original submittal number and date for reference.
- B. Contractor shall accompany each submittal with a letter of transmittal showing all information required for identification and checking.
- C. On at least the first page of each submittal, and elsewhere as required for positive identification, Contractor shall show the submittal number in which the item was included.

### 3.2 ENGINEER'S REVIEW

- A. Review by Engineer does not relieve Contractor from responsibility for errors which may exist in the submitted data.
- B. REVISIONS:
  - 1. Contractor shall make revisions required by Engineer.
  - 2. Contractor shall make only those revisions directed or approved by Engineer.
  - 3. Contractor shall revise previous submittal drawings or data and resubmit them, as specified for the initial submittal.

END OF SECTION

## SECTION 01710

### CLEANING

#### PART 1 - GENERAL

##### 1.1 DESCRIPTION

- A. Work included: Throughout the construction period, Contractor shall maintain the building and site in a standard of cleanliness as described in this Section.

##### 1.2 QUALITY ASSURANCE

- A. Contractor shall conduct daily inspection, and more often if necessary, to verify that requirements for cleanliness are being met.
- B. In addition to the standards described in this Section, comply with pertinent requirements of governmental agencies having jurisdiction.

#### PART 2 - PRODUCTS

##### 2.1 CLEANING MATERIALS AND EQUIPMENT

- A. Contractor shall provide required personnel, equipment, and materials needed to maintain the specified standard of cleanliness.

##### 2.2 COMPATIBILITY

- A. Contractor shall use only the cleaning materials and equipment which are compatible with the surface being cleaned, as recommended by the manufacturer of the material.

#### PART 3 - EXECUTION

##### 3.1 PROGRESS CLEANING

- A. General:
  - 1. Contractor shall retain stored items in an orderly arrangement allowing maximum access, not impeding traffic or drainage, and providing required protection of materials.
  - 2. Contractor shall not allow accumulation of scrap, debris, waste material, and other items not required for construction of this Work.
  - 3. Contractor shall at least twice each month, and more often if necessary, completely remove all scrap, debris, and waste material from the job site.
  - 4. Contractor shall provide adequate storage for all items awaiting removal from the job site, observing requirements for fire protection and protection of the ecology.



- B. Building:
1. Contractor shall inspect the structures and pick up all scrap, debris, and waste material. Remove such items to the place designated for their storage.
  2. As required preparatory to installation of succeeding materials, Contractor shall clean the structures or pertinent portions thereof to the degree of cleanliness recommended by the manufacturer of the succeeding material, using equipment and materials required to achieve the necessary cleanliness.

### 3.2 FINAL CLEANING

- A. Prior to completion of the Work, Contractor shall remove from the job site all tools, surplus materials, equipment, scrap, debris, and waste. Contractor shall conduct final progress cleaning as described in Article 3.1 above.
- B. Building:
1. Interior:
    - a. Contractor shall visually inspect interior surfaces and remove all traces of soil, waste materials, smudges, and other foreign matter caused during construction.
    - b. Contractor shall remove all traces of splashed material from adjacent surfaces.

END OF SECTION

## SECTION 01730

### OPERATION AND MAINTENANCE DATA

#### PART 1 - GENERAL

##### 1.1 SUMMARY

- A. Work included: To aid the continued instruction of operating and maintenance personnel, and to provide a positive source of information regarding products incorporated into the Work, Contractor shall furnish and deliver the data described in this Section and in pertinent.

##### 1.2 SUBMITTALS

- A. Contractor shall comply with pertinent provisions of Section 01340.
- B. Unless otherwise directed in other Sections, or in writing by Engineer, Contractor shall submit three copies of the final Manual to Engineer prior to indoctrination of operation and maintenance personnel.

#### PART 2 - PRODUCTS

##### 2.1 INSTRUCTION MANUALS

- A. Where instruction Manuals are required to be submitted under other Sections of these Specifications, Contractor shall prepare in accordance with the provisions of this Section.
- B. Format:
  - 1. Size: 8-1/2" x 11"
  - 2. Paper: White bond, at least 20 lb weight
  - 3. Text: Neatly typed
  - 4. Drawings: 11" in height preferable; bind in with text; foldout acceptable; larger drawings acceptable but fold to fit within the Manual and provide a drawing pocket inside rear cover or bind in with text.
  - 5. Flysheets: Separate each portion of the Manual with neatly prepared flysheets briefly describing contents of the ensuing portion; flysheets may be in color.
  - 6. Tabs: Provide tab sheets with section labels to identify contents of section. Tabs to be attached to heavy-duty paper designed with an attached label holder.
  - 7. Binding: Use heavy-duty plastic or fiberboard covers with binding mechanism concealed inside the Manual; 3-ring binders are required.

8. Measurements: Provide all measurements in U.S. standard units such as feet-and-inches, lbs, and cfm; where items may be expected to be measured within ten years in accordance with metric formulae, provide additional measurements in the "International System of Units" (SI).
- C. Contractor shall provide front and back covers for each Manual, using durable material approved by Engineer, and clearly identified on or through the cover with at least the following information:

#### OPERATING AND MAINTENANCE INSTRUCTIONS

( name and address of Work )  
( name of Contractor )  
( general subject of this Manual )  
( space for signature of )  
( the Engineer, and approval date )

- D. Contents: Contractor shall include at least the following:
1. Neatly typewritten index near the front of the Manual, giving immediate information as to location within the Manual of all emergency information regarding the installation.
  2. Complete instructions regarding operation and maintenance of all equipment involved including lubrication, disassembly, and reassembly.
  3. Complete nomenclature of all parts of the equipment.
  4. Complete nomenclature and part number of all replaceable parts, name and address of nearest vendor, and all other data pertinent to procurement procedures.
  5. Copy of all guarantees and warranties issued.
  6. Manufacturers' bulletins, cuts, and descriptive data, where pertinent, clearly indicating the precise items included in this installation and deleting, or otherwise clearly indicating, all manufacturers' data with which this installation is not concerned.
  7. Such other data as required in pertinent other Sections of these Specifications.

### PART 3 - EXECUTION

#### 3.1 INSTRUCTION MANUALS

- A. Preliminary:
1. Contractor shall prepare a preliminary draft of each proposed Manual.
  2. Contractor shall secure Engineer's approval prior to proceeding.
- B. Final: Complete the Manuals in strict accordance with the approved preliminary drafts and the Engineer's review comments.
- C. Revisions:

1. Following the indoctrination and instruction of operation and maintenance personnel, Contractor shall review all proposed revisions of the Manual with Engineer.
2. If Contractor is required by Engineer to revise previously approved Manuals, compensation will be made as provided for under "Changes" in the General Conditions.

END OF SECTION

## SECTION 02070

### SELECTIVE DEMOLITION

#### PART 1 - GENERAL

##### 1.1 DESCRIPTION

- A. Work Included: General Contractor to carefully demolish and remove from the Springvale Water Treatment Plant High Lift Pump #3 & #5, unless otherwise noted, items including but not limited to the following and as shown on the Contract Drawings:
1. Vertical Turbine Pump #3 & #5,
  2. Shafting and column pipe for pump #3 & #5

##### 1.2 QUALITY ASSURANCE

- A. Use adequate numbers of skilled workmen who are thoroughly trained and experienced in the necessary crafts and who are completely familiar with the specified requirements and the methods needed for proper performance of the work of this Section.
- B. The Contractor shall conduct all work in a first-class workmanlike manner, and he/she shall use reasonable and appropriate care and skill in the performance of the work under this Section.

#### PART 2 - PRODUCTS - NO PRODUCTS ARE REQUIRED IN THIS SECTION.

#### PART 3 - EXECUTION

##### 3.1 SURFACE CONDITIONS

- A. Examine the areas and conditions under which work of this Section will be performed. Correct conditions detrimental to timely and proper completion of the Work. Do not proceed until unsatisfactory conditions are corrected.

##### 3.2 DEMOLITION

- A. Carefully identify the limits of the selective demolition and protect all others from damage.
- B. Demolished material shall be considered to be property of the Contractor and shall be completely removed from the job site, and properly disposed of in accordance with all laws, rules and regulations.
- C. Control the dust generated from the methods used in demolition.

END OF SECTION

## SECTION 11215

### VERTICAL TURBINE PUMPS AND APPURTENANCES

#### PART 1 - GENERAL

##### 1.1 DESCRIPTION

- A. Work included: Remove existing Springvale High Lift pump #3 & #5, vertical turbine pumps and motors and provide new vertical turbine pumps as required by the Contract Documents. Work includes but is not limited to the following.
1. Protection of the building and its equipment
  2. Unwiring of two (2) motors,
  3. Removal of two (2) pumps, motors, shafting, column and associated pipe and fittings.
  4. Removal of two (2) motor and delivery to and from motor shop for rewinding, bearing replacement and testing.
  5. Disinfection and steam cleaning of new pumping equipment prior to installation in the well.
  6. Installation of new vertical turbine pumping equipment.
  7. Reconnection of the piping and motor conductors.
  8. Pump tests and associated reporting
- B. Site Description:
1. The Springvale highlift building has five (5) high lift pumps, three in Clearwell #1 and two in Clearwell #2. Clearwell #1 has three pumps and is the location of the pump #3. Clearwell #2 has two pumps, pump #4 & #5.
  2. The high lift motors and vertical turbine pumps are located inside a building, see drawing for details.

##### 1.2 QUALITY ASSURANCE

- A. Use adequate numbers of skilled workmen who are thoroughly trained and experienced in installing vertical turbine pumps and motors, with a minimum five (5) years documented experience and a minimum of five (5) projects that included vertical turbine pump installation.
- B. The Contractor shall conduct all work in a first-class workmanlike manner, and he/she shall use reasonable and appropriate care and skill in the performance of the work under this section.

##### 1.3 SUBMITTALS

- A. Comply with pertinent provisions of Section 01340.

- B. Product data: Within five (5) calendar days after the Contractor has received the Owner's Notice to Proceed, submit:
1. Materials list of items proposed to be provided under this Section;
  2. Pump characteristic data including pump curves which indicate compliance with the specified requirements.
    - a. The pump curves shall consist of sheets showing GPM versus TDH for the bowls, the family of impeller curves and the H.P. The second sheet showing the GPM and the total TDH going through the design points and the total HP curve versus GPM, including efficiency.
  3. A complete parts list for all equipment furnished under this Section.
  4. Manufacturer's installation instructions.
  5. Manufacturer's operation and maintenance manuals.
- C. Comply with Section 01730 upon completion of the work and submit Operations and Maintenance Manuals.

## PART 2 - PRODUCTS

### 2.1 VERTICAL TURBINE WELL PUMP #3

- A. Shall be multi-stage, closed impeller column discharge, water lubricated, turbine type, to operate at 1770 rpm.
- B. The specification has been written around Gould Pumps Model number 14RHLC, pumps manufactured by Flow Way or American Marsh meeting or exceeding the specifications will be considered as an or equal. Impact on the other two pump's capacities will be considered in an or equal evaluation.

C. Pump Data:

Stages	Design Capacity Per Pump (gpm)	Minimum Shutoff Head (Ft)	Total Dynamic Head at Pump (Ft)	Minimum. Efficiency Design Capacity (%)
1	1,850	425	285	83

- D. Existing Pumping Equipment #3 Information. New pump and column to match existing, unless otherwise specified.
1. 200 horsepower inverter duty, premium efficient motor.
  2. 12" Discharge head
  3. Gould vertical turbine pump, model no. 14RJMO, 4 stage.
    - a. Pump approximate length is 60.63 inches.
    - b. Pump intake setting from base plate is approximately 162.63 inches.
  4. 12" inch diameter column, 2 section.
    - a. Total approximate column length is 102 inches.

5. Pump shaft is 1.94" diameter, 416 stainless steel.
6. Line shaft and drive shaft are 1.5" diameter, 416 stainless steel.

## 2.2 VERTICAL TURBINE WELL PUMP #5

- A. Shall be multi-stage, closed impeller column discharge, water lubricated, turbine type, to operate at 1790 rpm.
- B. The specification has been written around Gould Pumps Model number 14RHLC, pumps manufactured by Flow Way or American Marsh meeting or exceeding the specifications will be considered as an or equal. Impact on the other two pump's capacities will be considered in an or equal evaluation.

### C. Pump Data:

Stages	Design Capacity Per Pump (gpm)	Minimum Shutoff Head (Ft)	Total Dynamic Head at Pump (Ft)	Minimum. Efficiency Design Capacity (%)
1	2,100	325	215	80

- D. Existing Pumping Equipment #5 Information. New pump and column to match existing, unless otherwise specified.
  1. 150 horsepower inverter duty, premium efficient motor.
  2. 12" Discharge head
  3. FlowWay vertical turbine pump, model no. 14DOH, 3 stage.
    - a. Pump intake setting from base plate is approximately 14'-0".
  4. 12" inch diameter column, 1 section.
  5. Pump shaft diameter unknown, 416 stainless steel
  6. Line shaft and drive shaft are 1.5" diameter, A108-GR1045 STL.

## 2.3 PROPOSED PUMP BOWLS, SUCTION AND DISCHARGE CASES

- A. Shall be of close grained cast iron equivalent to ASTM A48, Class 30, without imperfections and shall be accurately machined and fitted to close tolerances.
- B. Bowl water passages shall be glass enamel lined to provide optimum performance and consistency of output.
- C. Suction, Discharge and Intermediate bearings to be SAE660 bronze.
- D. Sand collar shall be 304 stainless steel provided to protect the suction case bearing.
- E. Hardware to be stainless steel.
- F. Discharge case shall have vanes to deliver the flow of water with minimum turbulence.



- G. The intermediate stages shall be selected to provide the maximum efficiency with the least number of stages.
- H. A suction bell shall be provided.

#### 2.4 PROPOSED IMPELLERS AND BOWL SHAFTS

- A. Impeller shall be of the closed type, 316 stainless steel, machined, balanced, and filed for optimum performance and minimum vibration.
- B. The impeller design shall be non-overloading for the capacity of the existing motor.
- C. Impellers shall be securely fastened to the bowl shafts with taper collets of ASTM A852, Grade 416 stainless steel.
- D. Bowl shafts shall be a minimum 2 3/16" diameter, or larger to sufficiently transmit the pump horsepower with a liberal safety factor and rigidly support the impellers between the bowl or case bearings.
- E. Bowl shaft material shall be stainless steel of ASTM A582, type 416, and shall be precision turned, ground and polished, supported by water lubricated SAE660 bronze bearings.

#### 2.5 PROPOSED COLUMN PIPE AND COUPLINGS

- A. Column pipe shall be of ASTM A53, grade A carbon steel pipe.
- B. Ends shall be machined with 8 threads per inch with a 1/8-inch taper end face, paralleled to butt against machine shoulders in the column couplings.
- C. Top and bottom sections of column pipe shall not exceed 5 feet.
- D. The upper end of column pipes shall be fitted with threaded sleeve type steel couplings.
- E. Column bearing retainer to be 304 stainless steel of the drop-in type shall be furnished for shaft stabilization at each coupling.
- F. The line shaft bearings shall be of fluted rubber retained in spider by a shoulder on each end of bearing.

#### 2.6 EXISTING DISCHARGE HEAD

- A. Shall be REMOVED AND REINSTALLED with new pump and column.
- B. The outlet is 125 pound ANSI B16.1 standard flat faced flange.
- C. Above floor discharge equipped with a separate steel sub-base plate.

## 2.7 EXISTING DRIVE SHAFT AND STUFFING BOX

- A. Existing stainless steel drive shafts shall be REPLACED WITH NEW. ASTM A276 Grade 416 stainless steel ground and polished with a surface finish not to exceed 40 rms.
  - 1. The design shall permit the drive shaft to be coupled above the stuffing box to facilitate easy removal and replacement of the driver.
  - 2. Drive shaft shall extend through to the top of the motor, transmitting the pump thrust to the motor upper bearing surface.
- B. Existing packing glands are bronze split type secured in place with NEW ASTM A193, grade B8 stainless steel studs and silicon bronze nuts. Glands shall be removed, cleaned and reinstalled with new packing and new nuts.
- C. Stuffing box bearings are SAE660 bronze, shall be replaced with NEW bearings.

## 2.8 PROPOSED LINE SHAFTS AND LINE SHAFT BEARINGS

- A. Existing line shafts shall be REPLACED WITH NEW line shafts, ASTM A276 Grade 416 stainless steel ground and polished with a surface finish not to exceed 40 rms.
  - 1. Minimum shaft diameter shall be 1 ½", provide larger size to operate pump without vibration or distortion, with selection based on a combined shear stress of not more than 18% of the ultimate strength or not in excess of 30% of the elastic limit in tension.
  - 2. The line shafts shall be 5-feet in length or matching pump column sections.
  - 3. The butting ends shall be machined square to the axis of the shaft.
  - 4. Faces shall be recessed to thread and designed with a safety factor of 1-1/2 times the shaft safety factor.
  - 5. Threads shall be left hand to tighten during pump operation.
- B. Existing line shaft couplings shall be REPLACED WITH NEW stainless steel couplings.

## 2.9 EXISTING MOTORS

- A. Existing motors are 200 horsepower (Pump #3) 150 horsepower (Pump #5), heavy duty induction type, inverter duty, NEMA Design B, vertical hollow shaft design. Motors to be removed, sent to motor shop, re-wound, new bearings installed, tested and reinstalled.
- B. Motor operates on 3 phase, 60 cycle, 460-volt power, powered by variable frequency drive.

## PART 3 - EXECUTION

### 3.1 DISINFECTION OF EQUIPMENT

- A. Contractor shall supply a disinfection barrel on the job site and maintain a solution of 200 ppm chlorine for disinfection of equipment that will be installed in the clear well.

### 3.2 EQUIPMENT REMOVAL

- A. The existing pumps and motor are located inside the high lift building. The following is a description of the building. See attached plan view drawing identifying the location of the equipment.
  - 1. The building has a double access door on one end and garage door on the other end.
  - 2. See the plan view drawing of the building identifying the pump location and access.
  - 3. The high lift room ceiling is approximately 14'-0".
  - 4. The garage door clearance height is approximately 6'-8".
- B. The existing motors, pumps, shafting and column to be removed from the high lift pump building.
  - 1. The Contractor shall unwire motor, carefully disconnect and remove the electric motor, discharge head assembly.
  - 2. The electric motors shall be sent to a motor shop for re-wiring, new bearings and testing.
  - 3. Contractor shall install a wood, or other material, plate over the openings in the pump pads to protect the clear well.

### 3.3 INSTALLATION

- A. Pump
  - 1. The new pumps shall be carefully placed in clear well with the same pump setting depth as existing.
- B. Discharge Head
  - 1. Existing discharge heads shall be reinstalled and connected to column and anchored to sub-base plate and bolted to the discharge piping.
- C. Motors
  - 1. Rebuilt motors shall be reinstalled on discharge heads and new drive shafts installed through motors and connected to new line shafts and motors.
- D. Adjustments
  - 1. Make adjustments to vertical turbine pumping units to manufacturer's tolerances.
- E. Minor Piping

1. Piping for pump seal drains shall be re-installed .
- F. Disinfection of Pumping Equipment.
1. Contractor shall supply a disinfection barrel on the job site and maintain a solution of 200 ppm chlorine for disinfection of equipment that will be installed in the clear well.
  2. Provisions to be made during pump installation to minimize potential for bacteria, including but not limited, use of rubber gloves, placement of equipment on new plastic sheets following equipment disinfection.
- G. Performance Test
1. The Contractor shall conduct performance testing on the new pumping units.
  2. The pumping units shall be run for a period of time to observe operational characteristics such as vibration and noise.
  3. Contractor to utilize a vibration measuring device to monitor and record vibration of the pumping unit in all directions on the motors. Contractor to adjust motors and discharge head mountings to minimize vibration. The pumping units and motors shall operate with normally expected vibration and noise.
  4. The units shall be checked for heat buildup in the bearing areas and seal unit, with the voltage, amps and rpm of motor checked for compliance with manufacturer's standards.
  5. Pump performance tests shall be performed, operating at one-quarter, three quarter and full discharge and at shut off condition, with data plotted upon the pump curve and a report indicating data such as discharge rate, amps, units, pressure water level in well, motor vibration readings, etc. shall be submitted in triplicate.
- H. The Contractor shall provide a written report upon completion of the work, indicating the following.
- a. Final pump test results: Final test results to include, pump rate, pumping level, pressure, total dynamic head, volts and amperage for each test point. Information also to be plotted on the pump curve.
  - b. Work completed on motors.
  - c. Detailed pumping equipment diagram clearly showing the lengths of each piece of equipment and overall lengths and pump setting depth.

END OF SECTION