

TOWN OF NATICK

Massachusetts 01760

www.natickma.gov

Bryan R. Le Blanc Procurement Officer

VIA REGULAR MAIL

December 23, 2019

Mr. Sergio Coviello, President Coviello Electric & General Contracting Co., Inc. 55 Concord Street North Reading, MA 01864

RE: STREETLIGHT MAINTENANCE SERVICES/TOWN OF NATICK

Dear Mr. Coviello:

Please find enclosed a fully-executed copy of the contract with the Town of Natick.

I invite you to reach out to Jeremy Marsette, Director, Natick Public Works, for work-related questions. He may be reached at jmarsette@natickma.org or at 508-647-6552.

All prevailing wage reports for the project should be filed with Mr. Marsette (<u>jmarsette@natickma.org</u>), subject to amendment at his designation, and with the Procurement Office (bleblanc@natickma.org).

To the extent that you have not done so already, please file all OSHA 10 cards with the Procurement Office, c/o Bryan Le Blanc, per above.

Please let me know if you have any contract-related questions. Thank you for your attention, and have a happy holiday season!

Bryan R. Le Blanc

Very truly yours,

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TOWN OF NATICK, MASSACHUSETTS

CONTRACT FOR STREETLIGHT MAINTENANCE SERVICES

This Contract is made this eighteenth day of November, 2019, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and Coviello Electric and General Contracting, Inc., a corporation organized under the laws of the Commonwealth of Massachusetts, with a principal office located at 55 Concord Street, North Reading, MA 01864 (hereinafter the "Contractor").

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

1. Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide streetlight maintenance services, as set forth in the Invitation for Bids for Streetlight Maintenance Services ("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. The Contractor's services shall be performed as expeditiously as is consistent with such standards.

3. Term

The term of this Contract shall commence as January 17, 2020, and shall end one (1) year later. At the sole discretion of the Town, this Contract may be renewed for one (1) or two (2) additional one (1)-year terms.

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

Third Priority:

Addenda to the IFB (if any)

· Page 1 of 12

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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.

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.
- 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 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."

- 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:
 - (1) is not licensed to sell insurance in the Commonwealth of Massachusetts; or
 - 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 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 (as determined by the Contractor's yearly hourly rate times the historical yearly number of hours), 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 (as determined by the Contractor's yearly hourly rate times the historical yearly number of hours), with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

14. Independent Contractor Status

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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, 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 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 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 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 20.

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:

Coviello Electric and General Contracting, Inc.

55 Concord Street

North Reading, MA 01864.

21. Miscellaneous Provisions

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

- e. The Contractor shall maintain the confidentiality of information designated 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 visà-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.
- 1. 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.
- This Contract may be amended only by written consent of the parties.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.
- s. If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.
- t. The provisions of this Contract shall be binding upon and shall inure to the 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.

Coviello Electric and General Contracting, Inc. The Town of Natick, Massachusetts by: by: the Natick Board of Selectmen Treasurer Signature Michael J. Hickey, Jr., Chairman Jared Coviello Susan G. Salamoff, Vice Chairman Printed Name Treasurer Printed Title Jonathan H. Freedman, Clerk Karen Adelman-Foster Richard P. Jennett, Jr. Dated: November 19, 2019 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. Dated: $\sqrt{2.20.00}$ Arti P. Mehta Comptroller, Town of Natick FORM ONLY, AND NOT AS TO SUBSTANCE:

Karis L. North, Esq.

CERTIFICATE OF VOTE

т	Sharon Coviello	, hereby certify	
(Clerk	/Secretary)		Coviello Electric & General
that I am the dul	y qualified and acting	Clerk	of Contracting Co., Inc.
	(Title) (Corpor	ation ranko)	March
and I further cer 4th 20 19, a unanimously pa	William meeting an Dro	he Directors of said Corpora ctors were present and voting	tion duly called and held on March, the following vote was
	1 oit	Jared Coviello	Treasurer ;
VOTED: To au (Name)	thorize and empower eit (Title)	II,Ct	
(Nume)	; or		
(Name)	(Title)		
(Name)		(
. Vne	one acting singly, to exec	cute all contracts and bonds of	on behalf of the Corporation.
any	One doming o	in the 19th	day of November 20 19 and has
I, further certif	y that the above vote is s ged or modified in any re	spect.	
not been chang	ged of modified in any ve	1 A	
	Signature		
	Sharon Coviell	0	
	Printed Name		
	Clerk	and the second s	
	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.)



William Francis Galvin Secretary of the Commonwealth of Massachusetts



Corporations Division

Business Entity Summary

ID Number: 042597470

Request certificate

New search

Summary for: COVIELLO ELECTRIC AND GENERAL CONTRACTING CO., INC.

The exact name of the Domestic Profit Corporation: COVIELLO ELECTRIC AND GENERAL

CONTRACTING CO., INC.

Entity type: Domestic Profit Corporation

Identification Number: 042597470 Old ID Number:

Date of Organization in Massachusetts:

05-08-1979

Last date certain:

Current Fiscal Month/Day: 10/31 Previous Fiscal Month/Day: 10/31

The location of the Principal Office:

Address: 55 CONCORD STREET

City or town, State, Zip code,

NORTH READING, MA 01864 USA

Country:

The name and address of the Registered Agent:

Name: JARED COVIELLO

Address: 55 CONCORD STREET

City or town, State, Zip code,

NORTH READING, MA 01864 USA

Country:

The Officers and Directors of the Corporation:

Title	Individual Name	Address
PRESIDENT	SERGIO COVIELLO	55 SPRUCE RD.,NO. READING, MA USA
TREASURER	JARED COVIELLO	31 WRIGHT STREET NORTH READING, MA 01864 USA
SECRETARY	SHARON COVIELLO	55 SPRUCE RD.,NO. READING, MA USA
VICE PRESIDENT	ADAM COVIELLO	17 OLDE FARM LANE NORTH READING, MA 01864 USA
DIRECTOR	SERGIO COVIELLO	55 SPRUCE RD.,NO. READING, MA 01864 USA
DIRECTOR	JARED COVIELLO	31 WRIGHT STREET NORTH READING, MA 01864 USA
DIRECTOR	ADAM COVIELLO	17 OLDE FARM LANE NORTH READING, MA 01864 USA

ne total number ils business ent	of shares a tity is author	ind the pa rized to is:			ss of stock which Total issued and
			Total A	uthorized	outstanding
Class of Stock	Par value	per share	No. of share	s Total par value	No. of shares
CNP	\$ 0.00		1,000	\$ 0.00	1,000
CIVE		Confid	ential	Merger	Manufacturing
Card File.	Consent I informatio	Data in that is n	A	llowed on this syste	m is located in the
View filings for ALL FILINGS Administrative Annual Report Application For	Consent I informatio this busines Dissolution Revival	Data in that is n	A		
View filings for ALL FILINGS Administrative Annual Report	Consent I informatio this busines Dissolution Revival	Data in that is n	A	on this syste	m is located in the

New search

Town of Natick Invitation for Bids Streetlight Maintenance



SEALED BIDS will be received:

Date: October 24, 2019

Time: 2:00 P. M. local time

Place: Procurement Office

Natick Public Works

75 West Street Natick, MA 01760

BID BOND

TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA Hartford, Connecticut 06183

KNOW ALL MEN BY THESE PRESENTS, that we Coviello Electric and General Contracting Co., Inc. 55 Concord St, North Reading MA 01864

as Principal, hereinafter called the Principal, and Travelers Casualty and Surety Company

a corporation duly organized under the laws of the State of Connecticut as Surety, hereinafter called the Surety, are held and firmly bound unto Town of Natick, MA

), for the payment as Obligee, hereinafter called the Obligee, in the sum of 5% of the attached bid. Dollars (\$ of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Natick Street Light Maintenance, Street light maintenance services

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

Signed and sealed this 17th day of October, 2019.

COVIELLO ELECTRIC AND GENERAL CONTRACTING CO., INC. (Principal)7 (Title) Coviello, Treasuration AND SUA AND SUSTINIANY OF America Travelers Casually (Surety) (Title) Joseph B. Buffy William Again



Travelers Casualty and Surety Company of America Travelers Casualty and Surety Company St. Paul Fire and Marine Insurance Company

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surely Company of America, Travelers Casualty and Surely Company of America, Travelers Casualty and Surely Company of America, Travelers Casualty and Street Company of America, Travelers Casualty and Street Company of America, Travelers Casualty and Street Company of America, Travelers Casualty and Surely Company of America, Travelers Casualty and Casualty Paul Fire and Marine insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint Joseph B. Duffy, of Woburn, Massachusetts, their true and lawful.

Atterney in Fact to sign execute fool and extravolded any and all heads recombined and appoint Joseph B. Duffy, of Woburn, Massachusetts, their true and lawful. *Companies**, and that the Companies do nereby make, constitute and appoint Joseph B. Durry, of woburn, massachusetts, their true and lawful Attorney-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing as guaranteeing bonds and undertakings required as permitted in any actions or proceedings allowed by law. and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 3rd day of February, 2017.







State of Connecticut

Robert L. Raney, Sehlor Vice President On this the 3rd day of February, 2017, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of Travelers Company and Surely Company of America Travelers Company and Surely Compan On this die std day of representative fire personally appeared Robert L. Railey, who auxiliary members to be the certain vice research of Travelers Casually and Surety Company, and St. Paul Fire and Marine insurance Company and St. Paul Fire and Marine insurance Company and St. Paul Fire and Marine insurance Company. traverers casually and outery company of America, Traverers casually and outery company, and out raw rise and manne insurance company, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

in Witness Whereof, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2021



Marie C. Tetreault, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of Travelers Casualty and This Power of Attorney is granted under and by the authority of the following resolutions adopted by the boards of Directors of Travelers Casualty and St. Paul Fire and Marine Insurance Company, which resolutions are now in

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, and Vi Second Vice President, the Treasurer, any vice charman, any executive vice rresident, any openior vice rresident, any openior and appoint Attorneys-in-Fact and Aconte to get for each of the Company and may also such appoint a part for each of the Company and may also such appoints and being the action and the control of the Company and may also such appoints and being the control of the Company and may also such appoints and being the control of the Company and may also such appoints and being the control of the Company and may also such appoints and being the control of the Company and may also such appoints and being the control of the Company and may also such appoints and being the control of the Company and may also such appoints and the control of the Company and may also such as a such as Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with Agents to act for and on behalf of the Company and may give such appointee such authority as his of her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the nature thing him on how and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President any Senior Vice President or any Vice President o President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation the power given him or her; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional FURTHER RESOLVED, that any bond, recognizance, contract or indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Secretary; or (b) duly executed (under seal, if required) by Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or their cartificates of authority or by one or more Attorneys in East and Agents pursuent to the power prescribed in his or her cartificate or their cartificates of authority or by one or more occionary and duty anosted and seared with the Company's sear by a Secretary of Assistant Secretary, of the duty executed funder sear, in required by one or more or more Attorneys-In-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive vice President, any Senior vice President, any Power president, any Assistant Vice President, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power President, any Assistant Vice President, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of Attorney or to any certificate relating thereto appointing solidatory in the nature thereof, and any such Power of Attorney or Company and Attorney and At such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile statement of facsimile and shall be valid and binding upon the Company in the future with repeat to any food or understanding to which it is altoched

such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, Kevin E. Hughes, the undersigned, Assistant Secretary of Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, do hereby certify and the above and providing is a true and correct copy of the Power of Alterney executed by said Companies, which remains in full force and effect.

Dated this 17th day of october 1, 2019

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Kevin E. Hughes, Assistant Secretary

To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880. Please refer to the above-named Attorney-in-Fact and the details of the bond to which the power is attached.



One Tower Square Hartford, CT 06183

October 17, 2019

Town Of Natick 75 West Street Natick, MA 01760

RE: Coviello Electric and General Contracting Co., Inc- RE: Natick Street Light Maintenance,

To Whom It May Concern:

We are pleased to share with you our experience as surety for Coviello Electric and General Contracting Co., Inc "Coviello". We consider Coviello one of our outstanding and most valued clients in whom we have the highest confidence. Through the years this company has, in our opinion, remained properly financed, well equipped and capably managed.

Travelers Casualty and Surety Company of America is prepared to favorably consider individual projects with contract values approaching \$15,000,000 and corresponding backlogs approaching \$25,000,000.

Naturally, as is customary within the surety industry, all bond approvals will be contingent upon favorable underwriting review to include project specifics, including contract terms, conditions, bond forms and confirmation of project financing. We assume no liability to third parties or to you by issuance of this letter.

We are pleased to share with you our experience with this fine organization and recommend them for your favorable consideration of the above referenced project. If you require any additional information, please let us know.

WHITH AND SHE

KERIC AND

Best regards,

TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA

Attorney-in-fact



Travelers Casualty and Surety Company of America **Travelers Casualty and Surety Company** St. Paul Fire and Marine Insurance Company

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint Joseph B. Duffy, of Woburn, Massachusetts, their true and lawful Attorney-In-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 3rd day of February, 2017.







State of Connecticut

On this the 3rd day of February, 2017, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

In Witness Whereof, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2021

Marie C. Tetreault, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of Travelers Casualty and Surety Company of America, Travelers Casually and Surety Company, and St. Paul Fire and Marine Insurance Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filled in the office of the Secretary; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, Kevin E. Hughes, the undersigned, Assistant Secretary of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, do hereby of the power of Attorney executed by said Companies, which remains in full force and office.

Dated this 17th

day of October 2019

VEBICH

To verify the authenticity of this Power of Attornay, please call us at 1-800-421-3880. Please refer to the above-named Attorney-in-Fact and the details of the bond to which the power is attached.

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 streetlight maintenance services for an initial one (1)-year term. At the sole discretion of the Town, any contract awarded will be subject to renewal for one (1) or two (2) additional one (1)-year terms. The Invitation for Bids ("IFB") may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by emailing bleblanc@natickma.org, between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on October 9, 2019. Sealed Bids will be received until 2:00 P.M. local time, October 24, 2019, at the Natick Public Works Building, 75 West Street, Natick, MA 01760, at which time and place all bids will be publicly opened and read. If the Procurement Office at Natick Public Works is closed due to weather/other emergency, the deadline for receipt of sealed bids will be extended until 2:00 P.M. local time upon the next business day that the Procurement Office is open. 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 is subject to appropriation and is subject to vote of the Natick Board of Selectmen.

Section 1. Instructions to Bidders and Bid Submission Requirements

In accordance with the provisions of Chapter 30, Section 39M of the Massachusetts General Laws (M.G.L. c. 30, §39M), the Town of Natick, Natick Town Hall, 13 Bast Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, invites the submission of sealed bids for services related to the invites the submission of sealed bids for streetlight maintenance services. For a full description of such services, please refer to Section 3(A) of this IFB, below.

Copies of this IFB may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by emailing bleblanc@natickma.org, between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on October 9, 2019.

No formal 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 October 16, 2019. Questions may also be submitted by email at bleblanc@natickma.org. 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 Streetlight Maintenance Services" shall be received by 2:00 P.M. local time, October 24, 2019, at this address:

Natick Public Works Building 75 West Street Natick, MA 01760.

If the Procurement Office at Natick Public Works is closed due to weather/other emergency, the deadline for receipt of sealed bids will be extended until 2:00 P.M. local time upon the next business day that the Procurement Office is open.

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 STREETLIGHT MAINTENANCE SERVICES". No corrections, modifications, or withdrawal of Bids shall be permitted after Bids have been opened.

M.G.L. 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 formal 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 October 16, 2019. Questions may also be submitted by email at bleblanc@natickma.org. 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. Scope of Work

The selected contractor shall provide all material, labor, and equipment necessary to maintain, repair, and/or replace the streetlights covered by any contract awarded pursuant to this IFB, as may be required to keep them in fully operational condition. Services to be performed shall include, but shall not be limited to, repair or replacement of failed lighting components (including luminaires, photocells, ballasts, starters, igniters, fuses, lenses, reflectors, connective wiring, and brackets); monthly reports of all work performed; proper disposal of all generated waste materials; scheduled preventative maintenance inspections; emergency repairs; and related work. Lighting covered by the 'Basic Routine Maintenance' includes the two thousand four hundred (2,400) streetlights owned by the Town of Natick.

All services under this Scope of Services shall be performed under the direction and subject to the approval of the Town of Natick Director of Public Works ('Director') and/or his designee.

Basic Routine Maintenance

- 1. The Successful Bidder shall provide all labor, materials, equipment, tools, and supervision necessary for maintenance and emergency electrical repairs/improvements to streetlights in the Town of Natick, Massachusetts to keep them in fully operational condition.
- 2. The Successful Bidder shall be responsible for patrolling the streetlights in the community once per quarter to determine street lights in need of repair. The Successful Bidder shall review the status of all streetlights for potential work that shall include, but that shall not be limited to, required maintenance, relocation of lights, troubleshooting malfunctioning/nonfunctioning lights, and photocell maintenance. The Town will require a formal report with the results of the patrolling each quarter.

In addition, the Town may identify streetlights in need of repair. However, this community identification of streetlight repairs shall in no way reduce the Successful Bidder's responsibility for timely patrols to identify streetlights in need of repair. Routine batch maintenance ("Batch Repair List") shall be performed on a regularly scheduled day each week, weather permitting. The Successful Bidder shall identify, in writing to the Director, the scheduled day of the week that regular maintenance will be performed.

- 3. The Successful Bidder shall provide the Town of Natick with a written estimate based upon site visits by qualified personnel and at no cost to the Town. Such estimates shall include the following information:
 - Location of streetlight;
 - Complete statement of work to be done;
 - Cost breakdown;
 - Labor, number and type of workmen needed, the number of hours, and the rates per
 - The material, type, and cost;
 - The total cost;
 - Special equipment needed;
 - Special conditions;
 - Number of days needed to start a job post-authorization; and
 - Number of days needed to complete a job.

The Successful Bidder shall forward such estimates to the Town. The Town shall approve any and all such required maintenance work before it is performed. Work is to be performed only by service orders issued by the Town. The Successful Bidder shall make only repairs specified at the time of the Service Order. If there is any question concerning repairs to be made, the Successful Bidder shall obtain clarification from the Town.

The Successful Bidder shall diagnose any problem, shall correct any conditions which may result in repetitive problems, and shall effectuate any necessary repairs. If replacement parts are needed, they shall be of the same OEM make, model, and size as those removed. All

defective parts that have been replaced shall be shown to the Town as proof of competed work.

All repairs/installations, etc. shall be completed and tested in full operating order.

Certification that repairs have been completed is required to be approved in writing by the Town.

All service slips shall be completed for all work done. They shall be signed by both the Successful Bidder and the Town. All service slips shall contain the following information;

- Company name, address, and telephone number;
- The complete name of the individual performing the work;
- A detailed statement of the work performed and its location;
- The quality, quantity, manufacturer, type, and model number of any equipment worked on;
- The diagnosis/cause of the problem;
- The dates and times of the work performed;
- The total number of hours of work performed;
- A statement of any additional work needed; and
- Certified payrolls of workers performing under any contract with the Successful Bidder.
- 4. The Successful Bidder shall be required in appropriate circumstances to coordinate street light repair and maintenance activities with the utility. However, the Town is interested in minimizing these costs to the extent practicable. The procedure for securing assistance from the utility involves notifying and securing the approval of the Town, followed by the direct scheduling of such assistance by the Successful Bidder. In event of a scheduling change for any reason, the Successful Bidder shall be responsible for cancellation of any utility assistance. The Successful Bidder shall pay for any utility assistance which it fails to cancel in a timely fashion.
- 5. The Town will be responsible for the cost of protection crews to the extent they are needed. If the Successful Bidder determines that a police detail is required, the Successful Bidder shall notify the Town of the need for the police detail. However, the Town is interested in minimizing these costs to the extent practicable. The procedure for securing police detail assistance involves notifying and securing the approval of the Town, followed by the direct scheduling of such assistance by the Successful Bidder. In event of a scheduling change for any reason, the Successful Bidder shall be responsible for cancellation of any police detail. The Successful Bidder shall pay for any details which it fails to cancel in a timely fashion.

- 6. The Successful Bidder shall maintain a list of all maintenance activity preformed. The database shall be provided electronically to the Town on a regular basis at least monthly. The database shall include:
 - Dates and descriptions of all work performed,
 - Location (by address or pole number) of each light upon which work was performed,
 - Type and quantity of all materials used,
 - List of all reported outages returned to service,
 - Status of all outages not returned to service including steps taken and time required
 - All open service requests dependent upon National Grid, including date and time of related communication
 - 7. The Successful Bidder shall maintain all areas free from debris, parts, tools, etc., and shall leave all work areas broom clean and orderly. It shall maintain safe working conditions at all times and shall comply with all applicable federal, state, and local laws, rules, and
 - 8. The Successful Bidder shall dispose of all waste materials generated through the routine maintenance program, knockdowns and/or other emergency service in accordance with all applicable laws and regulations. All disposal costs shall be borne by the Successful Bidder. The Contractor will provide the Town with a copy of disposal reports on a semi-annual basis.
 - 9. All property damage, public or private, shall be the responsibility of the Successful Bidder. The Successful Bidder shall be provided no additional compensation for any property damage. The Successful Bidder shall assume the indemnification/insurance obligations set forth in the form of contract that is attached to this IFB and that is incorporated herein by
 - 10. For historical purposes, the average yearly performance under similar past contracts included the following:
 - > Two (2) underground pole knockdowns per year, including the delivery of two poles and eight (8) hours of emergency "electrical" make safe;
 - > Two (2) overhead pole knockdowns per year, including the delivery of two poles and 8 hours of emergency "electrical" make safe;
 - > Eighty (80) hours of labor per year (50 street light outages, 15 photocell replacements, miscellaneous repairs);
 - > Thirty (10) installations of new street lights (electrical connections by the Utility);

- One hundred (100) feet of underground conduit and underground wire replacement. Excavation will be completed by the Town;
- One hundred (100) feet of overhead wire replacement; and
- > Twenty-five (20) fixture and arm relocations from old poles to new per year caused by pole change outs by the local utility company.
- 11. When the repair of an outage requires replacement of the entire luminaire, it shall be replaced with an identical or equivalent fixture or a Town-approved upgrade at the Director's discretion, Any newly installed fixture shall meet all applicable codes.
- 12. Any time a light is serviced it will also be cleaned as necessary, broken lenses and covers replaced, and the entire fixture assembly left in a clean, fully serviceable condition.
- 13. The Town recently replaced all streetlights, floodlights, spotlights, and decorative lights with energy efficient LED fixtures and luminaires. Such fixtures and luminaires are subject, to the extent applicable, to existing manufacturers' warranties from Leotek Corporation and existing installation warranties from Siemens Industries, Inc. The Town agrees to furnish the Successful Bidder with a copy of all such warranties. The Successful Bidder shall perform all work such that these warrantees remain in full force and effect. The Successful Bidder shall contact all such warrantors to ensure that work performed shall comply with such warranties. To the extent that the Successful Bidder is required to subcontract such warranty work to firms approved by such warrantors, it may do so with the express written approval and consent of the Town, which shall not be unreasonably withheld. Nothing therein, however, shall absolve the Successful Bidder from its responsibility to ensure that all work performed under any contract awarded by the Town pursuant to this IFB shall be in accordance with such warranties and shall ensure that warranties shall remain in full force and effect. No markup shall be allowed for any such subcontracting outlined in this paragraph.
 - 14. The Town may request the Successful Bidder service other streetlights, pedestrian lights, or parking lot lights that are the property of the Town or shall become the property of the Town during the term of this contract. These services will be provided based on the quoted hourly labor rate.

Emergency Response

1) The Successful Bidder shall be capable of responding to emergency service requirements twenty-four (24) hours/day, seven (7) days/week. Emergency service will in most cases relate to knockdowns of poles. However, the Town of Natick shall retain sole discretion to determine when the need for emergency repair service exists. When such determination is made, a Page 9 of 43 representative of the Department of Public Works or the Natick Police Department will notify the Successful Bidder via a Contractor-supplied twenty-four (24) hour emergency telephone number. The Successful Bidder shall have workforce and equipment deployed to the emergency location three (3) hours following notification. A more rapid response shall be provided if so directed by the Natick Police Department in extreme cases. In such instances, the response time shall be within one (1) hour. Concurrent with notification to the Successful Bidder, the Town will use best efforts to notify Eversouce Electric of the emergency. However, it shall be the Successful Bidder responsibility to conduct such follow up and/or additional communication with Eversource Electric to affect a complete response to the emergency

- 2) In the event of a knockdown of a pole, the Successful Bidder shall coordinate with Eversouce Electric regarding disconnection of power, remove and dispose of the pole and lighting fixture, retaining any salvageable components, and ensure the site is secured in a safe manner. The Successful Bidder shall coordinate with Eversouce Electric and/or Verizon, as applicable, regarding the emergency cleanup and in particular the retrieval of Town-owned lighting
 - 3) In the event of emergency service not involving a knockdown, the Successful Bidder shall perform such work necessary to secure the location in a safe manner.
 - 4) Without waiving any of Natick's rights, the Successful Bidder shall, on Natick's behalf, pursue third parties for damages to Natick's streetlight poles or other streetlight equipment. The Successful Bidder will work with insurers to provide sufficient information to ensure reimbursement for all costs of repair work. The Town of Natick will make its best efforts to provide the Successful Bidder with police accident reports or other information required for the Successful Bidder to pursue a claim. In the event the Successful Bidder does not receive reimbursement through insurance company coverage within twelve (12) months of the accident, Natick will be liable for the Successful Bidder's costs of accident repair.
 - 5) The Successful Bidder shall notify a designated Town representative, at a twenty-four (24)hour emergency number, as soon as response to the emergency service request has been completed. If for any reason a site cannot be secured in a safe manner, the Successful Bidder shall notify the Natick Police Department. The Successful Bidder's personnel shall not depart the location until an officer has arrived at the scene to undertake necessary public safety
 - 6) No markup shall be allowed for such emergency work. All emergency work shall be billed at the hourly rate quoted by the Successful Bidder in its Bid Form.
 - 7) Within five (5) working days following the date of emergency response, the Successful Bidder shall supply to the Town a detailed written quotation of the cost and time required to restore the affected light fixture to fully operable condition, including re-installation of the pole where

applicable. The Successful Bidder shall commence such repairs following notification to proceed from the Town.

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 removal of public shade trees, and shall be of good moral character. All of the Successful Bidder's employees assigned to the sites shall pass 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.
- Name, address, social security number 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.

C. Public Safety, Travel, and Convenience

The Successful Bidder shall be required, without additional compensation, to give attention to the flow of traffic. Work on major arteries shall be avoided during periods of heavy traffic. The Successful Bidder shall coordinate his/her/its work with the Natick Police Department. The work shall be accomplished in a manner that safely maintains traffic on all work site roadways.

The Successful Bidder shall conduct its operations so as to cause the least possible obstruction and inconvenience to public traffic. To the extent possible, all traffic shall be permitted to pass through the work area. The Successful Bidder shall furnish, erect, and maintain sufficient warning and directional signs, barricades and lights and furnish adequate warning to the public at all times of any dangerous condition to be encountered. The Successful Bidder's vehicles and equipment shall be clearly marked with the Successful Bidder's name or logo and be easily identifiable and be equipped with suitable warning lights and reflective markings for working in daylight and dark. All safety signs and equipment shall comply with the millennium edition of the Manual on Uniform Traffic Control Devices (MUCTD).

Traffic Police D.

The Successful Bidder shall make the necessary arrangements with the Natick Police Department to furnish uniformed police officers for the purposes of controlling and regulating traffic in the vicinity of the work sites. Payment for Traffic Police is to be made by the Town of Natick Department of Public Works directly to the Natick Police Department.

Cancellation of a police detail for any reason shall be the responsibility of the Successful Bidder. The Successful Bidder's failure to do so will result in the cost of that police detail being deducted from the Bid Price.

Hazardous Materials Pollution Control E.

At all times, all hydraulically operated machinery shall have, on the vehicles or at a close proximity to them, while in operation, hazardous materials spill containment equipment that is capable of containing any hydraulic accidents.

In the event of a hydraulic accident, the Successful Bidder shall be responsible for the cleanup in compliance with the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection regulations and guidelines, and for the remediation of any property or environmental damage.

Section 4. Bid Submission Requirements:

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

- 1. A fully executed Bid Form (which shall include certification of the following:
 - A. Bidder is an established business with a minimum of five (5) years experience in the street light maintenance business. Bidder's verifiable experience record shall be acceptable to the Town of Natick. (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 it.)
 - 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, including, without limitation Division of Capital Asset Management (DCAMM) Electrical Contractor Certification.)
 - C. Bidder provides a qualified (Town-approved) Foreman, who shall be present at the work site at all times. The Forman has completed and has passed an Electrical

Hazards Awareness Program (EHAP). The Foreman has a minimum of three (3) years full time experience in working around wires and taking down dead trees. Bidder shall attach the name and title of all EHAP-certified employee(s), including their proof of certification, with his/her/its Bid.

- D. Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract.
- E. Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (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 <u>all</u> clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number).
- 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.)
- Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
 (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. Bidder is also available to commence work as designated in mowing calendar schedule and as ground conditions allows.
- 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.
- A fully executed Certificate of Non-Collusion.
- A fully executed Certificate of Tax Compliance. 3.
- A fully executed Conflict of Interest Certification. 4.
- A fully executed Conflict of Interest Statement.
- A fully executed Certificate of Corporate Bidder, if applicable. 5. 6.
- A fully executed Certificate of Compliance with M.G.L. c.151B 7.
- A fully executed Certificate of Non-Debarment. 8.
- 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
- 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
- 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 cost of the first year of any Contract executed with the Town.
- 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 cost of the first year of any Contract executed with the Town.

Section 5. Bid Submission

Sealed Bids marked "Town of Natick: Sealed Bid Streetlight Maintenance Services" shall be

received by 2:00 P.M. local time, October 24, 2019, at this address:

Natick Public Works Building 75 West Street Natick, MA 01760.

If the Procurement Office at Natick Public Works is closed due to weather/other emergency, the deadline for receipt of sealed bids will be extended until 2:00 P.M. local time upon the next business day that the Procurement Office is open.

Each Bidder's name, address and contact phone number shall be clearly visible from the outside of each scaled 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 M.G.L. 30, §39M. Bids received after that date and time will be rejected.

Section 6. Selection Process and Award

Bids timely submitted will be reviewed by the Procurement Officer following the public opening to determine compliance with the foregoing Bid Submission Requirements and this IFB.

Pursuant to M.G.L. c.30, §39M, the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, for an initial one (1)-year term, to the lowest responsible and eligible Bidder, based upon the lowest total hourly rate, based upon historical quantity estimates, to provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements 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". M.G.L. c.30, §39M.

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 Successful Bidder 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 (as determined by the Successful Bidder's yearly hourly rate times the historical yearly number of hours) 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 (as determined by the Successful Bidder's yearly hourly rate times the historical yearly number of hours) 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 Substances Prohibited

The use of alcoholic beverages, narcotics, and mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Successful 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
- 4. Conflict of Interest Certification
- 5. Conflict of Interest Statement
- 6. Certificate of Corporate Bidder
- 7. Certificate of Compliance with M.G.L. c.151B
- 8. Certificate of Non-Debarment
- 9. Prevailing Wage Rates
- 10. Form of Contract

BID FORM

Page 1 of 4

To the Town of Natick:

The undersigned Bidder ("Bidder") submits the following Bid in accordance with the Town of Natick Invitation for Bids for Street Light Maintenance Services for the prices specified below:

Tovitat	ion for Bids for Street Light Handson
	Total Hourly Rate for Streetlight Maintenance Bid Price for all services outlined in the Town of Natick's Invitation for Bids, including materials as noted above, for Street Light Maintenance Services for an initial one (1)-year term; Total Hourly Rate in Words One Hundred and Twelve Dollars and No Cents dollars
	Total Hourly Rate in Words One Hands
	Total Hourly Rate in Numbers (\$ 112.00).

_ (Please write out each addendum, i.e., for four (4) addenda, write out "1, 2, 3, and 4." Do not write "1-4" or "4". В.

The Bidder understands that any contract awarded by the Town in accordance with this IFB shall be subject to renewal, at the sole discretion of the Town for one (1) or two (2) additional one (1)-year

The undersigned agrees that, if he/she/it is awarded this Contract, he/she/it will within ten (10) terms. days after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and in accordance with the terms of the Invitation for Bids.

The undersigned certifies that it satisfies the following requirements and has provided appropriate documentation (attached hereto) in response to the following:

Bidder is an established business with a minimum of five (5) years experience in the street light maintenance business. Bidder's verifiable experience record shall be acceptable to the Town of Natick. (Bidder shall attach to the Bid Form a short statement A. Page 19 of 43

- 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 it.)
- 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, including, without limitation Division of Capital Asset Management (DCAMM) Electrical Contractor Certification.)
- C. Bidder provides a qualified (Town-approved) Foreman, who shall be present at the work site at all times. The Forman has completed and has passed an Electrical Hazards Awareness Program (EHAP). The Foreman has a minimum of three (3) years full time experience in working around wires and taking down dead trees. Bidder shall attach the name and title of all EHAP-certified employee(s), including their proof of certification, with his/her/its Bid.
- Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract.
- Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (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 <u>all</u> clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number).
- 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. (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. Bidder is also available to commence work as designated in mowing calendar schedule and as ground conditions allows.
- 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.

Pursuant to M.G.L. c.30, §39M, the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, for an initial one (1)-year term, to the lowest responsible and eligible Bidder, based upon the lowest total hourly rate, based upon historical quantity estimates, to provide the required services in the Main Bid Work, who complies with the Bid Submission provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements in Section 4 above. The award of any Contract pursuant to this IFB shall be subject to appropriation by Natick Town Meeting.

The undersigned 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 surety company qualified to do business under the laws of the Contract price, the premiums for which are to be satisfactory to the Awarding Authority in the sum of the Contract price; provided, however, that if there is 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 further 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 undersigned 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.

Coviello Electric & General Contracting Co., Inc.
Name of Bidder

55 Concord Street, North Reading, MA 01864
Address of Bidder

(P) 781-391-4050

(F) 781-395-4416

Telephone Number By:, Treasurer (Signature)	10/24/2019 Date	
Jared Coviello Printed Name		
Treasurer Printed Title		
office@cei77.com F-mail Address	,	

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.

other organization, dilato, and a second sec
Coviello Electric & General Contracting Co., Inc.
Name of Bidder
55 Concord Street, North Reading, MA 01864 Address of Bidder
(P) 781-391-4050
Telephone Number By: Juliu, Treasurer (Signature) Date
Jared Coviello
Printed Name
Treasurer Printed Title
office@cei77.com
E-mail Address

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.

Coviello Electric & General Contracting Co., Inc. Name of Bidder 55 Concord Street, North Reading, MA 01864 Address of Bidder (P) 781-391-4050 (F) 781-395-4416 Telephone Number 10/24/2019 Date (Signature) Jared Coviello Printed Name Treasurer Printed Title office@cei77.com E-mail Address

CONFLICT OF INTEREST CERTIFICATION

- The Bidder hereby certifies that: 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
- No consultant to, or subcontractor for, the Bidder has given, offered, or agreed to give any gift, Invitation for Bids. 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.
- 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 Invitation for Bids) 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.

Coviello Electric & General Contracting Co., Inc. Name of Bidder 55 Concord Street, North Reading, MA 01864 Address of Bidder (P) 781-391-4050 (F) 781-395-4416 Telephone Number? 10/24/2019 Date (Signature) Jared Coviello Printed Name Treasurer Printed Title office@cei77.com E-mail Address

CONFLICT OF INTEREST STATEMENT

The Bidder hereby certifies:

I hereby certify that 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 Invitation for Bids. I also certify that 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.

Coviello Electric & General Contracting Co., Inc. Name of Bidder 55 Concord Street, North Reading, MA 01864 Address of Bidder (P) 781-391-4050 (F) 781-395-4416 Telephone Number 10/24/2019 Treasurer Date (Signature) Jared Coviello Printed Name Treasurer Printed Title office@cei77.com E-mail Address

CERTIFICATE OF CORPORATE BIDDER

Y	Sharon Coviello	, certify that I am the	<u>Clerk</u>	of the
, , , , , , , , , , , , , , , , , , ,	Ottaion Covieto	attached Bid Form; that _	Jared Coviello	_, who signed said Bid
Corporation na	men as bluder in the	nen Treasurer	of said Corpora	ation; that I know
Form on behalf	r of the Bidder was in	and that said Bid Form was	dniv signed, seale	d and executed for and
his her signatu	re hereto is genuine a	Ild that said Did Lothi And	aut oremon, and	
on behalf of its	s governing body.			
(Corporate Sea	aT)			
• •		e a o o o o o o o o o o o o o o o o o o		
	tric & General Cont	racting Co., inc.		
Name of Bidd	er			
FF Canaard	Street, North Read	ing MA 01864		
Address of Bio		<u>n</u> ig, ma (0 (0)		
Address or Dr	Ida			
(P) 781-391-	4050			
<u>(F) 781-395-</u>				
Telephone Ny	mber			
150	, Clerk	10/24/201	9	
By: Signatur		Date		
> (Signatur	0)			
Sharon C	Coviello	, -		
Printed N	lame .			
Clerk	-1-7			
Printed T	itle			
office@ce	ei77 rom			
E-mail Ad				
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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.

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.

Official of contract of the co	
Coviello Electric & General Contract	ing Co., Inc.
Name of Bidder	
55 Concord Street, North Reading, Address of Bidder	MA 01864
(P) 781-391-4050	
(F) 781-395-4416	
Telephone Number	
By: In And, Treasurer	10/24/2019 Date
(Signature)	
Jared Coviello	
Printed Name	
Treasurer	
Printed Title	
office@cei77.com	
E-mail Address	
1	

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.

Coviello Electric & General Contracting Co	., Inc.	
Name of Bidder		
55 Concord Street, North Reading, MA 018 Address of Bidder	864	
(P) 781-391-4050		
(F) 781-395-4416		
Telephone Number		
By: January, Treasurer (Signature)	10/24/2019 Date	
Jared Coviello Printed Name		
Treasurer Printed Title		
office@cei77.com E-mail Address		

PREVAILING WAGE RATES

See attached document.



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 VILLIAM D MCKINNEY

Awarding Authority:

Town of Natick, Massachusetts

City/Town: NATICK

Contract Number: Description of Work:

Invitation for Bids - Streetlight Repair

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

Wage Request Number: 20190903-016 Issue Date: 09/03/2019

	Blfeetive Date	Base Wage	Health	Pension	Supple Unem	mental q iloyatent	t'otal Rate
Classification				\$12.70	\$0.	00	\$59,36
Construction	08/01/2019	\$34.25	\$12.4				\$60,38
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34,25	\$12.4	****	_		\$61.28
TEAMSTERS JOINT COUNCIL NO.	06/01/2020	\$35.15	\$12.4			.00	\$61.28 \$61.78
	08/01/2020	\$35.15	\$12.9			,00	\$62.88
	12/01/2020	\$35,15	\$12.9			00,0	\$63,68
	06/01/2021	\$35.95	\$12.			0,00	\$64.18
	08/01/2021	\$35.95	\$13.			0.00	\$65.37
	12/01/2021	\$35.95				0.00	\$59.43
	08/01/2019	\$34.32				00.00	\$60.45
(3 AXLE) DRIVER - EQUIPMENT	12/01/2019	\$34.32				50.00 50.00	\$61.35
(3 AXLE) DRIVER DECEMBER 10 AXLE) DRIVER DECEMBER 10 INT COUNCIL NO. 10 ZONG B	06/01/2020	\$35,2	2 \$12			\$0.00	\$61.85
	08/01/2020				• • • •	\$0,00 \$0,00	\$62.95
	12/01/2020		2 \$1	612x			\$63,75
	06/01/2021		2 \$1	AL, 7 A	•••	\$0.00	\$64.25
	08/01/202)2 \$1	3,12	4.82	\$0.00	\$65.44
	12/01/202		02\$1		6.01	\$0.00	\$59.55
	08/01/201		44 \$	12.41 \$	12,70	\$0.00	\$60.57
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/201		_	12,	13.72	\$0.00	\$61.47
(4 & 5 AXLE) DRLYER TEAMSTERS JOINT COUNCIL NO. 10 20NE B	06/01/202	-	4	12.41 \$	13.72	\$0.00	\$61.97
	08/01/20		_	11200	13.72	\$0.00	\$63.07
	12/01/20			612.91 ⁵	14.82	\$0.00	\$63.87
	06/01/20			\$12.91	\$14.82	\$0.00	
•				\$13.41	\$14.82	\$0.00	\$64.37
	08/01/20			\$13.41	\$16.01	\$0.00	\$65.56
	12/01/20			\$9.90	\$21,15	\$0.00	\$133.83
ADS/SUBMERSIBLE PILOT	08/01/2	015 4,					
THE PROPERTY OF THE PARTY						\$0.00	\$57,43
Por apprentice rates see "Approntice-PILB DRIVER"	06/01/2	2019 \$	34.70	\$7.85	\$14,88	\$0.00	\$58,29
AIR TRACK OPERATOR	12/01/2	_	35,56	\$7.85	\$14,88	\$0.00	\$59.18
LABORERS - ZONE 2	06/01/		36.45	\$7.85	\$14.88	\$0.00	\$60.07
	12/01/		37.34	\$7.85	\$14.88	\$0.00	\$60.99
	06/01/		\$38,26	\$7.85	\$14.88		\$61.90
	12/01		\$39.17	\$7.85	\$14.88	\$0.00	
					\$8,85	\$0.00	\$57,35
For approntice rates ace "Apprentices LABORER"	06/01	/2019	\$36.00	\$12,50	\$8.85	\$0,00	\$58.35
ASBESTOS REMOVER - PIPE / MECH, EQUIPT.	12/01	1/2019	\$37.00	\$12.50		\$0.00	\$59.35
ASBESTOS REMIOVISIE - NO ASBESTON HEAT & PROST INSULATORS LOCAL 6 (BOSTON)		1/2020	\$38.00	\$12.50	\$8,85		\$60,35
	12/0	1/2020	\$39.00	\$12.50	\$8.85		\$56.93
		1/2019	\$34.20	\$7.85	\$14.8		
ASPHALT RAKER		1/2019	\$35,06	\$7.85	\$14.8		6 d 2 d 2 d
LABORERS - ZONE 2)1/2020	\$35.95	\$7.85	\$14.8		200 67
		01/2020	\$36.84	\$7.85	\$14.		, ACO 40
		01/2021	\$37.76	\$7.85	\$14.		********
		01/2021	\$38.67	\$7.85	\$14.	88 \$0.0	U Ψ4
	12	- ar					
For apprentice rates see "Apprentice-LABORER"							Page 2 of 41
	n Number:	20190903-	016				-

Yssua Date: 09/03/2019

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Wage Request Number: 20190903-016

	Effective Date	Base Wage	Health I	Pension 5	Supplemental Inemployment	Total Rate
Classification		\$48.18	\$12.00	\$15,60	\$0.00	\$75.78
SPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2019	\$49.33	\$12,00	\$15.60	\$0.00	\$76.93
PERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33 \$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	06/01/2020	\$50.43 \$51, 5 8	\$12.00	\$15,60	\$0.00	\$79.18
	12/01/2020	\$51,50 \$52,68	\$12.00	\$15.60	\$0.00	\$80.28
	06/01/2021	•	\$12.00	\$15.60	00.02	\$81.43
	12/01/2021	\$53.83	g12.00			
For apprentice rates see "Apprentice-OPERATING ENGINEERS"	- CID 1/0010	\$48,18	\$12,00	\$15.60	\$0.00	\$75.78
RACKHOE/FRONT-END LOADER	06/01/2019	\$49.33	\$12.00	\$15,60	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$50.43	\$12,00	\$15.60	\$0,00	\$78.03
	06/01/2020	\$51.58	\$12,00	\$15.60	\$0,00	\$79.18
	12/01/2020	\$52,68	\$12.00	\$15,60	\$0.00	\$80,28
	06/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
	12/01/2021	\$23.63	Ψ12.00			
For apprentice reles see "Apprentice-OPERATING ENGINEERS"	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
BARCO-TYPE JUMPING TAMPER	12/01/2019	\$35.06	\$7.85	\$14.88	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.95	\$7.85	\$14.88		\$58,68
		*****	\$7,85	\$14.88	\$0.00	\$59.57
	12/01/2020		\$7.85	\$14.88	\$0.00	\$60,49
	06/01/2021	•		\$14.8	30,00	\$61.40
	12/01/2021	10.00				
For approadice rates see "Approadice- LABORER"	06/01/2019	\$34.70	\$7.85	\$14,8		\$57,43
BLOCK PAVER, RAMMER / CURB SETTER	12/01/201		\$7.85	\$14.8		\$58.29
LABORERS - ZONE 2	06/01/202		5 \$7.85	\$14.8		\$59,18
	12/01/202			\$14.8	38 \$0.00	\$60.07
	06/01/202			\$14.		\$60.99
	12/01/202	,		\$14.	88 \$0.00	\$61.90
	12/01/202					\$69.50
For apprentice rates see "Apprentice- LABORER"	01/01/20	19 \$44.7	\$7.0			\$71.15
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/20		10 \$7.0	7 \$17.	98 \$0.00	φ11.13

Issue Date: 09/03/2019 Wage Request Number: 20190903-016

Effective	ce - BOI Date - percent	ILERMAKER - Local 29 01/01/2019	apprentice Base Wage		Pension \$11.52	Supplemental Unomployment \$0,00	Total Rate \$47.65			
1	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65			
	65		\$29.06	\$7.07	\$12.40	\$0,00	\$50.77			
2	-		\$31.30	\$7.07		\$0.00	\$53.90			
3	70		\$33.53	\$7.07	\$13.30	\$0.00	\$57.02			
4	75		\$35.77	\$7.07	\$14.18	\$0.00	\$60.14			
5	80		\$38.00	\$7.07	\$15.07	\$0.00	\$63,26			
6	85		\$40.24	\$7.07	\$15,95	•	\$66.38			
7	90		\$42.47	\$7.07	\$16.84	\$0.00	***************************************			
8	95 ive Date -	01/01/2020		ige Health	Pension	Supplemental Unemployment	Total Rate			
Effect Step	percent		Apprentice Base Wa		\$11.69	ቀላ ስለ	\$48.73			
1	65		\$29.97	\$7.07	\$11.69	40.00	\$48.73			
2	65		\$29.97	\$7.07	\$12.59	AA A/	\$51,93			
	70		\$32.27	\$7.07	\$13.4		\$55.14			
3	75 75		\$34.58	\$7.07	\$14.3		358,33			
4	80		\$36,88	\$7.07			0 \$61.55			
5			\$39.19		\$7.07 \$15.2	42	*** ***			
6	8.5				\$41. 4 9	\$7.07	\$16.	^^	A/# 06	
7	90		\$43.80	\$7.07	\$17.	jg ψοι.				
8 No	95 es;				, ,					
					. — — —					
Ap	prentice	to Journeyworker Ratio:1:4		1/2019	\$52.26	\$10.75 \$20.70		\$83.7		
STONE/AF	TIFICIA	L MASONRY (INCL. MASO	JMK1 Oard	11 M 4 1 4	φυ	\$10.75 \$20.70		\$84.3		
ΣΡΡΩΩΡΙΝ	(f)			0112020		\$10.75 \$20.85		\$85.8		
YERS LOCAL	3 (LOWELL	,		01/2020		\$10.75 \$20.8		\$86.		
				01/2021	· · · · · · · · · · · · · · · · · · ·	\$10.75 \$21.0	1 \$0.00	\$87.		
			08/	/01/2021	920.41	\$10.75 \$21.0		\$88		

	Effecti	ve Date -	ICK/PLASTER/CEMENT M 08/01/2019	Apprentice Base Wage	Health	Pensi		Supplemental temployment	Total Rate	
	Step	percent		\$26.13	\$10.75	\$20.	70	\$0.00	\$57.58	
	1	50		\$31,36	\$10.75	\$20.	70	\$0.00	\$62.81	
	2	60		\$36,58	\$10.75	\$20	70	\$0.00	\$68.03	
	3	70		\$41.81	\$10.75	\$20	.70	\$0.00	\$73.26	
	4	80		\$47.03	\$10.75	\$20	.70	\$0.00	\$78.48	
	5	90		347.03	Ψ14.,-					
	Effect	ive Date -	02/01/2020	Apprentice Base Wag	e Health	Pens	ion ¹	Supplemental Inemployment	Total Rate	
	Step	percent			\$10.75).70	\$0.00	\$57,88	
	1	50		\$26.43		-	0.70	\$0.00	\$63.17	
	2	60		\$31.72	\$10.75		0.70	\$0.00	\$68,45	
	3	70		\$37.00	\$10.75		0.70	\$0,00	\$73.74	
	4	80		\$42,29	\$10.75		0.70	\$0.00	\$79.02	
	5	90		\$47.57	\$10.75) 42				
						,			1	
	Note	:51								
	App	rentico to	Journeyworker Ratio:1:5		.010	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
LDOZEI	R/GRA	DER/SCRA	PER	06/01/2		\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
RATING EN	GINEER	S LOCAL 4		12/01/2		\$49.91	\$12,00	\$15.60	\$0.00	\$77.51
				06/01/2		\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
				12/01/2		\$52.14	\$12.00	\$15.60	\$0.02	\$79.74
				06/01/		\$53.28	\$12.00		\$0.00	\$80.88
				12/01/	2021	اع.رري	0 ,2.0.			
For appren	lice rates	see "Apprenti	or Operating engineers	06/01/	2019	\$40.25	\$7,85	\$16,05	\$0.00	\$64.15
ISSON &	UNDI	ERPINNIN YON AND MA	G BOTTOM MAN	12/01/		\$41.25	\$7.85	\$16.05	\$0.00	\$65.15
ORERS - P	JUNDAI	1014 ALLD HA		06/01/		\$42,24	\$7,85	\$16.05	\$0.00	\$66.14
				12/01		\$43.22	\$7.85	\$16.05	\$0.00	\$67.12
		,		06/01		\$44.24	\$7.85	\$16.05	\$0.00	\$68.14
					/2021	\$45.25	\$7.85	\$16.05	\$0.00	\$69.15
For appro	ntina rato	s see "Appren	ice- LABORER"		10010	\$39.10	\$7.85	\$16,05	\$0.00	\$63.00
MOSSIA	& UND	ERPINNI	ig laborer		/2019		\$7.85		\$0.00	\$64.00
BORERS - I	TOUND/	ITION AND M	ARINE		1/2019	\$40.10 \$41.09	\$7.85	***	\$0.00	\$64.99
					1/2020		\$7.85		\$0,00	\$65.97
					1/2020	\$42.07	\$7.8:		\$0.00	\$66.99
					1/2021	\$43.09	\$7.8	****	\$0.00	\$68.00
				12/0	1/2021	\$44.10	\$1.0	* *****		

·	metalitie Date	Base Wage	Henith	Pension	Supplemental Unemploymont	Total Rate
Classification CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021	\$39.10 \$40.10 \$41.09 \$42.07 \$43.09	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$16.05 \$16.05 \$16.05 \$16.05 \$16.05 \$16.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$63.00 \$64.00 \$64.99 \$65.97 \$66.99 \$68.00
For apprendice rates son "Apprendice-LABORER" CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	06/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.20 \$35.06 \$35.95 \$36.84 \$37.76 \$38.67	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85		\$0.00 \$0.00 \$0.00 \$ \$0.00	\$56.93 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40
For apprentice sates see "Approntice-LABORER" CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2019	\$42,3	5 \$9.90	\$17.5	\$0.00	\$69.75

Step 1 2 3 4 5 6 7 8	percent 50 60 70 75 80 80 90	03/01/2019	Apprentice Base Wage \$21,18 \$25,41 \$29,65 \$31,76 \$33,88 \$33.88 \$38,12 \$38,12	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	Pension \$1.73 \$1.73 \$12.31 \$12.31 \$14.04 \$14.04 \$15.77	\$0.00	\$32.81 \$37.04 \$51.86 \$53.97 \$57.82 \$57.82 \$63.79 \$63.79	
Ap NTER WOO	Step Step Sprentice to	1&2 \$30,69/ 3&4 \$30.5 o Journeyworker Ratio	45/45/55/55/70/70/80/80 9/ 5&6 \$53.59/ 7&8 \$59.55 0:1:5 04/01/	u	.,,,,,	7.07 \$7.86 7.07 \$7.86	\$0.00	\$42.45 \$42.8

All Aspeals of New Wood Fractic Work

Page 6 of 41 20190903-016 Wage Request Number: Issue Date: 09/03/2019

	e Date - percent	RPENTER (Wood Frame) 04/01/2019	Apprentice Base Wage	Health	Pens	ion '	Supplemental Unemplayment	Total Rate	
Step 1	60		\$16,51	\$7.07	\$(0.00	\$0.00	\$23,58	
	60		\$16,51	\$7.07	\$(00,0	\$0.00	\$23.58	
2			\$17.89	\$7.07	\$	7.86	\$0.00	\$32.82	
3	65		\$19.26	\$7.07	\$	7.86	\$0,00	\$34.19	
4	70		\$20,64	\$7.07	\$	7.86	\$0.00	\$35.57	
5	75		\$22,02	\$7.07	\$	7,86	\$0.00	\$36.95	
6	80 85		\$23.39	\$7.07	\$	7.86	\$0.00	\$38.32	
7 8	85 90		\$24.77	\$7.07	\$	7.86	\$0.00	\$39.70	
	ive Date -	10/01/2019	Apprentice Base Wage	Health	Per	sion	Supplemental Unomployment	Total Rate	
Step	percent		\$16,77	\$7.07	3	0.00	\$0,00	\$23.84	
I	60		\$16.77	\$7.07	4	00.00	\$0.00	\$23,84	
2	60		\$18.17	\$7,07	•	7.86	\$0,00	\$33.10	
3	65		\$19.57	\$7,07		7.86	\$0.00	\$34.50	
4	70		\$20,96	\$7.07		\$7.86	\$0.00	\$35.89	
5	75		\$22,36	\$7,07		67,86	\$0.00	\$37.29	
6	80		\$23.76	\$7.07	;	§7.86	\$0.00	\$ 38.69	
7 8	85 90		\$25.16	\$7.07		\$7.86	\$0,00	\$40.09	
Notes	% Inden Step 1&	tured After 10/1/17; 45/45/5 2 \$19,45/ 3&4 \$26,96/ 5&6	5/55/70/70/80/80 \$34,19/ 7&8 \$36,95	. 					
		ourneyworker Ratio:1:5	And the town	10 6	12.00	\$12,75	\$22,41	\$0,62	\$79.
	//PLASTE	RING	07/01/20	15 \$4	13.99	والاستان	dent		

Effective Date Base Wage Health

Supplemental Unemployment

Pension

Total Rate

Effe	MATACLES INC.	MENT MASONRY/PLASTER 07/01/2019	pprentice Base Wage	Health	Pension		demontal ployment	Total Rate	
Step	percent			\$12.75	\$15,41		\$0.00	\$50.16	
1	50		\$22.00 \$26.39	\$12.75	\$17.41		\$0.62	\$57.17	
2	60			\$12.75	\$18.41		\$0.62	\$60,37	
3	65		\$28,59	\$12.75	\$19,41		\$0.62	\$63.57	
4	70		\$30.79		\$20.41		\$0.62	\$66.77	
5	75		\$32.99	\$12.75	\$21.41		\$0,62	\$69.97	
6	80		\$35.19	\$12.75	\$22.41		\$0.62	\$75.37	
7	90		\$39.59	\$12.75	ф2.42.7 х		•		
Eff	ective Date -	01/01/2020	Apprentice Base Wage	- Health	Pension	Su; Une	pplemental mployment	Total Rate	
Ste	p percent				\$15.41		\$0.00	\$50.78	
1	50		\$22.62	\$12.75	\$17.41		\$0.62	\$57.92	
2	60		\$27.14	\$12.75	\$17.41		\$0.62	\$61.18	
3	65		\$29,40	\$12.75	\$19.41		\$0.62	\$64.44	
4	70		\$31.66	\$12.75	\$19.41 \$20.41		\$0.62	\$67. 7 0	
5	75		\$33.92	\$12.75	\$20.47		\$0.62	\$70.96	
6	80		\$36.18	\$12.75	\$22.4		\$0.62	\$76.49	
7	90		\$40.71	\$12.75	\$ 22.4	•			
N SAW OP		Journayworker Ratio:1:3	06/01/2			.85 .85	\$14.88 \$14.88	\$0.00	\$56.93
ERS - ZONE 2			12/01/2	.019 \$	35.06 \$7	,00		\$0.00	\$57.79
				200	2505 \$7	1.85	\$14.88	\$0.00	\$57.79 \$58.68
			06/01/2	_		7,85 7.85	•		
			12/01/2	2020 \$	36.84 \$7	1.85	\$14.88 \$14.88 \$14.88	\$0.00	\$58.68
				2020 \$ 2021 \$	336.84 \$7 837.76 \$7		\$14.88	\$0.00 \$0.00	\$58.68 \$59.57
or apprentice to	ntos seo "Apprenti	co. LABORER"	12/01/2 06/01/2 12/01/2	2020 \$ 2021 \$ 2021 \$	\$36.84 \$7 \$37.76 \$7 \$38.67 \$7	7.85 7.85	\$14.88 \$14.88	\$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49
M SHELLS	SLURRY BU	:c. laborer* ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$	\$36.84 \$7 \$37.76 \$7 \$38.67 \$7 \$49.18 \$	7,85 7,85 7,85	\$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40
M SHELLS	ntos seo "Appresati /SLURRY BU EERS LOCAL 4	;c. LABORER" ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$ 2019 \$ 2019 \$	\$36.84 \$7 \$37.76 \$' \$38.67 \$' \$49.18 \$ \$50.33 \$	7.85 7.85 7.85	\$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03
M SHELLS	SLURRY BU	oc. LABORER" ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/ 06/01/	2020 \$ 2021 \$ 2021 \$ 2019 \$ 2019 \$ 2019 \$ 2020	\$36.84 \$7.76 \$5.637.76 \$5.637.76 \$5.638.67 \$5.633 \$	7.85 7.85 7.85 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93
M SHELLS	SLURRY BU	:s- LABORER* ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/ 06/01/ 12/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$ 2019 \$ 72020 \$ 72020	\$36.84 \$7.76	7.85 7.85 7.85 12.00 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18 \$81.28
M SHELLS	SLURRY BU	oc. Laborer* ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/ 06/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$ 2019 \$ 72019 \$ 72020 \$ 72020 \$ 72021	\$36.84 \$7.76	7.85 7.85 7.85 12.00 12.00 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18 \$81.28
M SHELLS ATING ENGIN	SLURRY BU EERS LOCAL 4	co. LABORER" ICKETS/HEADING MACHI ICKETS/HEADING MACHI ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/ 06/01/ 12/01/ 06/01/	2020 \$ 2021 \$ 2021 \$ 2019 \$ 2019 \$ 2020 \$ 2020 \$ 2020 \$ 2020 \$ 2020 \$ 2021 \$ 2021	\$36.84 \$7.76	7.85 7.85 7.85 12.00 12.00 12.00 512.00 512.00 512.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18
M SHELLS. ATING ENGIN For apprentice:	SLURRY BU EERS LOCAL 4 rates see "Apprent	ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 06/01/ 06/01/ 12/01/ 06/01/ 12/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$ 2019 \$ 2019 \$ 2020 \$ 2020 \$ 2020 \$ 2021 \$ 2021 \$ 2021	\$36.84 \$7.76	7.85 7.85 7.85 12.00 12.00 12.00 12.00 12.00 12.00 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18 \$81.28 \$82.43
M SHELLS. ATING ENGIN For apprentice:	SLURRY BU EERS LOCAL 4 rates see "Appen	ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$ 2019 \$ 72019 \$ 72020 \$ 72021 \$ 72019 \$ 72019	\$36.84 \$7.76	7.85 7.85 7.85 7.85 12.00 12.00 12.00 12.00 12.00 12.00 12.00 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18 \$81.28 \$82.43
M SHELLS. ATING ENGIN For apprentice:	SLURRY BU EERS LOCAL 4 rates see "Apprent	ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 NES 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/	2020 \$ 2021 \$ 2021 \$ 2019 \$ 2019 \$ 2020 \$ 2020 \$ 2020 \$ 2020 \$ 2021 \$ 2021 \$ 2021 \$ 2021 \$ 2021 \$ 2021 \$ 2021 \$ 2021 \$ 2021 \$ 2020 \$ 20	\$36.84 \$7.76	7.85 7.85 7.85 7.85 12.00 12.00 12.00 12.00 12.00 12.00 12.00 12.00 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18 \$81.28 \$82.43 \$59.88 \$60.66 \$61.41
M SHELLS. ATING ENGIN For apprentice:	SLURRY BU EERS LOCAL 4 rates see "Apprent	ICKETS/HEADING MACHI	12/01/2 06/01/2 12/01/2 12/01/2 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/	2020 \$ 2021 \$ 2021 \$ 2021 \$ 2019 \$ 72019 \$ 72020 \$ 72021 \$ 72019 \$ 72019	\$36.84 \$7.76	7.85 7.85 7.85 7.85 12.00 12.00 12.00 12.00 12.00 12.00 12.00 12.00	\$14.88 \$14.88 \$14.88 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.68 \$59.57 \$60.49 \$61.40 \$76.78 \$77.93 \$79.03 \$80.18 \$81.28 \$82.43

			Effective Date	Base Wat	go Health	Pensior	Supplen Unempl		Rate
lassification For apprendice rates see "Ap	prentica- OPEI	ATING ENGINEERS"			\$8,20	\$21,4	5 \$0.0	0 \$80	.31
ELEADER (BRIDGE)			07/01/2019	\$50.66		400		0 \$81	.26
AINTERS LOCAL 35 - ZONE 2			01/01/2020	\$50.90				10 \$82	2,36
			07/01/2020	\$52,0)O \$83	3.46
			01/01/2021	\$53.1	ŋ \$0.2¢				
Annren	tice - PAII	NTER Local 35 - BRIDGES	YTANKS			Տարթի	emental		
Effecti	o Date -		Apprentice Base Wage	Health	Pension	Unemp	loyment	Total Rate	
Step	percent		\$25,33	\$8.20	\$0.00		\$0.00	\$33.53	
1	50		\$27.86	\$8.20	\$5.78	i.	\$0.00	\$41.84	
2	55			\$8.20	\$6,30)	\$0,00	\$44.90	
3	60		\$30,40 \$32 ,93	\$8,20	\$6.83	}	\$0.00	\$47.96	
4	65		\$32,95 \$35,46	\$8,20	\$18.3)	\$0.00	\$61.96	
5	70		•	\$8.20	\$18,8		\$0.00	\$65.03	
6	75		\$38.00 #40.53	\$8.20	\$19.3	5	\$0.00	\$68.08	
7	80		\$40,53	\$8.20	\$20.4		\$0.00	\$74.19	
8	90		\$45.59	00,20					
		01/01/2020					pplemental mployment	Total Rate	
	tive Date - percent	01/01/2020	Apprentice Base Wag	e Health	Pensi		\$0,00	\$33.68	
Step 1	50		\$25.48	\$8.20	\$0.		\$0.00	\$42.17	
_			\$28,03	\$8,20	\$5.		\$0.00	\$45,26	
2	55 60		\$30.58	\$8.20	\$6.		\$0,00	\$48.34	
3			\$33.12	\$8.20			\$0.00	\$62.38	
4	65		\$35.67	\$8.20			\$0.00	\$65,47	
5	70		\$38.22	\$8,20			\$0.00	\$68.56	
6	75 72		\$40.77	\$8.20		,59		\$74.73	
7	80		\$45.86	\$8.20	\$20),67	\$0.00		
8	90								
No	tes:	ure 750 hrs.							
		Journeyworker Ratio:1:1						A0 00	\$63.00
		JULI HET HOLDER YELL	06/01/	2019	\$39.30	\$7.85	\$15.85	\$0.00	\$64.00
DEMO: ADZEMA LABORERS - ZONE 2			12/01		\$40.30	\$7,85	\$15,85	\$0.00	\$64.00
For apprentice rate	see "Apprent	CE-LABORER"	06/01	/2019	\$40.30	\$7.85	\$15,85	\$0,00	\$65,00
LABORERS - ZONE 2		VHAMMER OPERATOR		/2019	\$41.30	\$7.85	\$15.85	\$0.00	\$63,75
For apprentice rate		lue- LABORER."	06/0	/2019	\$40.05	\$7,85	\$15.85	\$0.00	\$64.75
DEMO: BURNER	S			1/2019	\$41.05	\$7.85	\$15.85	\$0.00	ゆいみ・ノン
LABORERS - ZONE 2	d b	Han- LABORER ^H					\$9.213	\$0.00	\$64.00
For apprentice tal	os see "Appren	R/SAWYER	06/0	1/2019	\$40.30	\$7.85	\$15.85 e15.85	\$0.00	\$65,00
DEMO: CONCRI		nice- LABORER"	12/0	1/2019	\$41.30	\$7.85	\$15.85	W-014-0	

Issue Date: 09/03/2019 Wage Request Number: 20190903-016

	Effective Date	Base Wage	Health	Peasion	Supplemental Unemployment	Total Rate
lassification		\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
EMO: JACKHAMMER OPERATOR	06/01/2019	\$40.05 \$41.05	\$7.85	\$15.85	\$0.00	\$64.75
ABORERS - ZONE 1	12/01/2019	Q41.02	Ψιιστ			
For apprentice rates see "Apprentice- LABORER"	06/01/2019	\$39,30	\$7.85	\$15.85	\$0.00	\$63,00
EMO: WRECKING LABORER		\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
ABORERS - ZONE 2	12/01/2019	\$40.50	411			
For apprentice rates see "Apprentice- LABORER"	04/01/2010	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2019	\$48.83	\$12.00	\$15,60	\$0,00	\$76.43
OPERATING ENGINEERS LOCAL 4	12/01/2019	-	\$12,00	\$15.60	\$0.00	\$77.51
	06/01/2020	\$49.91	\$12,00	\$15.60	\$0.00	\$78.65
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$79.74
	06/01/2021	\$52.14		\$15,60	\$0.00	\$80.88
	12/01/2021	\$53,28	\$12.00	\$15,00	44.55	
For apprentice raises see "Approntice- OPERATING ENGINEERS"		\$68,52	\$9,90	\$21,15	\$0.00	\$99,57
DIVER	08/01/2019	,000,34	45,50			
PILE DRIVER LOCAL 56 (ZONE I)						
For apprentice rates see "Apprentice-PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
DIVER TENDER	00/01/2019	Ψιωτ	•			
PILE DRIVER LOCAL S6 (ZONE I)						
For apprentice rates see "Apprentiae" PILE DRIVER"	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE I)	4414					
For approntice rates see "Apprentice-PILE DRIVER"					5 \$0.00	\$133.83
DIVER/SLURRY (EFFLUENT)	08/01/2019	\$102.7	8 \$9.90	\$21.1	3 40,00	# ******
PILE DRIVER LOCAL 56 (ZONE I)						
For apprentica rates see "Apprentice-PILE DRIVER"			\$13.0	0 \$18.8	8 \$0.00	\$82,98
DRAWBRIDGE OPERATOR (Construction)	03/01/2019	\$51.10	j .\$1.5.U		•	
ELECTRICIANS LOCAL 103						
For approntice rates see "Apprentice-ELECTRICIAN"	00 101 600 1	9 \$51.1(n \$13.0	00 \$18.5	\$0.00	\$82.98
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2019	A 101.11	4.51			

Issue Date: 09/03/2019 Wage Request Number: 20190903-016 Page 10 of 41

Effecti	ve Date -	ECTRICIAN - Local 103 03/01/2019	apprentice Base Wage	Health	Pension	Uner	aployment	Total Rate \$34.05	
Step	percent		\$20.44	\$13.00	\$0.61		\$0.00	\$34.05	
1	40		\$20.44	\$13.00	\$0.61		\$0.00	\$50.34	
2	40		\$23.00	\$13.00	\$14.34	+	\$0.00		
3	45		\$23.00	\$13,00	\$14.34	}	\$0,00	\$50.34	
4	45		\$25.55	\$13.00	\$14.70	ś	\$0,00	\$53.31	
5	50		\$28.11	\$13.00	\$15.1	7	\$0.00	\$56.28	
6	\$5	•	\$30,66	\$13,00	\$15.5	8	\$0.00	\$59,24	
7	60		• •	\$13,00	\$16.0	0	\$0,00	\$62.22	
8	65		\$33.22	\$13.00	\$16.4	ю	\$0.00	\$65.17	
9	70		\$35,77	\$13.00	\$16.8	32	\$0.00	\$68.15	
10	75		\$38.33	\$13.00					
Not		rier 1/1/03; 30/35/40/45/50/55.				سسم جنبي و			
L	prentice to	Journeyworker Ratio:2:3***			10.47	15,58	\$17.51	\$0.00	\$92.56
ATOR CONS	TRUCTO	R	01/01/2	.017	,,,,,	\$15.73	\$18.41	\$0,00	\$95.56
OR CONSTRUC	TORS LOCA	L 4	01/01/3	.,,,,,,	4111W	\$15,88	\$19.31	\$0.00	\$98.66
			01/01/ 01/01/		05,11	\$16.03	\$20.21	\$0.00	\$101.8

	Y& DAVY	01/01/2019	Apprentice Base Wage	Health	Pension	Unemployment \$0.00	\$45.32
p	percent		\$29.74	\$15.58	\$0.00		\$65.80
	50		\$32.71	\$15,58	\$17.51	\$0.00	\$71.75
2	55		\$38.66	\$15,58	\$17.51	\$0,00	\$74.72
3	65		\$41.63	\$15.58	\$17,51	\$0.00	• •
4	70		\$47.58	\$15,58	\$17.51	\$0,00	\$80.67
5	80	01/01/2020		1.6	Pension	Supplemental Unemployment	Total Rate
	five Date - percent	O D O W = **	Apprentice Base Wag			\$0.00	\$46.44
Step	50		\$30.71	\$15,73	\$0.00	\$0.00	\$67.92
1			\$33.78	\$15.73	\$18,41	\$0.00	\$74.06
2	55		\$39.92	\$15.73	\$18.41	\$0.00	\$77.13
3	65		\$42.99	\$15.73	\$18.41	\$0.00	\$83.28
4	70		\$49.14	\$15.73	\$18.41	30.00	
5	80						

t-misting flori	01/01/2019	\$41.63		eaith \$15,58 \$15,73	\$17. \$18	.51	Supplement Unemploy \$0.00 \$0.00	ment\$	74.72 577,13
LEVATOR CONSTRUCTOR HELPER LEVATOR CONSTRUCTORS LOCAL 1	01/01/2020 01/01/2021 01/01/2022	\$42.99 \$44.43 \$45.9	3	\$15.88 \$16.03	\$19 \$29),31),21	\$0,00 \$0,00		\$79.62 \$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"	06/01/2019	\$34.7		\$7.85		4.88	\$0.00	•	\$56.93 \$57.79
FENCE & GUARD RAIL ERECTOR LAHORERS - ZONE 2	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/202	\$36 \$37	,95 ,84	\$7,85 \$7,85 \$7,85 \$7,85 \$7,85	\$ \$; \$	14.88 14.88 14.88 14.88 514.88	\$0.0 \$0.0 \$0.0	0 00 00	\$58.68 \$59.57 \$60.49 \$61.40
For approntice rates see "Apprentice- LABORER" FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATUNG ENGINEERS LOCAL 4	05/01/201 11/01/201 05/01/202 11/01/20 05/01/20	9 \$4 19 \$4 20 \$4 20 \$ 21 \$	3.68 14.68 45.83 46.83 347.98		,50 .50	\$15.66 \$15.6 \$15.6 \$15.6 \$15.6 \$15.6	0 \$0 60 \$0 50 \$0 60 \$ 60 \$	0.00 0.00 0.00 0.00 0.00	\$70.78 \$71.78 \$72.93 \$73.93 \$75.08 \$76.08 \$77.23
For apprentice rates see "Apprentice-OPERATING ENGINEERS" FIBLD ENGIPERS LOCAL 4	05/01/20 05/01/20	022	\$50.13 \$45.1 \$46.1	3 \$1 7 \$1	1.50 11.50 11.50	\$1:	5.60 5,60	\$0.00	\$72.27 \$73.28 \$74.43
FIBLD ENG.PARTY CHIEF-BLDGGT AND OPERATING ENGINEERS LOCAL I	11/01/2 05/01/2 11/01/ 05/01/ 11/01	2020 2020 2020 /2021 /2021	\$47.3 \$48.3 \$49. \$50 \$51	33 \$ 34 \$ 50 \$	\$11.50 \$11.50 \$11.50 \$11.50 \$11.50	\$1 \$: \$	5.60 .5.60 15.60 15.60	\$0.00 \$0.00 \$0.00 \$0.00	\$75.44 \$76.60 \$77.61 \$78.77
For apprentice rates see "Apprentice" OPERATING ENGINEERS"		1/2022		 2.48	\$11.5	0 :	B15.60	\$0.00	\$49.58 \$50.17
FIELD ENG. ROD PERSON-BLDG, SITE, HVY/HWY OPERATING ENGINEERS LOCAL 4	11/0 05/0 11/0 05/ 11/	1/2019 1/2019 01/2020 01/2020 01/2021 01/2021 /01/2022	\$2 \$2 \$2 \$2 \$2 \$2 \$2	3.07 3.74 24.33 25.01 25.61	\$11.5 \$11.5 \$11.5 \$11. \$11. \$11.	50 50 50 50	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.84 \$51.43 \$52.11 \$52.71 \$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		/01/2019	<u></u> ;	\$\$1.10	\$13	3.00	\$18,88	\$0.00	\$82.98
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103 For approntice rates see "Approntice- ELECTRICIAN" FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	0	3/01/2019)	\$38,33	\$1	3.00	\$16.82	2 \$0.0	0 \$68,15

LOCAL 103
For apprentice rates see "Apprentice TELECOMMUNICATIONS TECHNICIAN"

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Wage Request Number: 20190903-016

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	06/01/2019	\$39,54	\$12.00	\$15,60	\$0,00	\$67.14
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$ 40.49	\$12.00	\$15.60	\$0.00	\$68.09
	06/01/2020	\$41.40	\$12.00	\$15.60	\$0.00	\$69.00
	12/01/2020	\$42.35	\$12.00	\$15.60	\$0.00	\$69.95
	06/01/2021	\$43,26	\$12.00	\$15.60	\$0.00	\$70.86
	12/01/2021	\$44.21	\$12,00	\$15,60	\$0.00	\$71.81
For apprentice rates are "Apprentice-OPERATING BNGINBERS"					60.00	\$45,23
FLAGGER & SIGNALER	06/01/2019	\$22.50	\$7.85	\$14.88	\$0.00	*
LABORERS - ZONE 2	12/01/2019	\$23,50	\$7.85	\$14.88	\$0.00	\$46.23
	06/01/2020	\$23,50	\$7.85	\$14.88	\$0.00	\$46.23
	12/01/2020	\$24,50	\$7.85	\$14.88	\$0.00	\$47.23
	06/01/2021	\$24.50	\$7.85	\$14.88	\$0.00	\$47.23
	12/01/2021	\$24,50	\$7.85	\$14.88	\$0.00	\$47.23
For apprentice rates see "Apprentice- LABORER"				***	50.00	\$74.90
FLOORCOVERER	09/01/2019	\$46.25	\$9,40	\$19.25		
FLOORCOVERERS LOCAL 2168 ZONE I	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

DITOU.	ntice - FLO ive Date -	OORCOVERER - Local 2168 09/01/2019	Apprentice Base Wage	Health	Pension		lementel ployment	Total Rate	
Step	percent				\$1.79		\$0.00	\$34.32	
1	50		\$23,13	\$9.40	\$1.79		\$0.00	\$36.63	
2	55		\$25.44	\$9,40	\$13.88		\$0.00	\$51.03	
3	60		\$27.75	\$9.40	\$13.88		\$0.00	\$53.34	
4	65		\$30.06	\$9,40			\$0.00	\$57.45	
5	70		\$32.38	\$9.40	\$15.67		\$0.00	\$59.76	
6	75		\$34,69	\$9.40	\$15,6		\$0.00	\$63.86	
7	80		\$37.00	\$9.40	\$17.4		\$0,00	\$66.17	
8	85		\$39,31	\$9,40	\$17.4	0	40,00	-	
Y CCo	ctive Date -	03/01/2020		YY	Pensío	_	ppleniental mployment	Total Rate	
Step			Apprentice Base Wag				\$0.00	\$34.72	
1	50		\$23,53	\$9,40	\$1.5		\$0.00	\$37.07	
2	55		\$25.88	\$9.40	\$1.		\$0.00	\$51.51	
3	60		\$28.23	\$9.40	\$13.		\$0.00	\$53.86	
4	65		\$30.58	\$9.40	\$13.		\$0,00	\$58,01	
5	70		\$32,94	\$9.40	\$15.		\$0.00	\$60,36	
6	75		\$35.29	\$9,40	\$15		\$0,00	\$64.50	
7	80		\$37.64	\$9.40	\$17			\$66.85	
8	85		\$39,99	\$9.40	\$17	.46	\$0,00		
	Step 1	er 09/1/17; 45/45/55/55/70/17 &2 \$32.00/ 3&4 \$38.36/ 5&	0/80/80 (1500hr Steps) 6 \$57.45/ 7&8 \$63.86		<u> </u>				
A	% Alto Step 1 pprentice to	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1	0.307,407,700,000			\$12.00	\$15.60	\$0.00	\$75.78
A LIFT/CHB	% Albour Step 1 pprentice to RRY PICKE	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1	06/01/			\$12.00 \$12.00	\$15.60 \$15.60	\$0.00 \$0.00	\$75.78 \$76.93
A	% Albour Step 1 pprentice to RRY PICKE	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1	06/01/	2019 4	649,33	\$12.00			
A LIFT/CHB	% Albour Step 1 pprentice to RRY PICKE	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1	06/01/ 12/01/ 06/01/	2019 1 2020 5	349,33 \$50,43	\$12.00 \$12.00	\$15.60	\$0.00	\$76.93 \$78.03 \$79.18
A LIFT/CHB	% Albour Step 1 pprentice to RRY PICKE	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1	06/01/ 12/01/ 06/01/ 12/01/	2019 5 2020 5 2020 5	649,33 \$50,43 \$51,58	\$12.00	\$15.60 \$15.60	\$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28
A LIFT/CHBI	% Albour Step 1 pprentice to RRY PICKE	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1	06/01/ 12/01/ 06/01/	2019 1 2020 1 2020 1 2021 1	349,33 \$50,43	\$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18
A LIFT/CHEI	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4	er 09/1/17; 45/45/55/55/70/7 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R	06/01// 12/01// 06/01/ 12/01// 06/01/ 12/01/	2019 1 2020 1 2020 1 2021 1 /2021	\$49,33 \$50,43 \$51.58 \$52.68 \$53,83	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79,18 \$80.28
A K LIFT/CHBI UITING ENGINE For apprentice ra	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 tessee "Appren	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R Hec- OPERATING ENGINEERS** LANT/HEATERS	06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01	2019	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83	\$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67
A K LIFT/CHBI UITING ENGINE For apprentice ra	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 tessee "Appren	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R Hec- OPERATING ENGINEERS** LANT/HEATERS	06/01// 12/01// 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/	2019 1 2020 1 2020 1 2021 1 /2021 1 /2019 /2019	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83 \$32,28 \$33,07	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42
A K LIFT/CHBI UITING ENGINE For apprentice ra	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 tessee "Appren	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R Hec- OPERATING ENGINEERS** LANT/HEATERS	06/01// 12/01// 06/01/ 12/01// 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/ 06/01/	2019	\$49,33 \$50,43 \$51.58 \$52.68 \$53,83 \$32.28 \$33.07 \$33.82	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20
A K LIFT/CHBI UITING ENGINE For apprentice ra	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 tessee "Appren	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R Hec- OPERATING ENGINEERS** LANT/HEATERS	06/01// 12/01// 06/01/ 12/01/ 06/01/ 12/01/ 06/01 12/01/ 06/01/ 12/01/ 06/01/ 12/01/	2019 1 2020 1 2020 1 2021 2 2021 2 2021 2 2019 2 2020 1 2020 1 2020 1	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83 \$32,28 \$33,07 \$33,82 \$34,60	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95
A K LIFT/CHBI UITING ENGINE For apprentice ra	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 tessee "Appren	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R Hec- OPERATING ENGINEERS** LANT/HEATERS	06/01// 12/01// 06/01/ 12/01/ 06/01/ 12/01/ 06/01 12/01/ 06/01/ 12/01/ 12/01/ 06/01/ 12/01/ 06/01/ 06/01/	2019 1 2020 1 2020 1 /2021 1 /2021 1 /2019 1 /2020	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83 \$32,28 \$33,07 \$33,82	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
A LIFT/CHEI LATING ENGINE For apprentice rai NERATORIL ERATURG ENGINE	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 Ites see "Apprentic HTTING P BEERS LOCAL 4	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R thes- OPERATING ENGINEERS* LANT/HEATERS	06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01 06/01/ 12/01 06/01/ 12/01 06/01/ 12/01/ 06/01/ 12/01/ 06/01/ 12/01/	2019 1 2020 1 2020 1 /2021 /2021 /2021 /2019 /2019 /2020 1 1/2020 1/2021 1/2021	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83 \$32,28 \$33,07 \$33,82 \$34,60 \$35,35 \$36,14	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74
A LIFT/CHEI WING ENGINE For apprentice ra NERATORIL ERATUNG ENGINE	% After Step 1 pprentice to RRY PICKE BERS LOCAL 4 Ites see "Apprentic HTTING P BEERS LOCAL 4	er 09/1/17; 45/45/55/55/10/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Ratio:1:1 R thes- OPERATING ENGINEERS* LANT/HEATERS	06/01// 12/01// 06/01/ 12/01/ 06/01/ 12/01 06/01 12/01 06/01 12/01 06/01 12/0 06/01	2019 1 2020 1 2020 1 2021 2 2021 2 2021 2 2019 2 2020 1 2020 1 2020 1 2021 1 2021 1 2021 1 2021 1	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83 \$32,28 \$33,07 \$33,82 \$34,60 \$35,35 \$36,14	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95
A LIFT/CHEI LATING ENGINE For apprentice rai NERATORIL ERATURG ENGINE	% After Step 1 pprentice to RRY PICKE GRS LOCAL 4 lessee "Apprentic House Local 4 retes 200 "Apprentic House Local 4 retes 200 "Apprentic House 200 "Appentic House 200 "Apprentic House 200 "Apprentic House 200 "Appre	er 09/1/17; 45/45/55/55/70/1 &2 \$32.00/ 3&4 \$38.36/ 5& Journeyworker Rafio:1:1 R tice-OPERATING ENGINEERS** LANT/HEATERS	06/01// 12/01// 06/01/ 12/01/ 06/01/ 12/01 06/01 12/01 06/01 12/01 06/0 12/0 06/0	2019 1 2020 1 2020 1 /2021 /2021 /2021 /2019 /2019 /2020 1 1/2020 1/2021 1/2021	\$49,33 \$50,43 \$51,58 \$52,68 \$53,83 \$32,28 \$33,07 \$33,82 \$34,60 \$35,35 \$36,14	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74

Peusion

Appren	tice - GL/ re Data -	4ZIER - Local 35 Zone 2 07/01/2019	t v - Were	Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base Wage	\$8,20	\$0.00	\$0,00	\$28.28	
1	50		\$20,08	•	\$5.78	\$0.00	\$36.07	
2	55		\$22.09	\$8,20	\$6,30	\$0.00	\$38.60	
3	60		\$24,10	\$8.20	\$6.83	\$0.00	\$41.13	
4	65		\$26,10	\$8.20	\$18.30	\$0.00	\$54.61	
	70		\$28.11	\$8.20		\$0.00	\$57.15	
5	•		\$30.12	\$8,20	\$18.83		\$59.68	
6	75		\$32.13	\$8.20	\$19.35		\$64.74	
7	80		\$36.14	\$8.20	\$20,40	φ0.04		
8	90 :tive Date -	01/01/2020	- 11	- Troubb	Pension	Supplemental Unumployment	Total Rate	
Eitec Step	percent		Apprentice Base Wag		\$0.0		\$28.43	
1	50		\$20,23	\$8,20	\$5.9	*** ***	\$36.39	
2	55		\$22.25	\$8,20	\$6.4		\$38.96	
	50 60		\$24.28	\$8.20	\$0.9 \$7.0		*** 50	
3	•		\$26.30	\$8,20			*** **	
4	65		\$28,32	\$8,20	\$18.5	**	A-m C0	
5	70		\$30.35	\$8.20	\$19.	,	20016	
6	75		\$32,37	\$8.20	\$19.	40.6		
7	80		\$36.41	\$8.20	\$20.	67 #0.0	~~	
8	90						1	
<u> </u>		are 750 hrs.				· · ·		
L	nurentice	o Journeyworker Ratio:1	:1		240 19	\$12.00 \$15.60	\$0.00	\$75.7
יו ביו די די די די די	MERR/CR/	NES/ORADALLS	00101	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		\$12.00 \$15.60		\$76.9
ING ENGINE	ERS LOCAL	1	-	11,500.0	W 12 12 -	\$12.00 \$15.60	\$0.00	\$78.0
				***	40 4	\$12.00 \$15.60		\$79.
				1120-1	ъры « I –	\$12.00 \$15.60	00,00	\$80.
			06/0	1/2021	\$52.68 \$53.83	\$12.00 \$15.6	0 \$0.00	\$81.

Effecti	ve Date - C	RATING ENGINBERS - La 06/01/2019	Apprentice Base Wage	Health	Pension	Unem	lemental playment	Total Rate	
Step	percent			\$12.00	\$0.00		\$0.00	\$38,50	
1	55		Φ24.5 -	\$12.00	\$15,60		\$0.00	\$56.51	
2	60		420124		\$15.60		\$0.00	\$58.92	
3	65		\$31,32	\$12.00	\$15.60		\$0.00	\$61.33	
4	70		\$33.73	\$12.00	\$15.60		\$0.00	\$63.74	
5	75		\$36.14	\$12.00			\$0.00	\$66.14	
6	80		\$38.54	\$12.00	\$15.60		\$0,00	\$68,55	
7	85		\$40.95	\$12.00	\$15.60		\$0.00	\$70.96	
8	90		\$43,36	\$12,00	\$15.60	5	30.00		
v	,,					Ś	pplemental		
Effec	ctive Date -	12/01/2019	Apprentice Base Wage	Health	Pension		mployment	Total Rate	
Step	percent			\$12.00	\$0.0	0	\$0.00	\$39.13	
1	55		\$27.13	\$12.00	\$15.6		\$0.00	\$57,20	
2	60		\$29.60	\$12.00	\$15.6		\$0.00	\$59.66	
3	65		\$32.06	\$12.00	\$15.0		\$0.00	\$62,13	
4	70		\$34,53	\$12.00	\$15.6		\$0,00	\$64.60	
5	75		\$37.00		\$15.		\$0.00	\$67.06	
6	80		\$39.46	\$12.00	\$15,		\$0,00	\$69.53	
7	85		\$41.93	\$12.00	\$15. \$15.		\$0.00	\$72.00	
8	90		\$44.40	\$12,00					
No	tos:	والمستوف والمستود والمتوادي المتوادي							
اب	- 75 50	Journeyworker Ratio:1:6							\$87.98
		Junited a graves and	08/01/7	2019	648,10 S	\$13,20	\$24,12	\$2,56	-
C (DUCTWO	RK) rs local 17 -	Л	02/01/		\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
WINITHT HOLDER	100000		08/01/		\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
			02/01/	2021	\$53.00	\$13.20	\$24,12	\$2.71	\$93,03
			08/01/		\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
			02/01/		\$56.50	\$13,20	\$24.12	\$2.81	\$96,63
For sourentice rate	os sea "Apprentic	ee- Sheet Metal Worker"				\$13.00	\$18,88	\$0.00	\$82,98
AC (ELECTR	ICAL CONT	ROLS)	03/01	<i>1</i> 2019	\$51.10	\$13.00	•		
For apprentice rat	tes see "Apprenti	os- BLECTRICIAN ⁶	00101	L/2010	\$48,10	\$13.20	\$24.12	\$2.56	\$87.98
AC (TESTING	JAND BAL	ancing - Air)		(/2019 1/2020	\$49.75	\$13,20	\$24.12	\$2.61	\$89.68
	KERS LOCAL 17	-A		1/2020	\$51.35	\$13.20	\$24,12	\$2.66	\$91.33
ETMETAL WORK				1/2020	\$53.00	\$13,20	\$24.12	\$2,71	\$93.02
ETMETAL WORK				1/2021	•	\$13.20		\$2.76	\$94.83
ETMETAL WOR									
ETMETAL WOR				1/2021 1/2022	\$54.75 \$56.50	\$13,20	an 1 10	\$2.81	\$96.

	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
HVAC (TESTING AND BALANCING -WATER)	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL \$37	03/01/2020	\$57.69	\$10.95	\$19,74	\$0.00	\$88.38
	,	\$59,19	\$10.95	\$19.74	\$0.00	\$89.88
The pubble of the state of the	03/01/2021	,p.J.y, 1.7				
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	09/01/2019	\$54.69	\$10.95	\$19.74	\$0,00	\$85.38
HVAC MECHANIC PIPERITERS LOCAL 531	03/01/2020	\$56,19	\$10.95	\$19.74	\$0.00	\$86.88
FILEDITI TERM DOGIE	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 apprendice rates see "Apprendice-PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2019	\$34.70	\$7.85	\$14.88		\$57.43
LABORERS - ZONE 2	12/01/2019	\$35.56	\$7.85	\$14.88	\$0.00	\$58.29
	06/01/2020	\$36,45	\$7.85	\$14.88	\$0.00	\$59,18
	12/01/2020	\$37,34	\$7.85	\$14.88	\$0.00	\$60.07
	06/01/2021	\$38,26	\$7.85	\$14.88	\$0,00	\$60.99
	12/01/2021	\$39.17	\$7.85	\$14,88	\$0.00	\$61.90
Por apprentice rates see "Apprentice- LABORER"		A10.44	\$12.80	\$16.40	\$0.00	\$77.64
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL & (BOSTON)	09/01/2019	\$48.44	\$12.80	, 410. 10	, , , , , ,	•

	ntice - ASBESTOS INSULATO. ive Date - 09/01/2019	Apprentice Base Wage		Pension	Supplemental Unemployment	Total Rate	
Step	percent		\$12.80	\$11,90	\$0.00	\$48.92	
1	50	\$24,22	,	\$12.80	\$0.00	\$54.66	
2	60	\$29,06	\$12.80	•	\$0.00	\$60,41	
3	70	\$33.91	\$12,80	\$13.70	*	\$66.15	
4	80	\$38.75	\$12.80	\$14.60	\$0.00		
Note		ومنت ومنت مبدد ومنا فمنا فمند ومند					
	Steps are 1 year						
i	entice to Journeyworker Ratio:	1:4		.66 \$8.00	\$23.50	\$0.00	\$78,16

Issue Date: 09/03/2019 Wago Request Number: 20190903-016 Page 17 of 41

Apprei Effecti	ntice - IRONWORKER - Loca ive Date - 03/16/2019	Apprentice Base Wage	Health	Pensi		Supplemental Inemployment	Total Rate	
Step	percent		\$8.00	\$23.	.50	\$0,00	\$ 59.50	
1	60	\$28,00	\$8,00	\$23	.50	\$0.00	\$64,16	
2	70	\$32.66	\$8.00	\$23	3.50	\$0.00	\$66,50	
3	75	\$35.00	\$8.00	-	3.50	\$0,00	\$68,83	
4	80	\$37.33	\$8.00		3,50	\$0.00	\$71.16	
5	85	\$39,66		-	3,50	\$0.00	\$73.49	
6	90	\$41.99	\$8.00	ų.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
_								
Note	** Structural 1:6; Ornamen	tal 1:4					!	
l					·			456 D2
l App	rentice to Journeyworker Ra	tio:**	2019 8	34.20	\$7.85	\$14.88	\$0.00	\$56.93
KHAMMER & I	rentice to Journeyworker Ra	tio:** COR 06/01/2	.017	34.20 335.06	\$7.85 \$7.85	\$14.88 \$14.88	\$0.00	\$57.79
KHAMMER & I		tio:** FOR 06/01/2 12/01/2	2019	\$35.06	•	\$14.88 \$14.88	\$0,00 \$0.00	\$57.79 \$58.68
KHAMMER & I	rentice to Journeyworker Ra	tio:** COR 06/01/2 12/01/2	2019		\$7.85	\$14.88	\$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57
KHAMMER & I	rentice to Journeyworker Ra	tio:** FOR 06/01/2 12/01/2 06/01/2	2019 2020 2020	\$35.06 \$35.95	\$7,85 \$7,85	\$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57 \$60.49
KHAMMER & I	rentice to Journeyworker Ra	tio:** COR 06/01/2 12/01/2	2019 \$ 2020 \$ 2020 \$ 2021	\$35.06 \$35.95 \$36.84	\$7,85 \$7,85 \$7.85	\$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57
KHAMMER & I Orers - zone 2	rentice to Journeyworker Ra PAVING BREAKER OPERA	tio:** COR 06/01/2 12/01/2 06/01/3 12/01/1 06/01/1	2019 \$ 2020 \$ 2020 \$ 2021 \$ 2021	\$35.06 \$35.95 \$36.84 \$37.76 \$38.67	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57 \$60.49
KHAMMBR & I ORERS - ZONG 2 For apprentice tales	rentice to Journeyworker Ra	tio:** FOR 06/01/2 12/01/2 06/01/2 12/01/3 06/01/2 06/01/2	2019 \$ 2020 \$ 2020 \$ 2021 \$ 2021 \$ 72019	\$35.06 \$35.95 \$36.84 \$37.76 \$38.67	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57 \$60.49 \$61.40
CKHAMMER & I ORERS - ZONE 2	rentice to Journeyworker Ra PAVING BREAKER OPERA	tio:** FOR 06/01/2 12/01/2 06/01/2 12/01/1 06/01/1 12/01/1 12/01/1	2019 \$ 2020 \$ 2020 \$ 2021 \$ 2021	\$35.06 \$35.95 \$36.84 \$37.76 \$38.67	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57 \$60.49 \$61.40

12/01/2020

06/01/2021

12/01/2021

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\$0.00

\$0.00

\$60.24

\$61.15

\$14.88

\$14.88

\$7.85

\$7.85

\$7.85

\$36.59

\$37.51

\$38.42

E	Effecti	e Date -	BORER - Zone 2 06/01/2019	Apprentice Base Wage	Health	Pens		Supplemental nemployment	Total Rate	,
-	Step	percent		\$20.37	\$7.85	\$14	.88	00.02	\$43,10	
	1	6 0		\$23.77	\$7.85	\$14	.88	\$0.00	\$46.50	
	2	70		\$27.16	\$7.85	\$14	.88	\$0.00	\$49.89	
	3	80		\$30.56	\$7.85	\$14	.88	\$0.00	\$53.29	
	4	90		\$30'20	\$1,00	*				
	Effect	ive Date -	12/01/2019		4.4	Реп	ulau I	Supplemental Unemployment	Total Rate	
	Step	percent		Apprentice Base Wage			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$0.00	\$43.62	
	1	60		\$20.89	\$7.85		4.88	\$0.00	\$47.10	
	2	70		\$24.37	\$7.85		4.88	\$0.00	\$50.58	
	3	80		\$27.85	\$7,85		4.88		\$54.06	
	4	90		\$31.33	\$7.85	. \$1	4,88	\$0,00		
					,					
	Note	!								
	 		Journeyworker Ratio:115							
				06/01/20	19	\$33.95	\$7.85	\$14.88	\$0,00	\$56,68
BORER: CARPENTER TENDER ORERS-ZONE 2		12/01/20		\$34,81	\$7.85	\$14.88	\$0.00	\$57.54		
MIRIO - 20242				06/01/20		\$35.70	\$7.85	\$14.88	\$0.00	\$58,43
				12/01/20		\$36.59	\$7.85	\$14.88	\$0.00	\$59,32
				06/01/20		\$37.51	\$7.85	\$14.88	\$0.00	\$60.24
				12/01/20		\$38.42	\$7.85	\$14.88	\$0.00	\$61.15
For apprentic	io Lujos 2	se "Apprentic	e-LABORER*		<u></u>		An 0.5	\$14.88	\$0,00	\$56.68
BORER: C	EMEN	T FINISH	ER TENDER	06/01/2	019	\$33.95	\$7.85	\$14.88	\$0.00	\$57,54
ORERS - ZON	VE 2			12/01/2	.019	\$34.81	\$7.85	\$14.88 \$14.88	\$0.00	\$58.43
				06/01/2	020	\$35.70	\$7.85		\$0.00	\$59,32
				12/01/2	2020	\$36.59	\$7.85	\$14,88	\$0.00	\$60.24
				06/01/2	2021	\$37,51	\$7.85	\$14.88	\$0.00	\$61.15
				12/01/2	2021	\$38,42	\$7.85	\$14.88	∌v,∪u	
For apprenti	ico relos	see "Apprenti	ce- LABORER"	AFET 0/01/	2010	\$34,15	\$7.85	\$14.83	\$0.00	\$56.83
BORERS - ZO	NE 2		ASTE/ASBESTOS REMO	VER 06/01/2 12/01/2		\$35,01	\$7.85	\$14,83	\$0.00	\$57.69
			ce- LABORER"	06/01/	2010	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
ABORER:	MASC	N TENDE	IR.	06/01/		\$35.06	\$7.85		\$0.00	\$57.79
BORERS - ZO	JYK Z			12/01/ 06/01/		\$35.95	\$7.85		\$0,00	\$58.68
						\$36.84	\$7.85		\$0.00	\$59.57
			·	12/01/		\$37.76	\$7.85	****	\$0.00	\$60.49
				06/01 12/01	/2021 /2021	\$37.70 \$38.67	\$7.85		\$0,00	\$61.4
		s see "Appren		12/01	14V4 K	4-0,04	•••			

Classification

Classification	Effective Date	Base Wage	Health	Peusion	Supplemental Unemployment	Total Rate
LABORER; MULTI-TRADE TENDER	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$56.68
LABOKERS - ZONE 1	12/01/2019	\$34.81	\$7.85	\$14.88	\$0.00	\$57.54
	06/01/2020	\$35.70	\$7.85	\$14.88	\$0.00	\$58,43
	12/01/2020	\$36,59	\$7,85	\$14.88	\$0.00	\$59.32
	06/01/2021	\$37.51	\$7.85	\$14.88	\$0.00	\$60.24
	12/01/2021	\$38.42	\$7.85	\$14.88	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"				\$14,88	\$0,00	\$56,68
LABORER: TREE REMOVER	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$57.54
LABORERS - ZONE 2	12/01/2019	\$34.81	\$7.85	\$14.88	\$0.00	\$58.43
	06/01/2020	\$35,70	\$7.85		\$0.00	\$59.32
	12/01/2020	\$36,59	\$7,85	\$14.88	\$0.00	\$60.24
	06/01/2021	\$37.51	\$7.85	\$14.88	\$0.00	\$61.15
This classification applies to all tree work associated with the removal of standing a utility company for the purpose of operation, maintenance or repair of utility con	12/01/2021 trees, and trimming and re many equipment. For appr	\$38.42 moval of branch entice rates see '	\$7.85 as and limbs w "Apprentice- L	\$14.88 non the work ! ABORER"		ψ01.12
a utility company for the purpose of operation, maintenance of repeat of unity example. LASER BEAM OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - 20NE 2	12/01/2019	\$35,06	\$7.85	\$14.88	\$0.00	\$57.79
	06/01/2020	\$35.95	\$7,85	\$14.88	\$0.00	\$58,68
	12/01/2020	\$36.84	\$7.85	\$14.88	\$0.00	\$59.57
	13.01	· ·				
	06/01/2021	\$37.76	\$7.85	\$14.88	\$0.00	\$60.49
	06/01/2021 12/01/2021	\$37.76 \$38.67	\$7.85 \$7.85	\$14.88 \$14.88	\$0.00 \$0.00	\$60.49 \$61.40
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$38.67	\$7.85	\$14.88	\$0.00	\$61.40
MARBLE & TILE FINISHERS	12/01/2021 08/01/2019	\$38.67 \$41.49	\$7.85 \$10.75	\$14.88 \$19.61	\$0.00 \$0.00	\$61.40 \$71.85
	08/01/2021 08/01/2019 02/01/2020	\$38.67 \$41.49 \$42.00	\$7.85 \$10.75 \$10.75	\$14.88 \$19.61 \$19.61	\$0.00 \$0.00 \$0.00	\$61.40 \$71.85 \$72.36
MARBLE & TILE FINISHERS	08/01/2019 02/01/2020 08/01/2020	\$38.67 \$41.49 \$42.00 \$43.08	\$7.85 \$10.75 \$10.75 \$10.75	\$14.88 \$19.61 \$19.61 \$19.76	\$0.00 \$0.00 \$0.00	\$61.40 \$71.85 \$72.36 \$73.59
MARBLE & TILE FINISHERS	08/01/2021 08/01/2019 02/01/2020	\$38.67 \$41.49 \$42.00	\$7.85 \$10.75 \$10.75 \$10.75 \$10.75	\$14.88 \$19.61 \$19.61 \$19.76 \$19.76	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$61.40 \$71.85 \$72.36

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Issue Date: 09/03/2019

A _I Ei	ppront ffectiv	ice -	RBLE & TILE FINISHER - 08/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
		percent _			\$10.75	\$19.61	\$0.00	\$51.11	
1		50		\$20.75	\$10.75	\$19.61	\$0.00	\$55,25	
2	2	60		\$24.89	\$10.75	\$19.61	\$0.00	\$59,40	
	3	70		\$29.04		\$19.61	\$0.00	\$63.55	
	4	80		\$33.19	\$10.75	\$19.61	\$0.00	\$67.70	
	5	90		\$37.34	\$10.75	\$13,01	•••		
		ye Date -	02/01/2020	Apprentice Base Wag	e Wenith	Pension	Supplemental Unomplayment	Total Rate	
	Step	percent			\$10.75	\$19.61	\$0,00	\$51.36	
	1	50		\$21.00	*	\$19.6	60.00	\$55.56	
	2	60		\$25.20	\$10.75	\$19.6	** 00	\$59.76	
	3	70		\$29.40	\$10.75	\$19.6	****	\$63.96	
	4	80		\$33.60	\$10.75			\$68.16	
	5	90		\$37.80	\$10.75	\$19.6			
	2	90						1	
	Note	 s:							
	i								
	App	rentice to	Journeyworker Ratio:1:3	H 08/01/	2019 \$	54,42 \$	10.75 \$21,30	\$0.00	\$86.47 \$87.10
BLE MA	SONS	TILELA	YERS & TERRAZZO MEC	02/01/		55,05 \$	10.75 \$21.30	\$0.00	-
LAYERS LO	OCAL 3	MIRBLE &	TILO	08/01/2020 \$56.40		.40 \$10.75 \$21.45	\$0,0\$	\$88,60	
				02/01	2020		\$10.75 \$21.45	\$0.00	\$89.24
				08/01	20		\$10.75 \$21.61	\$0.00	\$90.80
					LODE		\$10.75 \$21.61	\$0,00	\$91.37

Classification

Issue Date: 09/03/2019

Aj	pprentic	e - · MA	IRBLE-TILE-TERRAZZO I	MECHANIC - Local 3 Ma	rble & Tile	3			
	iffective	Date - ercent	08/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
		0		\$27,21	\$10.75	\$21,30	\$0,00	\$59,26	
2		50 50		\$32.65	\$10.75	\$21.30	\$0.00	\$64.70	
3				\$38.09	\$10.75	\$21,30	\$0.00	\$70.14	
_	,	70		\$43.54	\$10.75	\$21.30	\$0.00	\$75.59	
		90		\$48,98	\$10.75	\$21.30	\$0.00	\$81.03	
_	Offective Step p	Date - ercent	02/01/2020	Apprentice Base Wage	Health	Pension	Supplementel Unemployment	Total Rate	
				\$27.53	\$10.75	\$21.30	\$0.00	\$59.58	
	_	50 60		\$33.03	\$10.75	\$21.30	\$0.00	\$65.08	
		50		\$38.54	\$10.75	\$21.30	\$0.00	\$70.59	
		70 20		\$44.04	\$10.75	\$21.30	\$0.00	\$76.09	
		80 90		\$49,55	\$10.75	\$21.30	\$0,00	\$81,60	
 r	Notes:			THE PERSON NAMED IN COLUMN PARTY.					
į	Apprent	ico to Jo	urneyworker Ratio:1:5						
			(ON CONST. SITES)	06/01/20:	19 \$4	7.69 \$12.0		\$0.00	\$75.29
SRATING ENGINI	EERS LOC	AL I		12/01/20	19 \$4	8,83 \$12.0		\$0.00	\$76.43
				06/01/202	20 \$4	9,91 \$12.0		\$0.00	\$77.51
				12/01/20:	20 \$5	1.05 \$12.0	00 \$15,60	\$0.00	\$78.65
				06/01/20	21 \$5	2.14 \$12.0	00 \$15.60	\$0.00	\$79.74
				12/01/20	21 \$5	3,28 \$12.6	00 \$15.60	\$0.00	\$80.88
			OPERATING ENGINEERS"	0.601.60	10 6	17.69 \$12.	00 \$15,60	\$0,00	\$75,29
ECHANICS M				06/01/20				\$0.00	\$76.43
				12/01/20				\$0.00	\$77.51
				06/01/20			:	\$0.00	\$78.65
				12/01/20	•			\$0.00	\$79.74
				06/01/20 12/01/20		52.14 \$12. 53,28 \$12.		\$0.00	\$80.88
For approntice r	rates see "A	pprentice.	OPERATING ENGINEERS*	LUVIIAV	~- *				
AILLWRIGHT	(Zone 2)	Zone 2		04/01/20	19 \$:	38.87 \$9.9	0 \$18.50	\$0.00	\$67.27

	Effecti Step	ve Date - percent	04/01/2019	Apprentice Base Wa	ige Healt	h I	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$21,38	\$9.9	0	\$5.31	\$0.00	\$36.59	
	2	65		\$25.27	\$9,9	0	\$15,13	\$0.00	\$50.30	
	3	75		\$29.15	\$9.9	0	\$16,10	\$0,00	\$55.15	
	4	85		\$33.04	\$9.9	0	\$17.06	\$0.00	\$60.00	
	Notes						,	* ************************************		
	İ		2,000 hours				ment determine brokerserie ber			
	Appro	entice to Ja	urneyworker Ratio:1:5					#1 t 00	\$0.00	\$56,93
RTAR MIX				06/01/	2019	\$34.20	\$7.85	\$14.88		
ORERS - ZON	E 2			12/01/		\$35,06	\$7.85	\$14,88	\$0.00	\$57.79 \$58.68
				06/01		\$35,95	\$7,85	\$14.88	\$0.00	\$59.57
				12/01		\$36.84	\$7.85	\$14.88	\$0.00	\$59.57 \$60.49
				06/01		\$37,76	\$7.85	\$14.88	00.02	\$61.40
For apprentic		9 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	I ADORHU"	12/01	/2021	\$38.67	\$7.85	\$14.88	\$0.00	301.40
For apprentic	o raide acc	N TRIICK	CRANES, GRADALLS)	06/01	/2019	\$23.11	\$12.00	\$15,60	\$0.00	\$50.71
JBJC (U I FIL TRATYNG ENG	INEERS I	LOCAL 4			/2019	\$23.68	\$12.00	\$15.60	\$0,00	\$51.28
					/2020	\$24.23	\$12.00	\$15.60	\$0.00	\$51.83
					/2020	\$24.80	\$12.00	\$15.60	\$0.00	\$52.40
					/2021	\$25.35	\$12.00	\$15.60	\$0.00	\$52.95
					/2021	\$25,93	\$12.00	\$15.60	\$0.00	\$53.53
			OPERATING ENGINEERS"			#ort 57	412.00	\$15.60	\$0,00	\$55,17
LER (TRU	CK CRA	INES, GRA	ADALLS)		1/2019	\$27.57			\$0.00	\$55.84
RIOH ING BW	GIMEIO	LOCAL			1/2019	\$28.24			\$0.00	\$56.49
					1/2020	\$28.89			\$0.00	\$57.17
					1/2020	\$29.57			\$0,00	\$57.81
					1/2021 1/2021	\$30.21 \$30.89			\$0.00	\$58.49
For appront	iço ratos se	o "Apprentice	- OPERATING ENGINEERS"	12/0	114041	φ,υ.υ,	Ψιλικι			
THER POW	VER DR	IVEN EQU	JIPMENT - CLASS II	06/0	1/2019	\$47.69	\$12.00		\$0.00	\$75.29
PERATING EN	ONEERS	LOCAL 4		12/0	1/2019	\$48,83			\$0.00	\$76.43
				06/0	1/2020	\$49.91	\$12.00		\$0.00	\$77.51
				12/0	1/2020	\$51.05	\$12.0		\$0.00	\$78.65
				06/0	1/2021	\$52.14	4 \$12.0		\$0.00	\$79.74
				12/0	1/2021	\$53.23	8 \$12,0	0 \$15,60	\$0.00	\$80,88
			► OPERATING ENGINEERS"	onle	11/2010	\$50,6	6 \$8.20	\$21,45	\$0,00	\$80.31
	PUTTE	S/TANKS))		1/2019				\$0.00	\$81.26
AINTER (E	M. 15 - 7	ONE 2		nt ii	1//////	Q G (1 4)				
For apprent AINTER (B AINTERS LOC	AL 35 - 20	ONE 2)1/2020)1/2020	\$50.9 \$52.0			\$0.00	\$82,36

Supplemental Uncapployment Total Rate Pension Effective Date Base Wage Health Classification

ppren ffectiv	nce /e Dato -	INTER Local 35 - BRID 07/01/2019		Health	Pension	Supplemental Unemployment	Total Rate	
tep	percent		Apprentice Date 11-8	\$8,20	\$0.00	\$0,00	\$33.53	
[50		\$25.33	\$8,20	\$5.78	\$0.00	\$41.84	
2	55		\$27.86	\$8,20	\$6.30	\$0.00	\$44.90	
3	60		\$30,40	\$8.20	\$6.83	\$0.00	\$47.96	
4	65		\$32.93		\$18.30	\$0.00	\$61.96	
5	70		\$35.46	\$8.20	\$18.83	\$0.00	\$65,03	
6	75		\$38,00	\$8,20	\$19.35	\$0.00	\$68.08	
7	80		\$40.53	\$8.20	\$20.40	\$0.00	\$74.19	
8	90		\$45.59	\$8.20	φωνιτο	•		
	tive Date -	. 01/01/2020	1 T . 375	Ueelth	Pension	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base Wag	\$8,20	\$0,00	\$0.00	\$33.68	
1	50		\$25.48		\$5.94	\$0,00	\$42.17	
2	55		\$28,03	\$8,20	\$6,48	\$0.00	\$45.26	
3	60		\$30.58	\$8.20	\$7.02	\$0.00	\$48.34	
4	65		\$33,12	\$8.20	\$18.51	\$0.00	\$62,38	
5	70		\$35,67	\$8.20	\$19.05		\$65.47	
6	75		\$38.22	\$8.20	\$19.59	40.00	\$68,56	
7	80		\$40.77	\$8,20	\$20.67		\$74.73	
8	90		\$45,86	\$8.20	320.0			
۰	70							
Ì		are 750 hrs. To Journeyworker Ratio	A second second second second second					

PAINTER (SIGN, PICTORIAL & DISPLAY)
PAINTERS LOCAL 35 - ZONE 2

20190903-016 Wage Request Number:

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Effect	ntice - PAINTER SIGN - Local ive Date - 06/01/2013		Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent	\$12.91	\$7.07	\$0.00	\$0,00	\$19.98	
1	50	•	\$7.07	\$2,45	\$0.00	\$23.72	
2	55	\$14.20	\$7.07	\$2,45	\$0.00	\$25.01	
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$26.30	
4	65	\$16.78	\$7.07	\$7.05	\$0.00	\$32.19	
5	70	\$18.07		\$7,05	\$0.00	\$33.48	
6	75	\$19.36	\$7.07	\$7,05	\$0.00	\$34.77	
7	80	\$20,65	\$7.07	\$7.05	44.69	\$36.06	
8	85	\$21.94	\$7.07	\$7.05	** **	\$37,35	
9	90	\$23,23	\$7.07				
INot						j	
}	Steps are 4 mos.						
Api	rentice to Journeyworker Rati	0:1:1			20 \$21.45	\$0,00	\$71.
	OR CAMDRI AST NRW) *	07/01/20		1.56 \$8.	200 -	\$0.00	\$72
ar more of	surfaces to be painted are now or	onstruction, 01/01/2	-	1.86 \$8.		\$0.00	\$73
nt rate shal	be used.PAINTERS LOCAL 15 - ZON	E 2 07/01/2	020 \$4		.20 \$22.10		\$74
		01/01/2	021 \$4	4,06 \$8	.20 \$22.10	\$0.00	φίσ

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

Appren	tice - PA vo Date -	UNTER Local 35 Zone 2 - St 07/01/2019	Apprentice Base Wage	Health	Pension_	Supplemental Unemployment	Total Rate	
Step	percent 50		\$20.78	\$8.20	\$0.00	\$0,00 \$0,00	\$28,98 \$36,84	
1 2 3	55 60		\$22.86 \$24.94 \$27.01	\$8.20 \$8.20 \$8.20	\$5.78 \$6.30 \$6.83	\$0.00 \$0.00	\$39.44 \$42.04 \$35.59	
4 5 6 7	65 70 75 80		\$29.09 \$31.17 \$33,25 \$37,40	\$8.20 \$8.20 \$8.20 \$8.20	\$18,30 \$18.83 \$19.35 \$20,40	\$0.00 \$0.00 \$0.00 \$0.00	\$58.20 \$60.80 \$66.00	
8 Effe	90 ctive Date		Apprentice Base Wa	ge Health	Pension		Total Rate	<u></u>
Step 1 2	percer 50 55	ıt	\$20.93 \$23.02	\$8.20 \$8.20	\$0.00 \$5.94 \$6.41	\$0.00	\$37.16 \$39.80	
3	60 65		\$25.12 \$27.21 \$29.30	\$8,20 \$8,20 \$8,20	\$7,0° \$18.5	2 \$0.00 1 \$0.00	\$42.43 \$56.01	
5 6 7	70 75 80		\$31.40 \$33.49	\$8,20 \$8,20	\$19.0 \$19.5 \$20.6	\$0.00	\$58,65 \$61,28 \$66,54	
8	90	personal spinores Supersonal Supersonal State St	\$37.67	\$8.20	,	g procured guarante Surrence automate S		
	pprentice	os are 750 hrs. to Journeyworker Ratio:1 NDBLAST, REPAINT)	1 07/0		4 -2-1-1	58.20 \$21.45 58.20 \$22.10	\$0.00	\$69, \$70.
R (SPRA: LOCAL 15	7 OK SAI - ZONE 2	Appendict no -3 -	07/0	I) LODG	\$41.02	\$8.20 \$22.10 \$8.20 \$22.10 \$8.20 \$22.10	\$0.00 \$0.00	\$71. \$72

Wage Request Number: 20190903-016

- Data: 09/03/2019

Total Rate

Effectiv	re Dato -	INTER Local 35 Zone 2 - Sp 07/01/2019	Apprentice Base Wage	Health	Pensio		Supplemental Inemployment	Total Rate	
Step	percent		\$19.81	\$8.20	\$0.	00	\$0.00	\$28.01	
1	50		\$21.79	\$8,20	\$5.	78	00.02	\$35.77	
2	55		\$23.77	\$8.20	\$6.	30	\$0.00	\$38.27	
3	60		\$25.75	\$8,20	\$6.	83	\$0.00	\$40.78	
4	65		\$27.73	\$8.20	\$18	30	\$0,00	\$54.23	
5	70		\$29,72	\$8.20	\$18	.83	\$0.00	\$56.75	
6	75		\$31.70	\$8.20	\$19	.35	\$0.00	\$59.25	
7 8	8 0 90		\$35.66	\$8,20	\$20	.40	\$0.00	\$64.26	
	ive Date -	01/01/2020	Apprentice Base Wage	: Health	Pens	ion	Supplemental Unemployment	Total Rate	<u>,</u>
Step	percent		\$19.96	\$8,20	\$(00.0	\$0.00	\$28.16	
1	50		\$21.96	\$8.20	\$:	5.94	\$0.00	\$36,10	
2	55		\$23.95	\$8,20	\$	6,48	\$0.00	\$38.63	
3	60		\$25.95	\$8.20	\$	7.02	\$0.00	\$41.17	
4	65		\$27,94	\$8,20	\$1	8.51	\$0.00	\$54.65	
5	70		\$29.94	\$8,20	\$1	9.05	\$0,00	\$57.19	
6	75		\$31.94	\$8.20		9.59	\$0.00	\$59.73	
7 8	80 90		\$35.93	\$8,20	\$2	20.67	\$0.00	\$64.80	
Note	Steps (are 750 hrs. Journeyworker Ratio: 1:1			toward senses			PD 00	\$56.68
TER (TRAFFI			06/01/2	019	\$33.95	\$7.85	\$14.88	\$0,00	\$57,54
ERS - ZONE 2			12/01/2		\$34.81	\$7.85	\$14.88	\$0.00 \$0.00	\$58.43
			06/01/2		\$35.70	\$7.85	\$14.88	\$0.00	\$59.32
			12/01/2		\$36.59	\$7.85	\$14.88	\$0.00	\$60.24
			06/01/2		\$37.51	\$7,85	\$14.88	\$0.00	\$61.15
			12/01/	2021	\$38.42	\$7.85	\$14.88	ψυ,ου	φυ K. 40
or Apprentice rates	see "Appren	lice-LABORER"		2010	#40.16	\$8,20	\$21,45	\$0.00	\$69.81
	(BRUSH,	NEW) *	07/01/		\$40.16	\$8,20		\$0.00	\$70.76
TER/TAPER			****** A1/A1/	2020	\$40,46	∪غ,دنو	· · · · · · · · · · · · · · · · · · ·	-	
inot as more of	'enrinces to) be painted are new construction by painters LOCAL 35 - ZONE 2	07/01/		\$41,56	\$8.20	\$22,10	\$0.00	\$71,86

Apprer	itice - PA. ve Date -	INTER - Local 35 Zone 2 - 07/01/2019	North Williams	Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base Wage	\$8.20	\$0.00	\$0,00	\$28.28	
1	50		\$20.08	•	\$5.78	\$0.00	\$36.07	
2	55		\$22.09	\$8.20	\$6.30	\$0,00	\$38.60	
3	60		\$24.10	\$8.20	\$6.83	\$0.00	\$41.13	
	65		\$26,10	\$8,20	\$18,30	\$0.00	\$54.61	
4			\$28,11	\$8,20		\$0.00	\$57.15	
5	70		\$30.12	\$8.20	\$18.83	\$0.00	\$59,68	
б	75		\$32.13	\$8.20	\$19.35	***	\$64.74	
7	80		\$36,14	\$8,20	\$20,40	\$0.00		
8	90	01/01/2020			Pension	Supplemental Unemployment	Total Rate	
	ctive Date		Apprentice Base Wa	ge Health		00.00	\$28.43	
Step			\$20.23	\$8.20	\$0.00	***	\$36.39	
1	50		\$22.25	\$8.20	\$5.94	7 • ^	\$38.96	
2	55		\$24.28	\$8.20	\$6.4	***	\$41.52	
3	60		\$26.30	\$8,20	\$7.0	4	\$55.03	
4	65		\$28.32	\$8,20	\$18.5		\$57.60	
5	70		\$30,35	\$8.20	\$19.0		\$60.16	
6	75		\$32,37	\$8,20	\$19.5			
7	80		\$36,41	\$8.20	\$20.	67 \$0,00	\$03,20	
8	90		9,0,11			, , ,		
ì	-	s are 750 hrs.				and processed becomes becomes a		
<u>'</u> -	nnrentice	to Journeyworker Ratio:	[:1 		<u></u>	\$8,20 \$21,45	\$0.00	\$67.
107 A 101 A	D /BBIIS	h, repaint)	VIIV	114011	φ5 στ	\$8,20 \$22.10	\$0.02	\$68.
er / Tapi	- ZONE 2	· · · · · · · · · · · · · · · · · · ·	01/0	1/2020	#30.52	\$8.20 \$22,10	\$0.08	\$69

PILE DRIVER LOCAL 56 (ZONE !)

DECK)

	Effecti	ve Date	a = 08/0	RIVER - Local 56 Zone 01/2019	Apprentice Base Wage	Healt	h Pe	nsion U	remblohmental	Total	
	Step	perce			\$24.47	\$9.9		21,15	\$0.00		55.52
	1	50			\$29.36	\$9.9		21.15	\$0.00		60.4 I
	2	60			\$29.36 \$34.26	\$9.9	_	21.15	\$0.00		65,31
	3	70			\$36.71	\$9.		\$21.15	\$0.00		\$67.76
	4	75			\$39.15	\$9.		\$21.15	\$0.00		\$70,20
	5	80			\$39.15 \$39.15	\$9.		\$21.15	\$0.00		\$70.20
	6	80			\$44.05			\$21.15	\$0.00		\$75.10
	7	90			\$44.05			\$21.15	\$0.00		\$75.10
	8	90			344.02						
	135.4										1
	Note	281									
	 		e to Jour	neyworker Ratio:1:5				\$10.95	\$19.74	\$0.00	\$85.38
	& STI				09/01/2		\$54.69	\$10.95 \$10.95	\$19.74	\$0,00	\$86,88
tters i	COCAL 5	37			03/01/2		\$56,19	\$10.95 \$10.95		\$0.00	\$88.38
					09/01/2		\$57,69 \$59,19	\$10.95	-1044	\$0.00	\$89.88
					03/01/	2021	44.				
	i .	anron (i	co - PII	PEFITTER - Local 537					Supplemen	เลโ	. 1 %
	E	ffective	Date -	PEFITTER - Local 537 09/01/2019	Apprentice Base V			Pension	Supplemen Unemployme	ent	Total Rate
	<u>S</u>	ffective tep	Date - percent	PEFITTER - Local 537 09/01/2019	Apprentice Base V	:	\$10.95	\$8.00	Unemployme	00	
	E: S'	ffective tep	Date - percent 40	PEFITTER - Local 537 09/01/2019	Apprentice Base V	:	\$10.95 \$10.95	\$8.00 \$19.74	Unemployme \$0.	00 00	\$40.83
	E 3 1	ffective tep	Date - percent 40 45	PERITTER - Local 537 09/01/2019	Apprentice Base V	;	\$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74	Unemployme \$0. \$0.	00 00 00	\$40.83 \$55.30
	51 1	ffective tep	Date - percent 40 45	PEFITTER - Local 537 09/01/2019	Apprentice Base V \$21.88 \$24.61	: :	\$10.95 \$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74	Unemployme \$0. \$0. \$0.	00 00 00 ,00	\$40.83 \$55.30 \$63.50
	E. S. 1	ffective tep i 2 3	40 45 60	PEFITTER - Local 537 09/01/2019	Apprentice Base V \$21.88 \$24.61 \$32.81	: :	\$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74	Unemployme \$0. \$0. \$0.	00 00 00	\$40.83 \$55.30 \$63.50 \$68.97
	E Si 1	ffective	Date - percent 40 45 60 70 80	09/01/2019	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75	: :	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74	\$0. \$0. \$0. \$0. \$0. \$0.	00 00 00 00 00 00 00 00 00 00 00 00 00	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44
	S 1	ffective	40 45 60	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base	Wage	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74	Unemployment \$0; \$0, \$0, \$0, \$0, \$0 Supplem Unemploy	00 00 00 00 00 00 00 00 00 00 00 00 00	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate
	S 1	ffective tep 2 3 4 5	Date - percent 40 45 60 70 80	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base	Wage	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74	Supplem Unemploym	00 00 00 ,00 ,00 ,00	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98
	S 1	ffective tep 2 3 4 5 Effective	Pate - percent 40 45 60 70 80 ve Date - percent	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base \$22.44 \$25.2	Wage 8	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74 Pension \$8.00 \$19.74	Supplem Unemploym	000 000 000 .000 .000	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98 \$64.40
	S 1	ffective tep 2 3 4 5 Effective Step 1	Date - percent 40 45 60 70 80 ye Date - percent 40	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base \$22.44 \$25.2' \$33.7	Wage 8 9	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74 Pension	Unemployment \$0.50.50.50.50.50.50.50.50.50.50.50.50.50	000 000 000 .000 .000 entel ment	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98 \$64.40 \$70.02
	S 1	ffective tep 2 3 4 5 Effective Step 1	Date - percent 40 45 60 70 80 ve Date - percent 40 45	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base \$22.44 \$25.2' \$33.7 \$39.3	Wage 8 9	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74 Pension \$8.00 \$19.74	Supplem Unemploys Supplem Unemploys Supplem 4 S	000 000 000 .000 .000 .000 enter	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98 \$64.40
	S 1	ffective tep 2 3 4 5 Effective 1 2 3	40 45 60 70 80 ve Date - percent 40 45 60	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base \$22.44 \$25.2' \$33.7	Wage 8 9	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74 Pension \$8.00 \$19.74	Supplem Unemploys Supplem Unemploys Supplem 4 S	ent 000 000 000 000 000 000 000 000 0000 0000	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98 \$64.40 \$70.02
	S 1	ffective tep 2 3 4 5 Effective 1 2 3 4 5	### Date	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base \$22.44 \$25.2 \$33.7 \$39.3 \$44.5	Wage 8 9	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74 Pension \$8.00 \$19.74	Supplem Unemploys Supplem Unemploys Supplem 4 S	ent 000 000 000 000 000 000 000 000 0000 0000	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98 \$64.40 \$70.02
	S 1	ffective tep 2 3 4 5 Effective Step 1 2 3 4	Date - percent 40 45 60 70 80 ve Date - percent 40 45 60 70 80	03/01/2020	Apprentice Base V \$21.88 \$24.61 \$32.81 \$38.28 \$43.75 Apprentice Base \$22.44 \$25.2 \$33.7 \$39.3 \$44.5	Wage 8 9 11 33	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95 Health \$10.95 \$10.95 \$10.95 \$10.95	\$8.00 \$19.74 \$19.74 \$19.74 \$19.74 Pension \$8.00 \$19.7 \$19.7 \$19.7	Supplem Unemploys Supplem Unemploys Supplem 4 S	ent 000 000 000 000 000 000 000 000 0000 0000	\$40.83 \$55.30 \$63.50 \$68.97 \$74.44 Total Rate \$41.43 \$55.98 \$64.40 \$70.02

						τ	memproyatani	
IPELAYER			06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56,93
BORERS - ZONE 2			12/01/2019	\$35.06	\$7,85	\$14.88	\$0.00	\$57.79
			06/01/2020	\$35.95	\$7.85	\$14.88	\$0.00	\$58.68
			12/01/2020		\$7.85	\$14.88	\$0.00	\$59.57
			06/01/2021	\$37,76	\$7.85	\$14.88	\$0.00	\$60.49
			12/01/2021		\$7.85	\$14,88	\$0,00	\$61,40
For apprentice rate	es seo */	pprentice-LABORER"	A. (**1)	******	***			
UMBERS & G			09/01/2019	\$57.69	\$11.82	\$17.01	\$0.00	\$86,52
UMBERS & GASFII	ITERS L	OCAL 12	03/01/2020	\$59.19	\$11.82	\$17.01	\$0.00	\$88.02
			09/01/2020	\$60.69	\$11.82	\$17.01	\$0.00	\$89.52
			03/01/2021	\$62.19	\$11.82	\$17.01	\$0.00	\$91.02
		tice - <i>PLUMBER/GASFITTER - Lo</i> re Date - 09/01/2019				Supplemental		
8	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	l.	35	\$20.19	\$11.82	\$6,16	\$0.00	\$38.17	
2	2	40	\$23,08	\$11.82	\$6.99	\$0.00	\$41.89	
3	3	55	\$31.73	\$11.82	\$9.53	\$0.00	\$53.08	
£	\$	65	\$37,50	\$11,82	\$11.18	\$0.00	\$60,50	
ź	5	75	\$43,27	\$11.82	\$12.88	\$0.00	\$67.97	
	iffectiv	re Date - 03/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	L	35	\$20.72	\$11.82	\$6.16	\$0.00	\$38.70	
3	2	40	\$23.68	\$11.82	\$6.99	\$0.00	\$42.49	
3	3	55	\$32.55	\$11.82	\$9.53	\$0.00	\$53.90	
1	4	65	\$38.47	\$11.82	\$11.18	\$0.00	\$61,47	
5	5	75	\$44.39	\$11.82	\$12.88	\$0.00	\$69.09	
	lotes:	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps ar Step4 with lic\$64.20, Step5 with lic\$ lice to Journeyworker Ratio:**						
IEUMATIC CO			09/01/2019) ded do	\$10 DE	\$19.74	\$0.00	\$85.38
PEFITTERS LOCAL		an (reum)		•	\$10.95			
			03/01/2020		\$10.95	\$19.74	\$0.00	\$86.88
			09/01/2020			\$19.74	\$0.00	\$88.38
For apprentice tat	69 805 °	Appromises PIPEFITTERS or "PLUMBER/PIP	03/01/202 efitter*	1 \$59,17	\$10.95	\$19.74	\$0.00	\$89,86
		OOL OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
BORERS - ZONE 2			[2/01/2019	\$35.06	\$7.85	\$14.88	\$0.00	\$57.79
			06/01/2020			\$14.88	\$0.00	\$58.68
			_			***	***	

Classification

For apprentice rates see "Apprentice- LABORIR"

Supplemental

Unemployment

Pension

Effective Date Base Wage Health

Total Rate

Issue Dafe: 09/03/2019 Wage Request Number: 20190903-016 Page 31 of 41

12/01/2020

06/01/2021

12/01/2021

\$36.84

\$37.76

\$38,67

\$7,85

\$7.85

\$7,85

\$14.88

\$14.88

\$14.88

\$0.00

\$0.00

\$0.00

\$59.57

\$60.49

\$61.40

	Effective Date	Base Wag	е Неа	1144	ension	Supplem Unemple	yment	Total Rate
Jassification	06/01/2019	\$34.95	\$7	.85	\$14.88	\$0.00		\$57.68
OWDERMAN & BLASTER	12/01/2019	\$35.81	\$7	,85	\$14.88	\$0.00		\$58.54
ABORERS - ZONE 2	06/01/2020	\$36,70	\$7	7,85	\$14,88	\$0.00		\$59,43
	12/01/2020	\$37.59	\$7	7.85	\$14.88	\$0.0		\$60,32
	06/01/2021	\$38.51	\$	7.85	\$14.88	\$0.0		\$61.24
	12/01/2021	\$39.42	\$	7.85	\$14.88	\$0.0	0	\$62.15
For apprentice rates see "Apprentica- LABORER"		\$48.1	R \$	12.00	\$15.60	\$0.0	00	\$75.78
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2019		-	12.00	\$15,60	\$0.0	00	\$76.93
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.3		\$12.00	\$15,60	\$0.	00	\$78.03
	06/01/2020	\$50.4	_	\$12.00	\$15.60		00	\$79.18
	12/01/2020	\$51.5	_	\$12.00	\$15.60		00	\$80.28
	06/01/2021	\$52.6			\$15.60		.00	\$81.43
	12/01/2021	\$53.	83	\$12.00	415.0			
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	06/01/2019	\$48.	18	\$12.00	\$15.6	•	.00	\$75.78
PUMP OPERATOR (CONCRETE)	12/01/2019			\$12,00	\$15.6	•	00.0	\$76.93
OPERATING ENGINEERS LOCAL	06/01/2020			\$12.00	\$15.6	0 \$0	00,0	\$78.03
	12/01/2020			\$12.00	\$15.6	io \$9	00.0	\$79.18
	06/01/202			\$12.00	\$15.6	50 \$	0.00	\$80.28
	12/01/202			\$12.00	\$15.	50 \$	00,0	\$81,43
For apprentice rates see "Apprentice-OPERATING ENGINEERS"					\$15.	60 \$	0.00	\$59.88
PUMP OPERATOR (DEWATERING, OTHER)	06/01/201	-	2.28	\$12.00			00.00	\$60.67
OPERATOR (BEATTAN) OPERATING ENGINEERS LOCAL 4	12/01/201	•	3,07	\$12.00			00.00	\$61.42
0.27	06/01/202		3.82	\$12.00			\$0,00	\$62,20
	12/01/20	20 \$3	4.60	\$12.00		•	\$0.00	\$ 62.95
	06/01/20	21 \$3	5,35	\$12.0			\$0.00	\$63.74
	12/01/20	21 \$3	36.14	\$12.0) 41.		J 0,00	
For apprentice tales see "Apprentice-OPERATING ENGINEERS"	01/01/20	.19 \$	23,75	\$10.5	6 \$2	50	\$0.00	\$36.81
DEADY-MIX CONCRETE DRIVER	12/01/20		24.00	\$10.5	6 \$2	,50	\$0.00	\$37,06
TEAMSTERS 170 - Dauphinais (Beilingham)	01/01/2		24.00	\$11.0	1 \$2	.50	\$0.00	\$37.51
	06/01/2		47.69	\$12.	00 \$1	5,60	\$0,00	\$75.29
RECLAIMERS	12/01/2		48.83	\$12.	00 \$1	5,60	\$0.00	\$76,43
OPERATING ENGINEERS LOCAL 4		•	\$49,91	\$12.	_	5.60	\$0.00	\$77.51
	06/01/2		\$51.05	\$12.	_	15.60	\$0.00	\$78.65
	12/01/2		\$52.14	\$12		15.60	\$0.00	\$79.74
	06/01/		\$53.28	\$12		15.60	\$0.00	\$80.88
and the second s	12/01/	2021	وع,ررو					### OT
For apprentice roles see "Apprentice-OPERATING ENGINEERS"	06/01/	2019	\$34,20	\$7.		14,88	\$0.00	\$56.93 \$57.79
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/		\$35.06	\$7.	85	14.88	\$0,00	*** **
LABORERS - ZONE 2	06/01		\$35.95		85	14.88	\$0.00	
		/2020	\$36.84		85	\$14,88	\$0.00	+40.10
		/2021	\$37.70		.85	\$14.88	\$0.00	
		/2021	\$38.6		.85	\$14.88	\$0.00	\$61.40

20190903-016 Wage Request Number:

·	Effective Date	Base Wage	ALCH-117	Pension	Supplemental Unemployment \$0.00	Total Rate \$75,29
Classification ROLLER/SPREADER/MULCHING MACHINE POPERATING ENGINEERS LOCAL 4	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$47.69 \$48.83 \$49.91 \$51.05 \$52.14 \$53.28	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.43 \$77.51 \$78.65 \$79.74 \$80.88
For apprentice rates see "Apprentice-OPERATING ENGINEERS" ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) ROOFERS LOCAL 13	08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021 02/01/2022	\$44.64 \$45.92 \$47.35 \$48.78 \$50.21 \$51.64	\$11.50 \$11.50	\$15.90 \$15.90 \$15.90 \$15.90	\$0.00 \$0.00 \$0.00 \$0.00	\$72.04 \$73.32 \$74.75 \$76.18 \$77.61 \$79.04
. POOFER - Local 33				ماسية		

Appren Effectiv	tice - <i>RO</i> t e Date -	OFER - Local 33 08/01/2019	Apprentice Base W	ave Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base W	\$11.50	\$3.69	\$0.00	\$37.51	
1	50		\$26.78	\$11.50	\$15.90	\$0.00	\$54.18	
2	60		\$29.02	\$11.50	\$15.90	\$0.00	\$56.42	
3	65		\$29.02 \$33.48	\$11,50	\$15.90	\$0,00	\$60.88	
4	75			\$11.50	\$15.90	\$0.00	\$65.34	
5	85		\$37.94	#11.5 0				
7100	ive Date -	02/01/2020		Tranith	Pension	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base		\$3,6	20.00	\$38,15	
1	50		\$22.96			mA AA	\$54,95	
2	60		\$27.55		41.50	60.00	\$57.25	
3	65		\$29.85			00.00	\$61.84	
	75		\$34,44		,	** **	\$66,43	
4	-		\$39.03	3 \$11.50) \$15.5	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
5	85						1	
	Step 1	2:6-10, the 1:10; Reroofing is 2000 hrs.; Steps 2-5 are itch Mechanics' receive \$1.	00 hr. above ROOFE	<u>ir)</u>				
Ani	rentice to	Journeyworker Ratio: ""			\$44.89	11.50 \$15.90	\$0.00	\$72.29
TO OY ATE!	rn.e./PRE	CAST CONCRETE	Ųā	/01/2019		311.50 \$15.90	\$0.00	\$73.57
IS LOCAL 33				2/01/2020	Ψ.1072.	\$11.50 \$15.90	\$0.00	\$75.00
				8/01/2020	ф 4 7,00	\$11.50 \$15.90	\$0.00	\$76.43
			•	2/01/2021	φη 7.0 2	\$11.50 \$15.90	\$0.00	\$77,80
			0	8/01/2021	\$50.46	\$11.50 \$15.90	\$0,00	\$79.29

For apprentice rates see "Apprentice. ROOFER"

02/01/2022 \$56.50 \$13.20	Classification SHBETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021	\$48.10 \$49.75 \$51.35 \$53.00 \$54.75	\$13,20 \$13,20 \$13,20 \$13,20 \$13,20 \$13,20	\$24.12 \$24.12 \$24.12 \$24.12 \$24.12	\$2.76	\$87.98 \$89.68 \$91.33 \$93.03 \$94.83 \$96.63
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	E TAILCE	08/01/2019	Apprentice Base Wage		Pension	\$0.00	\$39.29
ep	percent		\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
	42		\$20.20	\$13.20	\$5,89	\$1.41	\$48,35
2	42		\$22.61	\$13.20	\$11,13	\$1.41	\$48,35
3	47		\$22.61	\$13.20	\$11.13	\$1.51	\$51.80
4	47		\$25.01	\$13.20	\$12.08		\$52.06
5	52		\$25.01	\$13.20	\$12,33	\$1,52	\$57.43
6	52		\$28.86	\$13.20	\$13.70	\$1.67	\$60.89
7	60		\$31.27	\$13.20	\$14.65	\$1.77	\$67.82
8	65		\$36.08	\$13.20	\$16.56	\$1,98	\$74.21
9	75		\$40.89	\$13.20	\$17.96	\$2,16	214.22
10	85		•			Supplemental	Total Rate
Effec	tive Date -	. 02/01/2020	Apprentice Base Wa	ge Health	Pension	Unemployment	\$39.99
Step	percent	·	\$20.90	\$13.20	\$5.89	\$0.00	\$39.99
1	42		\$20.90	\$13.20	\$5.89	\$0.00	\$49.14
2	42		\$23.38	\$13,20	\$11.13	\$1.43	\$49.14
3	47		\$23.38	\$13.20	\$11.13	\$1.43	* *
4	47		\$25.87	\$13.20	\$12.08	\$1.53	\$52.68
5	52		\$25.87 \$25.87	\$13.20	\$12.33	\$1.54	\$52.94
6	52			\$13.20	\$13.70	\$1.70	\$58.45
7	60		\$29.85	\$13.20	\$14.65	\$1.82	\$62,01
8	65		\$32.34	\$13.20	\$16.56	\$2.01	\$69.08
9	75		\$37.31	\$13.20		65.66	\$75.65
10	-		\$42.29	\$13.ZV			
10			نيند فلليد فينس فيلنو فلليد فلليد للليد .				1

Apprentice to Journeyworker Ratio;1:4

Issue Date: 09/03/2019 Wage Request Number: 20190903-016

	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification Cover 425 TONS	08/01/2019	\$34.54	\$12,41	\$12.70	\$0.00	\$59,65
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO, 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
I EMAINI MILL TOURS OF THE STATE OF THE STAT	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
AL TONG	08/01/2019	\$34,83	\$12.41	\$12.70	\$0.00	\$59.94
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
EAMSTERS JOINT COUNCIL NO. 10 ZONG B	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
		\$58.98	\$9,47	\$19,60	\$0.00	\$88,05
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2019	\$60.48	\$9.47	\$19.60	\$0.00	\$89.55
SPRINKLER FITTERS LUCAL 330 - (Desiron by Source	10/01/2019	\$61,98	\$9.47	\$19.60		\$91.05
	03/01/2020	\$63.48		\$19.60		\$92,55
	10/01/2020 03/01/2021	\$64.98		\$19,6		\$94.05

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Appren	tice - SP. e Date -	RINKLER FITTER - Local 55 03/01/2019	50 (Section A) Zone 1	Health	Pension	Supplemo Unemploys	ental nent 7	Total Rate	
Ellectiv Step	percent		Apprentice Base Wage	40.47	\$9.10	\$0),00	\$39.21	
1	35		\$20.64	\$9.47	\$9.10	\$	0.00	\$42.16	
	40		\$23.59	\$9.47	\$9,10	\$	0.00	\$45,11	
2			\$26.54	\$9.47	\$9,10	\$	00.00	\$48.06	
3	45		\$29.49	\$9.47	\$9.10		00,00	\$51.01	
4	50		\$32.44	\$9.47			\$0.00	\$55.46	
5	55		\$35.39	\$9.47	\$10.60		\$0.00	\$58.41	
6	60		\$38.34	\$9.47	\$10.60		\$0.00	\$61,36	
7	65		\$41.29	\$9.47	\$10.60		\$0,00	\$64,31	
8	70		\$44.24	\$9,47	\$10.60		\$0.00	\$67.25	
9	75		\$47.18	\$9,47	\$10.60		\$0.00		
10	80		•			n	lemental.		
		10/01/2019		**116	Pension		ployment	Total Rate	
	ctive Date	•	Apprentice Base W	age Heatti	\$9,10		\$0,00	\$39.74	
Ster			\$21.17	\$9,47	\$9.1		\$0.00	\$42,76	
1	35		\$24,19	\$9,47			\$0.00	\$45.79	
2	40		\$27.22	\$9,47	\$9.1		\$0.00	\$48.81	
3	45		\$30.24	\$9.47	\$9.1		\$0.00	\$51.83	
4	50		\$33,26	\$9.47	\$9.1		\$0,00	\$56.36	
5	55		\$36.29	\$9.47	\$10.6		\$0.00	\$59.38	
6	60		\$39,31	\$9.47	\$10.			\$62.41	
7	65		\$42.34	** (0	\$10.		00.02	\$65.43	
8	70		\$45,36	40.47			\$0.00	\$68.45	
9	75		\$48,3	40.45	\$10	.60	\$0.00	\$00.15	
	10 80	ı	\$4015						
<u> </u>	40	prentice entered prior 9/30/10 /45/50/55/60/65/70/75/80/85 eps are 850 hours	!;						
ì	S t	e to Journeyworker Ratio:	<u></u>			m10.00	\$15.60	\$0.00	\$75.29
			u.	6/01/2019	W (P) = -	\$12.00	\$15.60	\$0.00	\$76.43
AM BOILE	R OPERA	IUK IL4		2/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$77.51
ATINU DRUI			0	6/01/2020	\$49.91	\$12.00	\$15.60	\$0,00	\$78,65
				2/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$79,74
			d	6/01/2021	\$52.14	\$12.00	\$15,60	\$0.02	\$80,88
			į	2/01/2021	\$53.28	\$12.00	42,00		
		DOUBLATING ENGINEE			4.00	\$12.00	\$15,60	\$0.00	\$75.29
For apprentice	rates san "A	ppientics- OPERATING ENGINEE PELLED OR TRACTOR DR	AWN	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$76.43
MPERS, SI Erating enc	INKERS LO	CAL4		12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$77.51
EIGHTHO BUC	74012077120 17-07			06/01/2020	\$49,91			\$0.00	\$78.65
				12/01/2020	\$51.05	\$12.00	h = = < 0	** **	\$79.74
				06/01/2021	\$52,14	\$12,00	414.60		\$80.88
				12/01/2021	\$53.28	\$12.00	1 TY-20		

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

Classification Effective D THLECOMMUNICATION TECHNICIAN 03/01/201 ELECTRICIANS LOCAL 103		\$13.00	Pension \$16.82	Supplemental Unemployment \$0.00	Total Rate \$68,15
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Apprentice - Effective Date	TELECOMMUNICATION TE - 03/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step perce	nt	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
1 40		\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
2 40		\$17,25	\$13.00	\$13.42	\$0.00	\$43.67	
3 45		\$17.25	\$13,00	\$13.42	00.02	\$43.67	
4 45		\$19.17	\$13.00	\$13.73	\$0,00	\$45,90	
5 50		\$21.08	\$13.00	\$14.03	00,02	\$48.11	
6 55		\$23.00	\$13.00	\$14.34	\$0.00	\$50,34	
7 60		\$24.91	\$13.00	\$14.66	\$0.00	\$52.57	
8 65		\$26.83	\$13.00	\$14.96	\$0.00	\$54.79	
9 70		\$28.75	\$13.00	\$15.27	\$0.00	\$57.02	
10 75		Q2017-					
Notest						1	
1			·				
Apprentice	to Journeyworker Ratio:1:1			214 \$16),75 \$21,30	\$0.00	\$85,39
A770 RINISHERS		08/01/2			0.75 \$21.30	\$0.00	\$86.03
LAYERS LOCAL 1 - MARBI	E& TILE	02/01/2			0.75 \$21.45	\$0.00	\$87.53
		08/01/2		,,,,,,	0.75 \$21.45	\$0.00	\$88,1
		02/01/2			0.75 \$21.61	\$0.00	\$89.7
		08/01/ 02/01/			0.75 \$21.61	\$0.00	\$90.3

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Pension

Appren Effectiv	tice - TER te Date - 1	RAZZO FINISHER - Local : 08/01/2019	Apprentice Base Wage	Health	Pension	Suppler Unemplo	nental yment \$0.00	Total Rate \$58.72	
Step 1 2	percent 50 60		\$26.67 \$32.00 \$37.34	\$10.75 \$10.75 \$10.75	\$21,30 \$21,30 \$21,30		\$0.00 \$0.00 \$0.00	\$64.05 \$69.39 \$74.72	
3 4 5	70 80 90		\$42,67 \$48.01	\$10.75 \$10.75	\$21.30 \$21.30		\$0.00	\$80.06	
	tive Date -	02/01/2020	Apprentice Base Way	ge Health	Pension \$21,3	n Unem	so.00	Total Rate \$59.04 \$64.44	
1 2 3	50 60 70		\$32.39 \$37.79 \$43.18	\$10.75 \$10.75 \$10.75		30 30	\$0,00 \$0,00 \$0,00	\$69.84 \$75.23 \$80.63	
4 5 —	90 — —	,	\$48.58	\$10.75 — — —	\$21.	30 	\$0.00 ———]	
AN AT BORING DI	pprentice to	Journeyworker Ratio:1:3	12/0 06/0 12/0 06/0	1/2019 1/2019 91/2020 01/2020 01/2021 01/2021	\$41.50	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$16.05 \$16.05 \$16.05 \$16.05 \$16.05 \$16.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40
For apprentice to BST BORING I ABORERS - FOUNT	DRILLER H	ilee-LABORER" ELPER <i>(ARUNE</i>	12 06 13 00	/01/2019 /01/2019 5/01/2020 2/01/2020 6/01/2021 2/01/2021	\$39.22 \$40.22 \$41.21 \$42.19 \$43.21 \$44.22	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$16.05 \$16.05 \$16.05 \$16.05 \$16.05 \$16.05	\$0,00 \$0,00 \$0.00 \$0.00 \$0.00	\$63.12 \$64.12 \$65.11 \$66.09 \$67.11 \$68.12
For apprentice TEST BORING LABORERS - FOU	T ABOREI	onlice- LABORER" } MARINE	1	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$39.10 \$40.10 \$41.09 \$42.07 \$43.09 \$44.10	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$16.05 \$16.05 \$16.05 \$16.05 \$16.05	\$0.00	\$63.00 \$64.00 \$64.99 \$65.97 \$66.99

Classification

•	Effective Date B	ast Wage	Health	Pensio	n Uner	demental mployment	Total Rate
lassification	Marcourt	\$47.69	\$12.00	\$15.	60 \$1	0.00	\$75.29
RACTORS/PORTABLE STEAM GENERATORS	06/01/2019	\$48.83	\$12,00		60 \$	00,0	\$76.43
PERATING ENGINEERS LOCAL 4	12/01/2019		\$12.00	61.0	.60 \$	00,00	\$77.51
	06/01/2020	\$49.91	\$12.00		.60 5	00.00	\$78.65
	12/01/2020	\$51.05	\$12.0		,60	00.02	\$79.74
	06/01/2021	\$52.14	\$12.0			00.02	\$80.88
	12/01/2021	\$53.28	\$12.0	V			
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		\$35.12	\$12.4	1 \$1	2.70	\$0.00	\$60.23
TRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2019		\$12.4	-		\$0.00	\$61.25
TRAILERS FOR BARTIERS TEAMSTERS JOINT COUNCIL NO. 18 ZONE B	12/01/2019	\$35.12	\$12.		3.72	\$0.00	\$62.15
I DI LINGUA CONTROL CO	06/01/2020	\$36.02		· .	3.72	\$0.00	\$62.65
	08/01/2020	\$36.02		-	14.82	\$0.00	\$63.75
	12/01/2020	\$36.02				\$0.00	\$64.55
	06/01/2021	\$36.82			14,82	\$0.00	\$65,05
	08/01/2021	\$36.82		. , -	14.82	\$0.00	\$66.24
	12/01/2021	\$36.83	2 \$13		16.01		\$75.68
	06/01/2019	\$51,3	8 \$7.	85 5	16.45	\$0.00	\$76.68
TUNNEL WORK - COMPRESSED AIR	12/01/2019	\$52.3	8 \$7.	.85	16.45	\$0.00	
LABORERS (COMPRESSED AIR)	06/01/2020	\$53.3		.85	\$16.45	\$0.00	\$77.67
		\$54.3		,85	\$16.45	\$0.00	\$78.65
	12/01/2020	\$55.3		.85	\$16,45	\$0.00	\$79.67
	06/01/2021				\$16.45	\$0.00	\$80.68
	12/01/2021	\$30.	30 4.				
For apprentice rates see "Apprentice- LABORER"	06/01/2019	\$53.	38 \$	7.85	\$16.45	\$0.00	\$77.68
TUNNEL WORK - COMPRESSED AIR (HAZ, WASTE)				7.85	\$16.45	\$0.00	\$78,68
LABORERS (COMPRESSED AIR)	12/01/2019			7,85	\$16.45	\$0.00	\$79,67
	06/01/202			7.85	\$16.45	\$0.00	\$80.65
	12/01/202			7.85	\$16,45	\$0.00	\$81.67
	06/01/202	-		\$7.85	\$16.45	\$0.00	\$82.68
	12/01/202	1 \$5	3.38	57.05			
For apprentice tales see "Apprentice- LABORER"			3,45	\$7.85	\$16.45	\$0.00	\$67.75
TUNNEL WORK - FREE AIR.	06/01/20		,, ·-	\$7.85	\$16,45	\$0.00	\$68.75
LABORERS (FREE AIR TUNNEL)	12/01/20	• •		\$7.85	\$16.45		\$69.74
Indiana.	06/01/20				\$16.45		\$70.72
	12/01/20		16.42	\$7.85	\$16.4		\$71.74
	06/01/20	21 \$	47,44	\$7.85	\$16.4		\$72.75
	12/01/20)21 \$	48.45	\$7.85	910.7	J 44	
IL TOPER LABORER				## 05	\$16.4	5 \$0,00	\$69.75
For apprentice rates see "Apprentice LAHORER"	06/01/2	*	45.45	\$7.85	\$16.4	•	\$70.75
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2		46.45	\$7.85	\$16.4		\$71,74
FYROKRIO (LIGHT STATE & ASSESSED ASSESSED OF ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED ASSESSEDA ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED ASSESSEDA ASSESSEDA ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED ASSESSED	06/01/2		\$47.44	\$7.85			h-sh 670
	12/01/2		\$48.42	\$7,85	\$16.		
	06/01/		\$49.44	\$7.85	\$16.		
· ·	12/01/		\$50.45	\$7.85	\$16,	.45 \$0.00	, w,
	7 mi O s i						

10 Hora	Effective Date	Inse Wage	Health	Pension	Supplemental Unemployment	Total Rate
lassification	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
AC-HAUL mmsters joint council no. 10 zone b	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60,67
MINDIANO	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
	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
VAGON DRILL OPERATOR ABORERS - ZONE 2	12/01/2019	\$35.06	\$7.85	\$14.88	\$0.00	\$57.79
ABORERO - LONE S	06/01/2020	\$35,95	\$7.85	\$14.88	\$0.00	\$58.68
	12/01/2020	\$36,84	\$7,85	\$14.88	\$0.00	\$59.57
	06/01/2021	\$37.76	\$7.85	\$14.88	\$0.00	\$60.49
	12/01/2021	\$38.67	\$7.85	\$14.88	\$0.00	\$61,40
A PODENS	[2]0112021	10.65				
For apprentice tales see "Apprentice-LABORER"	06/01/2019	\$48.18	\$12.00	\$15,60	\$0.00	\$75.78
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12,00	\$15,60	\$0,00	\$76.93
OF EKRING PROMERY DE CHA	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79,18
	06/01/2021	\$52.68	\$12,00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00		\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				44701	\$0,00	\$86,52
WATER METER INSTALLER	09/01/2019	\$57.69	\$11.82			\$88.02
PLUMBERS & CASFITTERS LOCAL 12	03/01/2020	\$59.19	\$11.82			\$89,52
	09/01/2020	\$60.69	\$11.82			\$91.02
	03/01/2021	\$62.19	\$11.82	2 \$17.01	\$0.00	391.02
For apptentice rates see "Apptentice- PLUMBER/PIPEFITTER" or "PLUME	BERGASHTIEC					
Outside Electrical - East	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
CABLE TECHNICIAN (Power Zone) OUTSIDE SLECTRICAL WORKERS - EAST LOCAL 104	27, 224					
For apprentice rates see "Apprentice-LINEMAN"	201020017	£30.45	\$7.75	\$9,53	\$0,00	\$55.73
CABLEMAN (Underground Ducts & Cables)	09/03/2017	\$38.45	\$1.12			
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$31.66	\$7.75	\$9,44	\$0.00	\$48.85
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice-LINEMAN"					\$0.00	\$34.38
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUISIDE ELECTRICAL WORKERS - BAST LOCAL 104	09/03/201	7 \$24.88	§ \$7.7	5 \$1.7	, φυ. σο	45 7,6 4
For apprentice rates see "Apprentice-LINEMAN"		- maa d	5 \$7.7	5 \$13.	61 \$0.00	\$59.81
BQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 184	09/03/201	7 \$38.4) # <i>tit</i>	J 4		
For apprentice rates see "Approntice- LINEMAN"	09/03/201	7 \$33.9	2 \$7.7	5 \$10.	21 \$0.00	\$51.88
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 101	Q9/Q3/201	קיבנט ו	_ *			
For apprentice cates see "Apprentice- LINEMAN"	09/03/20	7 \$24.8	38 \$7,7	75 \$1.7	5 \$0.00	\$34,38
OROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	Q9(03/2Q)	,, ψω τ ιδ	* '*'			
For apprentice sates see "Apprentice-LINEMAN"						

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Classification GROUNDMAN -Inexperienced (<2000 Hrs.)	Effective Date 09/03/2017	Base Wage \$20.35	Realth \$7.75	Pension \$1,61	Supplemental Unemployment \$0,00	Total Rate \$29.71
OUTSIDE ELECTRICAL IVORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice-Lineman" IOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45,23	\$7.75	\$16,61	\$0,00	\$69.59

Annrentico -	LINEMAN (Outside Electrical) - East Local 104
Table	0.0000000000

Appr Effec	entico - tive Date	LINEMAN (Ouiside Electrica) 09/03/2017		Liegith	p	ension	Supplomental Unemployment	Total Rate	
Step	perce		Apprentice Base Wage	\$7.75		\$3,31	\$0.00	\$38.20	
1	60		\$27.14	\$7.75		\$3.38	\$0.00	\$40.53	
2	65		\$29,40			\$3,45	\$0.00	\$42.86	
3	70		\$31.66	\$7,75		\$5.02	\$0.00	\$46,69	
4	75		\$33.92	\$7.75		\$5.09	\$0.00	\$49.02	
. 5	80		\$36.18	\$7.75		\$5,15	\$0.00	\$51.35	
6	85		\$38.45	\$7.75		\$7.22	\$0.00	\$55.68	
7	90		3 40. 7 1	\$7.75	1	\$1.22			
,								1	
No	tes:							į	
1									
ا ا <u>ب</u>		to Journeyworker Ratio:1:2						40.00	\$38,60
	_		02/04/20)19	\$30.73	\$4.70	\$3.17	\$0.00	\$10,00
LEDATA CABI	.E SPLJC . WORKER	S-BAST LOCAL 101					ma 14	\$0.00	\$36.77
MDB BEACTIOCA	. (A NT/12)	QUIPMENT OPERATOR	02/04/20	019	\$28.93	\$4.70	\$3.14	\$0,00	
LEDATA LINE	MANNE!	S- EAST LOCAL 104					\$3.14	\$0.00	\$36.77
JOHNE BEBUILD	75 £ & NI/II	NSTALLER/TECHNICIAN	02/04/2	019	\$28.93	\$4.70) \$3.14	Д 0.00	
LEDATA WIKI TRIDE RLECTRICA	T MOKKEI	HS - EAST LOCAL 104					5 \$0.00	\$0,00	\$22,06
OTH A CON			01/31/2		\$18.51		•	•	
REE TRIMMER ITSIDIT ELECTRICA		RS - RAST LITCAL 104 by to tree work done: (a) for a utility cor point the utility company's equipment	mpany, R.B.A. cooperative, or te	litond or co	gainim lo	company, and	i (b) for the purpose ods and is not on the	of graund.	
This classification	applies on ning, or rer	ly to tree work done; (a) for a utility cor pairing the utility company's equipment	, and (o) by a person who is using	g Hatter or n		COMMING AND A			#10 P7
This classification	F BOGS DOL #	opty to tenat	01/31/	2016	\$16.3	2 \$3.5	\$0.00	\$0.00	\$19.87
REE TRIMMER	GROUT	NDMAN					a da facilia numasi	oof	
		RS - EAST LOCAL 104 sly to tree work done: (a) for a utility co pairing the utility company's equipment to wholesale tree removal.	mpany, R.E.A. cooperative, or re it, and (c) by a person who is usit	ailroad or a ng hand or i	nechanica nechanica	geompany, ar il cutting meti	ods and is on the go	ound. This	

classification does not apply to wholesale tree removal,

Mislimum 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 meanimum regulates in apprenition employed on purpos rotas projects are nated accreted a percentage of the provisions of the M.G.L., o. 149, 53. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuent to M.G.L. o. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, se, 11B-14L.

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

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

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

Appendix 10 FORM OF CONTRACT

T Mass by the	Chis Contract is made this day of, 2019, by and between the Town of Natick, achusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting a Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and organized under the laws of, with a principal office located at, (hereinafter the
	with a principal office located at
	Massachusetts office located at (hereinafter the
and a	Wiassachuseus office footied at
"Con	tractor").
refer betw	The words "he," "him" and "his" in this Contract, as far as they refer to the Contractor, shall so whether the Contractor is an individual, partnership or corporation. All prior contracts, if any exist een the Town and the Contractor, are hereby terminated and shall be of no force and effect.
1.	Scope of Services
	In consideration of the obligations herein contained, the Contractor shall provide streetlight maintenance services, as set forth in the Invitation for Bids for Streetlight Maintenance Services ("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. The Contractor's services shall be performed as expeditiously as is consistent with such standards.
3	Term

The term of this Contract shall commence as of the date set forth in the opening paragraph of this Contract, and shall end one (1) year later. At the sole discretion of the Town, this Contract may be renewed for one (1) or two (2) additional one (1)-year terms.

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:

> Amendments to Contract (if any) Highest Priority:

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.

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, 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.
- 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.

- Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles Ç, - Combined single limit of \$1,000,000.
- 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 d. liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- 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 e. Automobile Liability Insurance.
- All certificates and policies shall contain the following provision: f.
 - "Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place."
- 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 g. 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.
- 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 h. 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.
- No insurance shall be obtained from an insurer which; i.
 - is not licensed to sell insurance in the Commonwealth of Massachusetts; or
 - is not authorized to provide insurance as an excess or surplus lines insurer, and (1) does not have a current Best's rating of A or better. (2)
- 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. j.
- The Contractor shall provide to the Town a copy of a certificate of insurance that k.

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 cubecontractors, or their officers, employees, agents and representatives or anyone directly or 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 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 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 (as determined by the Contractor's yearly hourly rate times

the historical yearly number of hours), 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 (as determined by the Contractor's yearly hourly rate times the historical yearly number of hours), 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, 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

- 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. a.
- 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 ъ. 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.
- 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.
- 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 d. 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 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 20.

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:

21. Miscellaneous Provisions

a. Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.

- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
- c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.
- d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
- e. The Contractor shall maintain the confidentiality of information designated 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 visà-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.
- 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 1. 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 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.
- 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 Town of Natick, Massachusetts	(Printed Name of Contractor)
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:
appropriation in the amount of this Cont	OF APPROPRIATION: ents of M.G.L. Chapter 44, Section 31C, this is to certify that an tract is available therefor, and that the Natick Board of Contract and to approve all requisitions and execute change
Arti P. Mehta Comptroller, Town of Natick	Dated:
APPROVED AS TO FORM ONLY, A	ND NOT AS TO SUBSTANCE:
Karis L. North, Esq.	Dated:

CERTIFICATE OF VOTE

I, Sharon Covid	ello		, hereby certify	
	Secretary)			Coviello Electric & General
that I am the duly	qualified and a	cting <u>Clerk</u> (Corporation	n Name)	of Contracting Co., Inc.
and I further certi	for that at a mas	ting of the T	Directors of said Corpora	ation duly called and held on March
4th 20 19, at unanimously pass	which meeting	all Directors	were present and voting	g, the following vote was
VOTED: To aut	horize and emp	ower either_	Jared Coviello	; <u>Treasurer</u> ;
(Name)	(Title)	; or		
(Name)	(Title)	,		
(Name)	(Title),			
any or	ne acting singly	, to execute a	all contracts and bonds o	on behalf of the Corporation.
I, further certify not been changed	that the above dor modified in	vote is still in any respect	n effect on this the <u>24th</u>	day of <u>October</u> , 20 <u>19</u> and has
	Signature	2	, Olerk	· ·
	Sharon Printed I		un arrayad	
	Clerk Printed	Title	A-1	

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

STATEMENT OF QUALIFICATIONS

Town of Natick - Invitation for Bids - Streetlight Maintenance Submitted by: Coviello Electric & General Contracting Co., Inc.

To Whom It May Concern:

With regard to the requirements outlined in Section 4, "Bid Submission Requirements" in the "Invitation for Bids" document, our response is as follows:

Coviello Electric & General Contracting Co., Inc. has been incorporated in the State of Massachusetts since 1979. We have provided street light and traffic signal installation, maintenance and repair to the Massachusetts Highway Department, the Department of Conservation and Recreation (DCR) and various Cities and Towns in the Commonwealth. Coviello Electric has maintained the street lights for the DCR in all its districts since 2000 and MassDOT highway lighting since 1998. We have attached a copy of our current MassDOT Highway Division Prequalification Certificate, indicating our bonding capacity, both single limit and total capacity. Coviello Electric maintains a suitable financial status to meet the obligations of the work. Should we be awarded the project, we will provide comprehensive financial statements accordingly.

We currently operate with a 24 hour call service utilizing a single toll-free number answered at all times by an individual equipped to receive outage reports and emergency calls. We also receive nonemergency outage reports via our website at the following link: https://covielloelectricinc.com/reportan-outage/

Lists of our current and previous projects of similar scope and size are attached along with the names and phone numbers of references for each project. We are confident that our references will provide favorable ratings based on current and past work performed and that they will attest to our demonstrated ability and experience with installing streetlights on wood, metal and concrete poles including installation of the poles both with and without foundations and associated underground service.

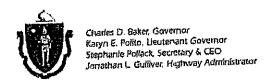
A list of our current vehicles/equipment is attached as evidence that we have the necessary equipment to perform the work as outlined in the bid documents.

Coviello Electric maintains a staff of licensed electricians efficient in providing the services as outlined in the "Invitation for Bids". As a member of the IBEW Local 103, we also have access to additional electrical staff should the need arise. Attached is a list of personnel with Level 1 and Level 2 IMSA Roadway Lighting certifications, and OSHA 10 and OSHA 30 certifications.

Respectfully,

COVIELLO ELECTRIC, & GENERAL CONTRACTING CO., INC.

Jared Coviello, Treasurer





COVIELLO ELECTRIC & GENERAL 55 CONCORD ST NORTH READING, MA 01884-2601

February 05, 2019 Prequalification Certificate No

C128-35

Dear Contractor:

In accordance with the Regulations Governing Prequalification of Contractors, as approved by the Massachusetts Department of Transportation Prequalification Committee, you are hereby notified that the following class(es) of work and Single Contract Limits (if applicable) have been assigned to you as of the date of this letter. If in the opinion of the Committee you failed to submit proper documentation or have not demonstrated the ability to perform all classes of work requested then you were denied Prequalification Status for that class(es) of work.

Qualified Class of Work Electrical-All Type-Including	Limit Amount \$4,140,000.00	Qualified Class of Work Highway - Lighting	Limit Amount \$6,680,000.00
Electrical Maintenance	\$3,300,000.00	Traffic Signals	\$4,500,000.00
Intelligent Transportation Systems	\$3,300,000.00		

Bonding Capacity \$35,000,000.00

Bond Single Limit \$15,000,000.00

Expiration Date 2/29/2020

The class(es) of work, Single Contract Limits and Aggregate Bonding Capacity set forth will continue in effect until February 29, 2020 unless previously modified or rescinded in accordance with the Regulations, or by law. In order to be continuously eligible to bid on projects to be undertaken for this Department, your next Prequalification Statement should be submitted at least 30 days prior to expiration of this Certificate. If there are any questions or concerns, contact the Prequalification Department at (857) 368-8660 or email to prequal r109@state.ma.us.

> Very huly yours THÉ PRÉQUALIFICATION COMMITTEE

Isidoro DeJesus Perez

Director - Office of Construction Prequalification /

Records & Procedures



TALICULAMEDI PREGUALHINGATIONI SINGUE CONTRACTUM TO

requalification Committee Meeting Date: February 6th, 2019

ontractor: Coviello Electric & General Contracting Co., Inc THE BELOW APPLIES TO COMPLETE SELECTION OF PROJECTS

Il available final performance scores for all contracts in the past 10 years are used to determine the median. The same median is used for all Class of Work calculations. median performance score of 80 is neutral - no performance increase or decrease to SCL.

no performance scores are available, a score of 80 is assumed.

5% inflation is not compounded. ormula for Performance Modifier = (Median/80) x (Calculated SCL, with Inflation) 5% i median is over 80 and current SCL, is higher than calculated value, SCL, will not be reduced.

median is below 80, SCL will be set at calculated value regardless of current SCL, which may substantially reduce the SCL.

												Œ.
						_	Actions		Increase	Increase	Increase	No Increase
							Calculated 2019 SCL with	Performance Modiffer	\$4,139,230	\$6,682,916	\$3,251,241	\$4,165,306
							Calculated 2019 SCL, w/5% Inflution	per Year	\$3,522,749	\$5,687,588	\$2,767,014	\$3,544,941
88	06	88	86	ിയി			Value of Largest Contract in	Class of Work	\$3,063,260	\$4,213,028	\$2.515,467	\$3,222,674
90	90	89	98	06	86	94	Year of Largest Contract in	Class of Work	2016	2012	2017	2017
\$B	16	P6	88	96	86	erformance Modifier Medina Score:	Clace of Work		Sectrical - All Types - Incl Maint	diphway - Lighting	ntelligent Transportation Systems	Fraffic Signals

iello Electric & General Contracting Co., Inc. Concord Street rth Reading, MA 01864 781-395-4416

ELECTRICIANS LIST AND CERTIFICATIONS

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ergio Covíello	21612E	7/31/2022	9947A	7/31/2022	000981475	11-600807092		
ean Menezes	14656B	7/31/2022			000981472			
Sobert Dawe	834JR	7/31/2022	862MR	7/31/2022	000940161	11-600806668	CE31910 BE31910	03
3runo Torres	52869B	7/31/2022			001856296			
Robert Baranow	34652E	7/31/2022			002328722	11-600520044		

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Freightliner Depth	2015	Control Prod	1FDUF5GT1FEC72822	S19769
Ford Bucket	2015	TOTA ERRO	1FDUF5GT3EEB56293	R62542
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COVIELE-02

WALKA1

DATE (MM/DD/YYYY) 10/18/2019

CERTIFICATE OF LIABILITY INSURANCE

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

REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. IMPORTANT: If the certificate noticer is an ADDITIONAL INSORED, the policyties) must have ADDITIONAL INSORED provisions of the endorsement of SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s). FAX (AIC, No): (781) 933-9048 PHONE (AIC, No, Ext): (781) 933-3100 Salem Five Insurance Services, LLC E-MAIL ADDRESS, Insurance.services@salemfive.com 445 Main Street Woburn, MA 01801 NAIC # INSURER(S) AFFORDING COVERAGE 24082 INSURER A: Ohio Security Insurance Co 24198 INSURER B : Peerless Insurance INSURER C : CRUMFOSTER INSURED Coviello Electric & General Contracting Co Inc 0023 INSURER D : Liberty Mutual Insurance 55 Concord St North Reading, MA 01864

INSURER E:

				INSURER F:				
L		TO ATE	NUMBER:	_	F	REVISION NUMBER:		OV SERIOD
	S IS TO CERTIFY THAT THE POLICIE			DED BY THE PULION	PAID CLAIMS.	ED NAMED ABOVE FOR TH DOCUMENT WITH RESPEC ED HEREIN IS SUBJECT TO	E POLIC ST TO W ALL TI	MICH THIS HE TERMS,
EXC				POLICY EFF (MM/OD/YYYY)	POLICY EXP	LIMITS	<u> </u>	🗗
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1 1					Ì	PERSONAL & ADV INJURY	s	1,000,000
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	POLICY X PRO: LOC	i i	}			110000019	\$	
1	OTHER:		<u> </u>			COMBINED SINGLE LIMIT (Ea accident)	\$	
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	OWNED X SCHEDULED AUTOS ONLY			•		PROPERTY DAMAGE (Per accident)	s	
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	Action division	<u> </u>	<u> </u>			EACH OCCURRENCE	\$	10,000,000
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	EXCESS LIAB CLAIMS-MADE	- I	5811110127	1.5.		AGOREGITE	\$	10,000,000
Ì	DED X RETENTION\$	<u> </u>			 	X PER DIH-	T	
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ļ	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	1				E.L. DISEASE - POLICY LIMIT	1	1,000,000
	lf yes, describe under DESCRIPTION OF OPERATIONS below				 	C.C. DIOLICE		
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DE	CRIPTION OF OPERATIONS / LOCATIONS / VEHI	CLES (ACO	RD 101, Additional Remarks Sch	edute, may be attached it m	nte shara is ted		orogatic	on applies in
Pro	CRIPTION OF OPERATIONS / LOCATIONS / VEHI lect Name — Natick Street Light Mainte on of Natick is included as additional in	nance isureds b	er written contract or agre	eement on general lia	bility, auto ar	ia umoreita, waiver of sur	,, ogane	
I ov	in of Natick is included as additional in	•						

CANCELLATION CERTIFICATE HOLDER SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. Town of Natick 13 East Central Street Natick, MA 01760 AUTHORIZED REPRESENTATIVE K

favor of the additional insureds.

100 1000



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

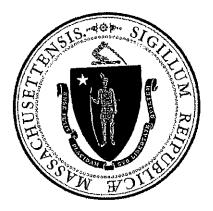
Date: November 28, 2018

To Whom It May Concern:

I hereby certify that according to the records of this office,

COVIELLO ELECTRIC AND GENERAL CONTRACTING CO., INC.

, under the General Laws of the is a domestic corporation organized on May 08, 1979 Commonwealth of Massachusetts. I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's dissolution; that articles of dissolution have not been filed by said corporation; that, said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.



In testimony of which, I have hereunto affixed the Great Seal of the Commonwealth

on the date first above written. William Travino Galein

Secretary of the Commonwealth

Certificate Number: 18110472220

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

COVIELLO ELECTRIC AND GENERAL CONTRACTING CO., INC.

Action of Directors by Written Consent in Lieu of Annual Meeting

The undersigned, being all of the members of the Board of Directors of Coviello Electric and General Contracting Co., Inc. (the "Corporation"), hereby consent, pursuant to Section 8.21 of the Massachusetts Business Corporation Act, to the adoption of the following votes:

VOTED:

To declare that the following persons are elected as officers of the

Corporation until the next Annual Meeting of the Board of Directors and

until their successors are duly elected and qualified.

President:

Sergio Coviello

Vice President:

Adam Coviello Jared Coviello

Treasurer: Secretary:

Sharon Coviello

VOTED:

To ratify, confirm, adopt and approve each and every act and action taken

by the officers of the Corporation acting by and on the behalf of the

Corporation during the preceding year.

The undersigned direct that this Consent shall be effective as of the date set forth below. The undersigned further direct that this Consent shall be filed in the minute book of the Corporation with the minutes of the meetings of the stockholders.

DATE: March 4, 2019

Sergio Coviello, President

Adam Coviello, Vice President

- Sharon Coviello, Secretary

Jared Coviello, Treasurer

LIST OF CLIENTS Submitted by: Coviello Electric & General Contracting Co., Inc. IFB - STREETLIGHT MAINTENANCE, TOWN OF NATICK, MA

IFB -	STREETLIGHT MAINTENANCE, TOWN OF NATICK, N	Contact	none # 617) 466-4204
ent Name	The A. A. M. S. C.	Fidel Maltez	978) 674-1813
ent Name	Icon Broadway (nelsea, WA 02130	Letovo Coutu IV	781) 586-6719
ry of Chelsea	375 Merrimack Street, Lowell, MA 01852	Due attiate	781) 580-0713
ty of Lowell	3 City Hall Square, Lynn, MA 01901	Robert Kilox	(781) 397-7160
ty of Lynn	110 Pleasant Street, Malden, MA 02148		(781) 393-2485
ty of Malden	- / Delica Month (C. MA CE 199	Jenny Jajuga	(978) 983-8545
ty of Medford	At Disserant STIPPI, MIGUIDON 1771	David Koses	(617) 796-1496
ty of Methuen	1000 Commonwealth Avenue, Newton Centre, Inc.	Ed Grennon	(617) 376-1478
Ity of Newton	Times II Kernet Olincy, IVIA U2309	Tim Kelly	(781) 389-6044
ity of Quincy	73 Mount Vernon Street, Winchester, WA 01030	Leonard Burnham	(781) 897-5800
ity of Waltham	Chroat Mobilta MA ULOUL	Main	(508) 597-1333
Ity of Woburn	1420 Northboro Road Central, Manborough, Will	Nick Bruno	(508) 879-4700
Guardian Energy Management Solutions	to pure Street Framingham, MA 01/01	James Gallagher	(774) 286-1245
F White	A02 Relmont Street, Worcester, WA 01004	Ranjit Sivasubra	(781) 641-8300
MassDOT District 3	Ican Appleton Street, Arlington, IVIA 02470	Main	(508) 824-6633
MassDOT District 4	1000 County Street, Taunton, WA UZ780	Emil Vezarov	(857) 368-6100
MassDOT District 5	t country Docton MA UZ 144	Dan Dragani	(617) 568-3953
MassDOT District 6	One Harborside Drive, Suite 2005, East Boston, MA 02128	Maln	(781) 388-5000
Massport	170 Medford Street, Malden, MA 02148	Janet Nicosia	(978) 623-8373
National Grid	36 Bartlett Street, Andover, MA 01810	Rajitha Purimetla	(781) 275-154
Town of Andover	10 Mudge Way, Bedford, MA 01730		(781) 270-164
Town of Bedford	29 Center Street, Burlington, MA 01803	Tim Mazzone	(415) 940-212
Town of Burlington	242 Church Street, Clinton, MA 01510	Hannah Wiser	(978) 777-000
Town of Clinton	1 Sylvan Street, Danvers, MA 01923	Bob Brown	(781) 751-935
Town of Danvers	26 Bryant Street, Dedham, MA 02026	Joseph M. Flanagan	(508) 949-800
Town of Dedham	26 Bryant Street, Dediator, MA 01571	Michelle Jervis	(508) 979-403
Town of Dudley	71 W. Main Street, Dudley, MA 01571	Vincent Furtado	(508) 543-127
Town of Fairhaven	40 Center Street, Fairhaven, MA 02719	Chris Gallagher	(508) 497-97
Town of Foxborough	40 South Street, Foxborough, MA 02035	DPW	(978) 897-13
Town of Foxborough	83 Wood Street, Hopkington, MA 01748	Aaron Miklosko	(508) 830-41
Town of Hopkington	195 Main Street, Maynard, MA 01754	Patricia Arp	(508) 647-65
Town of Maynard	127 Elm Street, Millbury, MA 01527	Jeremy Marsette	(508) 647-03
Town of Millbury	13 E. Central Street, Natick, MA 01760	Bruce Thibodeau	(978) 685-09
Town of Natick	120 Main Street, North Andover, MA 01845	Patrick Farah	(508) 830-41
Town of North Andover	26 Court Street, Plymouth, MA 02300	Tom Fitzgerald	(781) 344-21
Town of Plymouth	Le Sand Street Stoughton, MA 02072	Gino Cresta	(781) 596-88
Town of Stoughton		Rebecca Szeto	(781) 786-5
Town of Swampscott	11 Town House Road, P.O. Box 3/8, Weston, Willow	Bob O'Connor	(781) 340-50
Town of Weston	75 Middle Street, Weymouth, MA 02189		

PROJECT REFRERENC Coviello Electric & General C

Submi	
tted by:	
Submitted by: Coviello Electric & General (
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, Genera	

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	(781) 897-5800	12/31/20 Leonard Burnham	12/31/20	01/01/18	Michigan Ctront Lighte
roconnor(@weymouth.jna.us	(781) 340-5015	06/30/19 Bob O'Connor	06/30/19	10/03/18	Weymouth Retrofit 2018
SZEIO.I @Westoliniess.org	1115-98/ (18/)	10/01/18 Rebecca Szeto	10/01/18	09/21/15	Weston Street Lights
tkelly wcity, walcamare org	(781) 385-6044	Tim Kelly	03/19/19 Tim Kelly	02/27/18	Waltham Street Lights
LIILZBEIGIGWSKOGIIKORTINGSKET	(181) 344-7112	03/31/20 Tom Fitzgerald	03/31/20	04/01/19	Stoughton Street Lights 2019
CHARGE GIGGS TO STOCK THE	7112-445 (181)	12/23/18 Tom Fitzgerald	12/23/18	12/22/15	Stoughton Street Lights
egrenionwunicyina.sov	(61/) 3/6-14/8	08/28/18 Ed Grennon	08/28/18	07/06/16	Quincy Street Lights
ilanen@nortnanooyerrila.gov	(978) 685-0590	10/31/19 Jo-Ann Lanen	10/31/19	11/01/16	North Andover Street Lights
dkoses(@newronma.gov	(617) 796-1496	06/30/19 David Koses	06/30/19	03/24/16	Newton Street Lights
bthibodeau wtownorito utandover zeom	(978) 685-0950	01/30/19 Bruce Thibodeau	01/30/19	11/01/18	North Andover Retrofit MAPC16
	(978) 983-8545	09/07/19 Jenny Jajuga	09/07/19	08/15/16	Methuen Street Lights
randazzo@medford-rna.gov	(781) 393-2485	02/28/19 Steven Randazzo	02/28/19	03/01/17	Medford Street Lighting
	(978) 897-1317	09/01/18 Aaron Miklosko	09/01/18	08/29/17	Maynard Street Light
rknox@cityormaloen.org	(781) 397-7160	06/30/18 Robert Knox	06/30/18	07/01/17	Malden Street Lights
ismart@lynnma.gov	(781) 586-6719	Joe Smart	01/25/20 loe Smart	01/16/18	Lynn Street Light 2018
scoutu@loweima.gov	,	06/30/21 Steve Coutu	06/30/21	07/01/18	Lowell Street Light 2018
tbellegarde@igweiiiid.gov		06/30/18 Tom Bellegarde	06/30/18	11/01/17	l owell Street Lights
mreed@nopxintonnia.guv		02/19/19 Matthew Reeed	02/19/19	02/09/18	Honkington Street Light
enugnes@guardian-energy.com	•	06/07/19 Elizabeth Hughes	06/07/19	05/20/19	Swampscott Poles - Phase 2
		03/31/20 Chris Gallagher	03/31/20	04/01/17	Foxborough Street Lights
VIUI Jaco (m. Jali liaveli ilia: 50 v.		06/30/18 Vincent Furtado	06/30/18	03/02/16	Fairhaven Street Lights
Victoria @tairhavan-ma gov		Tori Evans	03/29/19 Tori Evans	02/25/19	Dudley Retrofit MAPC-DOER-16
		12/01/17 Joseph M. Flanagan	12/01/17	12/05/14	Dedham Street Lights
hannah@tankolignting.com		03/31/19 Hannah Wiser	03/31/19	02/04/19	Clinton Retrofit MAPC-16 DOER
- maitez@cnelsedina.guv		10/30/18 Fidel Maltez	10/30/18	04/01/18	Chelsea LED
tmazzone@purijijstoji.ojs		06/30/20 Tim Mazzone	06/30/20	06/30/17	Burlington Street Lights
rpurimetia(@bedioruma.gov	.1_	04/01/19 Rajitha Purimetia	04/01/19	09/18/18	Bedford Poles
ACR PILIPACOUE (A)	1	hor Raniuk	07/01/19 Ihor Raniuk	05/14/19	Andover High School
Inicosia@aridoverilio_Boy		06/30/18 Janet Nicosia	06/30/18	03/01/16	Andover Street Lights
marsette@naucking.org		01/16/19 Jeremy Marsette	01/16/19	01/17/17	Natick Street Lights
BC Email Address		Date Due Billing Contact	Date Due 1	Date Open	Job Name

Town of Natick Invitation for Bids Streetlight Maintenance



SEALED BIDS will be received:

Date: October 24, 2019

Time: 2:00 P. M. local time

Place: Procurement Office

Natick Public Works

75 West Street Natick, MA 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 streetlight maintenance services for an initial one (1)-year term. At the sole discretion of the Town, any contract awarded will be subject to renewal for one (1) or two (2) additional one (1)-year terms. The Invitation for Bids ("IFB") may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by emailing bleblanc@natickma.org, between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on October 9, 2019. Sealed Bids will be received until 2:00 P.M. local time, October 24, 2019, at the Natick Public Works Building, 75 West Street, Natick, MA 01760, at which time and place all bids will be publicly opened and read. If the Procurement Office at Natick Public Works is closed due to weather/other emergency, the deadline for receipt of sealed bids will be extended until 2:00 P.M. local time upon the next business day that the Procurement Office is open. 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 is subject to appropriation and is subject to vote of the Natick Board of Selectmen.

Section 1. Instructions to Bidders and Bid Submission Requirements

In accordance with the provisions of Chapter 30, Section 39M of the Massachusetts General Laws (M.G.L. c. 30, §39M), the Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, invites the submission of sealed bids for services related to the invites the submission of sealed bids for streetlight maintenance services. For a full description of such services, please refer to Section 3(A) of this IFB, below.

Copies of this IFB may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by emailing bleblanc@natickma.org, between 8:00 A.M. and 12:00 P.M. (noon) 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 October 9, 2019.

No formal 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 October 16, 2019. Questions may also be submitted by email at bleblanc@natickma.org. 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 Streetlight Maintenance Services" shall be received by 2:00 P.M. local time, October 24, 2019, at this address:

Natick Public Works Building 75 West Street Natick, MA 01760.

If the Procurement Office at Natick Public Works is closed due to weather/other emergency, the deadline for receipt of sealed bids will be extended until 2:00 P.M. local time upon the next business day that the Procurement Office is open.

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 <u>will not</u> 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 STREETLIGHT MAINTENANCE SERVICES". No corrections, modifications, or withdrawal of Bids shall be permitted after Bids have been opened.

M.G.L. 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 formal 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 October 16, 2019. Questions may also be submitted by email at bleblanc@natickma.org. 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. Scope of Work

The selected contractor shall provide all material, labor, and equipment necessary to maintain, repair, and/or replace the streetlights covered by any contract awarded pursuant to this IFB, as may be required to keep them in fully operational condition. Services to be performed shall include, but shall not be limited to, repair or replacement of failed lighting components (including luminaires, photocells, ballasts, starters, igniters, fuses, lenses, reflectors, connective wiring, and brackets); monthly reports of all work performed; proper disposal of all generated waste materials; scheduled preventative maintenance inspections; emergency repairs; and related work. Lighting covered by the 'Basic Routine Maintenance' includes the two thousand four hundred (2,400) streetlights owned by the Town of Natick.

All services under this Scope of Services shall be performed under the direction and subject to the approval of the Town of Natick Director of Public Works ('Director') and/or his designee.

Basic Routine Maintenance

- 1. The Successful Bidder shall provide all labor, materials, equipment, tools, and supervision necessary for maintenance and emergency electrical repairs/improvements to streetlights in the Town of Natick, Massachusetts to keep them in fully operational condition.
- 2. The Successful Bidder shall be responsible for patrolling the streetlights in the community once per quarter to determine street lights in need of repair. The Successful Bidder shall review the status of all streetlights for potential work that shall include, but that shall not be limited to, required maintenance, relocation of lights, troubleshooting malfunctioning/non-functioning lights, and photocell maintenance. The Town will require a formal report with the results of the patrolling each quarter.

In addition, the Town may identify streetlights in need of repair. However, this community identification of streetlight repairs shall in no way reduce the Successful Bidder's responsibility for timely patrols to identify streetlights in need of repair. Routine batch maintenance ("Batch Repair List") shall be performed on a regularly scheduled day each week, weather permitting. The Successful Bidder shall identify, in writing to the Director. the scheduled day of the week that regular maintenance will be performed.

- 3. The Successful Bidder shall provide the Town of Natick with a written estimate based upon site visits by qualified personnel and at no cost to the Town. Such estimates shall include the following information:
 - Location of streetlight;
 - Complete statement of work to be done;
 - · Cost breakdown;
 - Labor, number and type of workmen needed, the number of hours, and the rates per hour;
 - The material, type, and cost;
 - The total cost;
 - Special equipment needed;
 - Special conditions;
 - Number of days needed to start a job post-authorization; and
 - Number of days needed to complete a job.

The Successful Bidder shall forward such estimates to the Town. The Town shall approve any and all such required maintenance work before it is performed. Work is to be performed only by service orders issued by the Town. The Successful Bidder shall make only repairs specified at the time of the Service Order. If there is any question concerning repairs to be made, the Successful Bidder shall obtain clarification from the Town.

The Successful Bidder shall diagnose any problem, shall correct any conditions which may result in repetitive problems, and shall effectuate any necessary repairs. If replacement parts are needed, they shall be of the same OEM make, model, and size as those removed. All

defective parts that have been replaced shall be shown to the Town as proof of competed work.

All repairs/installations, etc. shall be completed and tested in full operating order. Certification that repairs have been completed is required to be approved in writing by the Town.

All service slips shall be completed for all work done. They shall be signed by both the Successful Bidder and the Town. All service slips shall contain the following information:

- Company name, address, and telephone number;
- The complete name of the individual performing the work;
- A detailed statement of the work performed and its location;
- The quality, quantity, manufacturer, type, and model number of any equipment worked on;
- The diagnosis/cause of the problem;
- The dates and times of the work performed;
- The total number of hours of work performed;
- A statement of any additional work needed; and
- Certified payrolls of workers performing under any contract with the Successful Bidder.
- 4. The Successful Bidder shall be required in appropriate circumstances to coordinate street light repair and maintenance activities with the utility. However, the Town is interested in minimizing these costs to the extent practicable. The procedure for securing assistance from the utility involves notifying and securing the approval of the Town, followed by the direct scheduling of such assistance by the Successful Bidder. In event of a scheduling change for any reason, the Successful Bidder shall be responsible for cancellation of any utility assistance. The Successful Bidder shall pay for any utility assistance which it fails to cancel in a timely fashion.
- 5. The Town will be responsible for the cost of protection crews to the extent they are needed. If the Successful Bidder determines that a police detail is required, the Successful Bidder shall notify the Town of the need for the police detail. However, the Town is interested in minimizing these costs to the extent practicable. The procedure for securing police detail assistance involves notifying and securing the approval of the Town, followed by the direct scheduling of such assistance by the Successful Bidder. In event of a scheduling change for any reason, the Successful Bidder shall be responsible for cancellation of any police detail. The Successful Bidder shall pay for any details which it fails to cancel in a timely fashion.

- 6. The Successful Bidder shall maintain a list of all maintenance activity preformed. The database shall be provided electronically to the Town on a regular basis at least monthly. The database shall include:
 - Dates and descriptions of all work performed,
 - Location (by address or pole number) of each light upon which work was performed,
 - Type and quantity of all materials used,

- List of all reported outages returned to service,
- Status of all outages not returned to service including steps taken and time required
- All open service requests dependent upon National Grid, including date and time of related communication
- 7. The Successful Bidder shall maintain all areas free from debris, parts, tools, etc., and shall leave all work areas broom clean and orderly. It shall maintain safe working conditions at all times and shall comply with all applicable federal, state, and local laws, rules, and regulations.
- 8. The Successful Bidder shall dispose of all waste materials generated through the routine maintenance program, knockdowns and/or other emergency service in accordance with all applicable laws and regulations. All disposal costs shall be borne by the Successful Bidder. The Contractor will provide the Town with a copy of disposal reports on a semi-annual basis.
- 9. All property damage, public or private, shall be the responsibility of the Successful Bidder. The Successful Bidder shall be provided no additional compensation for any property damage. The Successful Bidder shall assume the indemnification/insurance obligations set forth in the form of contract that is attached to this IFB and that is incorporated herein by reference.
- 10. For historical purposes, the average yearly performance under similar past contracts included the following:
 - > Two (2) underground pole knockdowns per year, including the delivery of two poles and eight (8) hours of emergency "electrical" make safe;
 - > Two (2) overhead pole knockdowns per year, including the delivery of two poles and 8 hours of emergency "electrical" make safe;
 - > Eighty (80) hours of labor per year (50 street light outages, 15 photocell replacements, miscellaneous repairs);
 - > Thirty (10) installations of new street lights (electrical connections by the Utility);

- > One hundred (100) feet of underground conduit and underground wire replacement. Excavation will be completed by the Town;
- One hundred (100) feet of overhead wire replacement; and
- > Twenty-five (20) fixture and arm relocations from old poles to new per year caused by pole change outs by the local utility company.
- 11. When the repair of an outage requires replacement of the entire luminaire, it shall be replaced with an identical or equivalent fixture or a Town-approved upgrade at the Director's discretion. Any newly installed fixture shall meet all applicable codes.
- 12. Any time a light is serviced it will also be cleaned as necessary, broken lenses and covers replaced, and the entire fixture assembly left in a clean, fully serviceable condition.
- 13. The Town recently replaced all streeflights, floodlights, spotlights, and decorative lights with energy efficient LED fixtures and luminaires. Such fixtures and luminaires are subject, to the extent applicable, to existing manufacturers' warranties from Leotek Corporation and existing installation warranties from Siemens Industries, Inc. The Town agrees to furnish the Successful Bidder with a copy of all such warranties. The Successful Bidder shall perform all work such that these warrantees remain in full force and effect. The Successful Bidder shall contact all such warrantors to ensure that work performed shall comply with such warranties. To the extent that the Successful Bidder is required to subcontract such warranty work to firms approved by such warrantors, it may do so with the express written approval and consent of the Town, which shall not be unreasonably withheld. Nothing therein, however, shall absolve the Successful Bidder from its responsibility to ensure that all work performed under any contract awarded by the Town pursuant to this IFB shall be in accordance with such warranties and shall ensure that warranties shall remain in full force and effect. No markup shall be allowed for any such subcontracting outlined in this paragraph.
- 14. The Town may request the Successful Bidder service other streetlights, pedestrian lights, or parking lot lights that are the property of the Town or shall become the property of the Town during the term of this contract. These services will be provided based on the quoted hourly labor rate.

Emergency Response

1) The Successful Bidder shall be capable of responding to emergency service requirements twenty-four (24) hours/day, seven (7) days/week. Emergency service will in most cases relate to knockdowns of poles. However, the Town of Natick shall retain sole discretion to determine when the need for emergency repair service exists. When such determination is made, a

representative of the Department of Public Works or the Natick Police Department will notify the Successful Bidder via a Contractor-supplied twenty-four (24) hour emergency telephone number. The Successful Bidder shall have workforce and equipment deployed to the emergency location three (3) hours following notification. A more rapid response shall be provided if so directed by the Natick Police Department in extreme cases. In such instances, the response time shall be within one (1) hour. Concurrent with notification to the Successful Bidder, the Town will use best efforts to notify Eversouce Electric of the emergency. However, it shall be the Successful Bidder responsibility to conduct such follow up and/or additional communication with Eversource Electric to affect a complete response to the emergency service requirement.

- 2) In the event of a knockdown of a pole, the Successful Bidder shall coordinate with Eversouce Electric regarding disconnection of power, remove and dispose of the pole and lighting fixture, retaining any salvageable components, and ensure the site is secured in a safe manner. The Successful Bidder shall coordinate with Eversouce Electric and/or Verizon, as applicable, regarding the emergency cleanup and in particular the retrieval of Town-owned lighting components.
- 3) In the event of emergency service not involving a knockdown, the Successful Bidder shall perform such work necessary to secure the location in a safe manner.
- 4) Without waiving any of Natick's rights, the Successful Bidder shall, on Natick's behalf, pursue third parties for damages to Natick's streetlight poles or other streetlight equipment. The Successful Bidder will work with insurers to provide sufficient information to ensure reimbursement for all costs of repair work. The Town of Natick will make its best efforts to provide the Successful Bidder with police accident reports or other information required for the Successful Bidder to pursue a claim. In the event the Successful Bidder does not receive reimbursement through insurance company coverage within twelve (12) months of the accident, Natick will be liable for the Successful Bidder's costs of accident repair.
- 5) The Successful Bidder shall notify a designated Town representative, at a twenty-four (24)-hour emergency number, as soon as response to the emergency service request has been completed. If for any reason a site cannot be secured in a safe manner, the Successful Bidder shall notify the Natick Police Department. The Successful Bidder's personnel shall not depart the location until an officer has arrived at the scene to undertake necessary public safety measures.
- 6) No markup shall be allowed for such emergency work. All emergency work shall be billed at the hourly rate quoted by the Successful Bidder in its Bid Form.
- 7) Within five (5) working days following the date of emergency response, the Successful Bidder shall supply to the Town a detailed written quotation of the cost and time required to restore the affected light fixture to fully operable condition, including re-installation of the pole where

applicable. The Successful Bidder shall commence such repairs following notification to proceed from the Town.

Successful Bidder's Personnel

The Successful Bidder shall be responsible for any training of his/her/its personnel. The В. Successful Bidder's personnel shall be adequately trained by the Successful Bidder, shall be experienced in the removal of public shade trees, and shall be of good moral character. All of the Successful Bidder's employees assigned to the sites shall pass 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, social security number and telephone number of all employees assigned to the sites. The Successful Bidder will update this list whenever there is a change in

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.

Public Safety, Travel, and Convenience

The Successful Bidder shall be required, without additional compensation, to give attention to the flow of traffic. Work on major arteries shall be avoided during periods of heavy traffic. The Successful Bidder shall coordinate his/her/its work with the Natick Police Department. The work shall be accomplished in a manner that safely maintains traffic on all work site roadways.

The Successful Bidder shall conduct its operations so as to cause the least possible obstruction and inconvenience to public traffic. To the extent possible, all traffic shall be permitted to pass through the work area. The Successful Bidder shall furnish, erect, and maintain sufficient warning and directional signs, barricades and lights and furnish adequate warning to the public at all times of any dangerous condition to be encountered. The Successful Bidder's vehicles and equipment shall be clearly marked with the Successful Bidder's name or logo and be easily identifiable and be equipped with suitable warning lights and reflective markings for working in daylight and dark. All safety signs and equipment shall comply with the millennium edition of the Manual on Uniform Traffic Control Devices (MUCTD).

D. Traffic Police

The Successful Bidder shall make the necessary arrangements with the Natick Police Department to furnish uniformed police officers for the purposes of controlling and regulating traffic in the vicinity of the work sites. Payment for Traffic Police is to be made by the Town of Natick Department of Public Works directly to the Natick Police Department.

Cancellation of a police detail for any reason shall be the responsibility of the Successful Bidder. The Successful Bidder's failure to do so will result in the cost of that police detail being deducted from the Bid Price.

E. Hazardous Materials Pollution Control

At all times, all hydraulically operated machinery shall have, on the vehicles or at a close proximity to them, while in operation, hazardous materials spill containment equipment that is capable of containing any hydraulic accidents.

In the event of a hydraulic accident, the Successful Bidder shall be responsible for the cleanup in compliance with the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection regulations and guidelines, and for the remediation of any property or environmental damage.

Section 4. Bid Submission Requirements:

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

- 1. A fully executed Bid Form (which shall include certification of the following:
 - A. Bidder is an established business with a minimum of five (5) years experience in the street light maintenance business. Bidder's verifiable experience record shall be acceptable to the Town of Natick. (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 it.)
 - 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, including, without limitation Division of Capital Asset Management (DCAMM) Electrical Contractor Certification.)
 - C. Bidder provides a qualified (Town-approved) Foreman, who shall be present at the work site at all times. The Forman has completed and has passed an Electrical

Hazards Awareness Program (EHAP). The Foreman has a minimum of three (3) years full time experience in working around wires and taking down dead trees. Bidder shall attach the name and title of all EHAP-certified employee(s), including their proof of certification, with his/her/its Bid.

- D. Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract.
- E. Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (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 <u>all</u> clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number).
- 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. (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. Bidder is also available to commence work as designated in mowing calendar schedule and as ground conditions allows.
- 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.
- A fully executed Certificate of Non-Collusion.
- A fully executed Certificate of Tax Compliance.
- 4. A fully executed Conflict of Interest Certification.
- A fully executed Conflict of Interest Statement.
- 6. A fully executed Certificate of Corporate Bidder, if applicable.
- 7. A fully executed Certificate of Compliance with M.G.L. c.151B
- 8. A fully executed Certificate of Non-Debarment.
- 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 cost of the first year of any Contract executed with the Town.
- 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 cost of the first year of any Contract executed with the Town.

Section 5. Bid Submission

Sealed Bids marked "Town of Natick: Sealed Bid Streetlight Maintenance Services" shall be

received by 2:00 P.M. local time, October 24, 2019, at this address:

Natick Public Works Building 75 West Street Natick, MA 01760.

If the Procurement Office at Natick Public Works is closed due to weather/other emergency, the deadline for receipt of sealed bids will be extended until 2:00 P.M. local time upon the next business day that the Procurement Office is open.

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 M.G.L. 30, §39M. Bids received after that date and time will be rejected.

Section 6. Selection Process and Award

Bids timely submitted will be reviewed by the Procurement Officer following the public opening to determine compliance with the foregoing Bid Submission Requirements and this IFB.

Pursuant to M.G.L. c.30, §39M, the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, for an initial one (1)-year term, to the lowest responsible and eligible Bidder, based upon the lowest total hourly rate, based upon historical quantity estimates, to provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements 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". M.G.L. c.30, §39M.

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 Successful Bidder 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 (as determined by the Successful Bidder's yearly hourly rate times the historical yearly number of hours) 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 (as determined by the Successful Bidder's yearly hourly rate times the historical yearly number of hours) 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 Substances Prohibited

The use of alcoholic beverages, narcotics, and mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Successful 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 shall be permitted to keep such information in its files.

Section 15. Appendices

- 1. Bid Form
- 2. Certificate of Non-Collusion
- Certificate of Tax Compliance
- 4. Conflict of Interest Certification
- 5. Conflict of Interest Statement
- Certificate of Corporate Bidder
- 7. Certificate of Compliance with M.G.L. c.151B
- 8. Certificate of Non-Debarment
- 9. Prevailing Wage Rates
- 10. Form of Contract

BID FORM

Page 1 of 4

To the Town of Natick:

The undersigned Bidder ("Bidder") submits the following Bid in accordance with the Town of Natick Invitation for Bids for Street Light Maintenance Services for the prices specified below:

A.	Total Hourly Rate for Streetlight Maintenance Bid Price for all services outlined Natick's Invitation for Bids, including materials as noted above, for Street Light Services for an initial one (1)-year term:	in the Town of Maintenance dollars
	Total Hourly Rate in Words	
	Total Hourly Rate in Numbers (\$).
В.	This Bid includes Addenda Nos (Please write out et al., for four (4) addenda, write out "1, 2, 3, and 4." Do not write "1-4" or "4".	
be s tern	The Bidder understands that any contract awarded by the Town in accordance value to renewal, at the sole discretion of the Town for one (1) or two (2) addition	with this IFB shall al one (1)-year
	The undersigned agrees that, if he/she/it is awarded this Contract, he/she/it will after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of the Invitation for Bids.	l within ten (10) rdance with the
apj	The undersigned certifies that it satisfies the following requirements and has popriate documentation (attached hereto) in response to the following:	
	A. Bidder is an established business with a minimum of five (5) years experience light maintenance business. Bidder's verifiable experience reconnected acceptable to the Town of Natick. (Bidder shall attach to the Bid Form	perience in the d shall be n 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 it.)
- 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, including, without limitation Division of Capital Asset Management (DCAMM) Electrical Contractor Certification.)
- C. Bidder provides a qualified (Town-approved) Foreman, who shall be present at the work site at all times. The Forman has completed and has passed an Electrical Hazards Awareness Program (EHAP). The Foreman has a minimum of three (3) years full time experience in working around wires and taking down dead trees. Bidder shall attach the name and title of all EHAP-certified employee(s), including their proof of certification, with his/her/its Bid.
- D. Bidder provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract.
- E. Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (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 <u>all</u> clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number).
- 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. (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. Bidder is also available to commence work as designated in mowing calendar schedule and as ground conditions allows.
- 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.

Pursuant to M.G.L. c.30, §39M, the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, for an initial one (1)-year term, to the lowest responsible and eligible Bidder, based upon the lowest total hourly rate, based upon historical quantity estimates, to provide the required services in the Main Bid Work, who complies with the Bid Submission Requirements in Section 4 above. The award of any Contract pursuant to this IFB shall be subject to appropriation by Natick Town Meeting.

The undersigned 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 sum 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 further 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 undersigned 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.

Name of Bid	der	
Address of E	Bidder	

Telephone Number	
By:(Signature)	Date
Printed Name	
Printed Title	
E-mail Address	

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.

other organization, entity, or grant	
Name of Bidder	·
Address of Bidder	-
	<u></u>
Telephone Number	-
By:(Signature)	Date
Printed Name	mana a
Printed Title	
E-mail Address	

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	e of Bidder			
Addı	ess of Bidder			
Tele	phone Number			
Ву:	(Signature)		Date	
	Printed Name			
	Printed Title			
	E-mail Address	•		

CONFLICT OF INTEREST CERTIFICATION

- The Bidder hereby certifies that: 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
- No consultant to, or subcontractor for, the Bidder has given, offered, or agreed to give any gift, Invitation for Bids. 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.
- 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 Invitation for Bids) 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.

Name of Bidder			
Address of Bidder			
Telephone Number			
By:(Signature)		Date	
Printed Name			
Printed Title			
E-mail Address	······································		

CONFLICT OF INTEREST STATEMENT

The Bidder hereby certifies:

I hereby certify that 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 Invitation for Bids. I also certify that 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)	Date	
Printed Name		
Printed Title	-	
E-mail Address	-	

CERTIFICATE OF CORPORATE BIDDER

Chilian		Cut
Ι.	_, certify that I am the	of the , who signed said Bid
Corporation named as Bluder in the a	CLAONIC -	, who signed said Bid of said Corporation; that I know duly signed, sealed and executed for and
(Corporate Seal)		
Name of Bidder		
Address of Bidder	· -	
Telephone Number	_	
By:(Signature)	Date	
Printed Name	-	
Printed Title		
E-mail Address	-	

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.

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)	and the state of t	Date	
Printed Name			
Printed Title			
E-mail Address			

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)	Date	
Printed Name		
Printed Title		
E-mail Address		

Appendix 9

PREVAILING WAGE RATES

See attached document.

CHARLES D. BAKER

DEPARTMENT OF LABOR STANDARDS Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

KARYN B. POLITO Lt. Governor

Town of Natick, Massachusetts

City/Town: NATICK

Contract Number: Description of Work:

Awarding Authority:

Invitation for Bids - Streetlight Repair

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 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 wage rate at the applicable step as provided on the prevailing wage schedule, any apprentice not registered with DLS/DAS wage rate at the applicable step as provided on the prevailing wage schedule, any apprentice not registered with DLS/DAS wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS wage rate at the applicable step as provided on the prevailing wage schedule.
- 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) authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of the 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/ow.
- 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.
- 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

Issue Date: 09/03/2019 Wage Request Number: 20190903-016

assification	Effective Date	Base Wage	Health]		Supplemental Unemployment	Total Rate
onstruction		44105	\$12,41	\$12.70	\$0.00	\$59.36
AXLE) DRIVER - EQUIPMENT	08/01/2019	\$34.25	\$12,41	\$13.72	\$0.00	\$60,38
AMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34,25		\$13.72	\$0.00	\$61.28
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.78
	08/01/2020	\$35.15	\$12.91	\$14.82	\$0,00	\$62.88
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$63.68
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$64.18
	08/01/2021	\$35.95	\$13.41		\$0.00	\$65.37
	12/01/2021	\$35,95	\$13.41	\$16.01	\$0.00	\$59.43
BAXLE) DRIVER - EQUIPMENT	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$60.45
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.32	\$12.41	\$13.72		\$61.35
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.85
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$62.95
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95 \$63.75
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	
	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	08/01/2019	\$34.44	\$12,41	\$12.70	\$0.00	\$59.55
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		\$63.07
	06/01/2021	\$36,14	\$12.91	\$14.82		\$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"						\$57.43
AIR TRACK OPERATOR	06/01/2019	\$34.70	\$7.85	\$14.88		-
LABORERS - ZONE 2	12/01/2019	\$35,56		\$14.88		\$58.29
	06/01/2020	\$36,45	\$7.85	\$14.8		\$59.18
	12/01/2020	\$37.34		\$14.8		\$60.07
	06/01/2021	\$38.26	\$7.85	\$14.8		\$60.99
	12/01/2021	\$39.17	\$7.85	\$14.8	8 \$0,00	\$61.90
For apprentice rates see "Apprentice- LABORER"					\$0,00	\$57.35
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2019					\$58.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2019					\$59,35
	06/01/2020			40.00		\$60.35
•	12/01/2020					\$56.93
ASPHALT RAKER	06/01/201					\$50.95 \$57.79
LABORERS - ZONE 2	12/01/201	9 \$35.00				
	06/01/202	0 \$35.9				\$58,68
	12/01/202	0 \$36.8				\$59,57
	06/01/202	1 \$37.7	6 \$7.85			\$60.49
	12/01/202	1 \$38.6	7 \$7.8	5 \$14.	88 \$0.00	\$61.40

			_	1	onembiolinent	
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53,83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12,00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$ 15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	06/01/2019	\$34,20	\$7,85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$35.06	\$7.85	\$14.88	\$0.00	\$57.79
	06/01/2020	\$35.95	\$7.85	\$14.88	\$0.00	\$58.68
	12/01/2020	\$36.84	\$7.85	\$14.88	\$0.00	\$59.57
	06/01/2021	\$37.76	\$7.85	\$14.88	\$0.00	\$60.49
	12/01/2021	\$38.67	\$7.85	\$14.88	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2019	\$34.70	\$7.85	\$14.88	\$0.00	\$57.43
LABORERS - ZONE 2	12/01/2019	\$35.56	\$7.85	\$14.88	\$0,00	\$58.29
•	06/01/2020	\$36.45	\$7.85	\$14.88	\$0.00	\$59.18
	12/01/2020	\$37.34	\$7.85	\$14.88	\$0.00	\$60.07
	06/01/2021	\$38.26	\$7.85	\$14.88	\$0,00	\$60.99
	12/01/2021	\$39.17	\$7.85	\$14.88	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						#/O #O
BOILER MAKER	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Issue Date: 09/03/2019 Wage Request Number:

Unemployment

Appren Effectiv	ve Date -	<i>LERMAKER - Local 29</i> 01/01/2019	Apprentice Base Wage	Health	Pensio		mployment	Total Rate	
Step	percent			\$7.07	\$11.5	52	\$0.00	\$47.65	
1	65		\$29.06	\$7.07	\$11.		\$0.00	\$47.65	
2.	65		\$29.06	\$7.07	\$12.		\$0.00	\$50.77	
3	70		\$31.30	\$7.07	\$13.		\$0.00	\$53.90	
4	75		\$33.53		\$14.		\$0.00	\$57.02	
5	80		\$35.77	\$7.07	\$15		\$0.00	\$60.14	
6	85		\$38.00	\$7.07	\$15		\$0.00	\$63.26	
7	90		\$40.24	\$7.07	\$16		\$0.00	\$66.38	
8	95		\$42,47	\$7.07	\$10	.04	4		
Effec	tive Date -	01/01/2020	Apprentice Base Wag	e Heaith	Pens		Supplemental Inemployment	Total Rate	
Step	percent			\$7,07	\$1	 1.69	\$0.00	\$48.73	
1	65		\$29.97	\$7.07		1.69	\$0.00	\$48.73	
2	65		\$29.97	\$7.07		2,59	\$0.00	\$51.93	
3	70		\$32.27	\$7.07		3.49	\$0.00	\$55.14	
4	75		\$34.58	\$7.07 \$7.07		4.38	\$0.00	\$58.33	
5	80		\$36.88			5.29	\$0.00	\$61.55	
6	85		\$39.19	\$7.07		6.18	\$0.00	\$64,74	
7	90		\$41.49	\$7.07		17.09	\$0.00	\$67.96	
8	95		\$43.80	\$7.07	Ψ	. 7.05			
No						_ 			
1									
Āp	prentice to	Journeyworker Rafio:1:4		2010	\$52.26	\$10.75	\$20.70	\$0.00	\$83.7
TONE/AF	TIFICIAL I	MASONRY (INCL. MASO	NRY 08/01/	20.27	\$52,86	\$10.75	\$20.70	\$0.00	\$84.3
PROOFIN <i>ERS LOCAL</i>	G)		02/01/	2020	\$54.21	\$10.75	\$20.85	\$0.00	\$85.
BKS LUCAL	A (200,000 20000)		08/01		\$54.81	\$10.75	\$20.85	\$0.00	\$86.
			02/01	/ZUZ1	すいない。	010.05	\$21.01	\$0.00	\$87.

08/01/2021

02/01/2022

Issue Date: 09/03/2019

Wage Request Number:

20190903-016

\$88.55

\$0.00

\$0.00

\$21.01

\$21.01

\$10.75

\$10.75

\$56.21

\$56.79

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

Effectiv	e Date -	CK/PLASTER/CEMENT M 08/01/2019	Apprentice Base W		Pension		plemental ployment	Total Rate	
Step	percent		\$26.13	\$10.75	\$20.7	0	\$0.00	\$57.58	
1	50		\$20.15 \$31.36	\$10.75	\$20.7	0	\$0.00	\$62,81	
2	60			\$10.75	\$20.7		\$0.00	\$68.03	
3	70		\$36.58	\$10.75	\$20.1	70	\$0.00	\$73.26	
4	80		\$41.81	\$10.75	\$20.		\$0.00	\$78.48	
5	90		\$47.03	Φ10.75	7				
Effec	ive Date -	02/01/2020	Apprentice Base V	_{Voge} Health	Pensi		applemental employment	Total Rate	
Step	percent			\$10.75	\$20	.70	\$0,00	\$57.88	
1	50		\$26,43	\$10.75			\$0.00	\$63.17	
2	60		\$31.72	***			\$0.00	\$68,45	
3	70		\$37.00),70	\$0.00	\$73.74	
4	80		\$42.29			0.70	\$0.00	\$79.02	
5	90		\$47.57						
Not								1	
1									
Apı	rentice to J	ourneyworker Ratio:1:5			AAT 60	\$12.00	\$15.60	\$0.00	\$75.29
T DOZER/GRA	DER/SCRA	PER		/01/2019	\$47.69	\$12.00	\$15.60	\$0,00	\$76.43
ERATING ENGINEEL	S LOCAL 4			/01/2019	\$48.83 \$49.91	\$12.00	\$15.60	\$0.00	\$77.51
				/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
				/01/2020	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
				5/01/2021 2/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
	osa Bannrentio	oe- OPERATING ENGINEERS*				AD DE	\$16.05	\$0.00	\$64.15
For approached tale	ERPINNIN	G BOTTOM MAN	0	6/01/2019	\$40.25	\$7.85	\$16.05	\$0.00	\$65.15
AISSON & OND ABORERS - FOUNDA	TION AND MA	RINE	1	2/01/2019	\$41.25	\$7.85	\$16.05	\$0.00	\$66.14
				6/01/2020	\$42.24	\$7.85	\$16.05	\$0.00	\$67.12
				2/01/2020	\$43.22	\$7.85	\$16.05	\$0.00	\$68.14
)6/01/2021	\$44.24	\$7.85 \$7.85	\$16.05	\$0.00	\$69.15
				12/01/2021	\$45.25	\$1.65			
For apprentice ra	es see "Appren	tice- LABORER"			\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
OAISSON & UN	DERPINNI	NG LABORER		06/01/2019 12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
ABORERS - FOUNDATION AND MARINE	ATION AND M	<u> </u>		06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
				12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
			06/01/2021	\$43.09	\$7.85	21605	\$0.00	\$66.99	
					A.10145			** **	ድረር ሰብ
				12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00

		Base Wage	Health	Pension	Unemployment	Total Rate
	Effective Date			\$16.05	\$0.00	\$63.00
Classification TOP MAN	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$64.00
CAISSON & UNDERPINNING TOP MAN ABORERS - FOUNDATION AND MARINE	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.99
ABORERS - FOUNDATION AS	06/01/2020	\$41.09	\$7,85	•	\$0.00	\$65.97
	12/01/2020	\$42.07	\$7.85	\$16.05	\$0,00	\$66.99
	06/01/2021	\$43,09	\$7.85	\$16.05	\$0.00	\$68,00
	12/01/2021	\$44.10	\$7.85	\$16.05	ф0.00	<u> </u>
A DODGD [®]				\$14.88	\$0.00	\$56.93
For apprentice rates see "Apprentice-LAHORER"	06/01/2019	\$34.20	\$7.85	\$14.88		\$57.79
CARBIDE CORE DRILL OPERATOR	12/01/2019	\$35,06	\$7.85		+= ==	\$58.68
LABORERS - ZONE 2	06/01/2020	\$35.95	\$7.85	\$14.88		\$59.57
	12/01/2020	\$36.84	\$7.85	\$14.88		\$60.49
	06/01/2021	\$37.76	\$7.85	\$14.8		\$61.40
	12/01/2021	\$38.67	\$7.85	\$14.8	8 \$0.00	
A ABODER*				\$17.5	0 \$0.00	\$69.75
For apprentice rates sea "Apprentice- LABORER"	03/01/2019	\$42.35	\$9.90	φ	44	

Appren Effecti Step 1 2 3 4 5 6 7 8	ye Date - percent 50 60 70 75 80 80 90 90	entured After 10/1/17; 45; &2 \$30.69/3&4 \$36.59/	Apprentice Base Wage \$21.18 \$25.41 \$29.65 \$31.76 \$33.88 \$33.88 \$38.12 \$38.12	Health \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$14 \$14 \$1	.73 .73	\$0,00 \$0,00 \$0,00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.81 \$37.04 \$51.86 \$53.97 \$57.82 \$57.82 \$63.79 \$63.79	
App ENTER WOO VIERS -ZONE 2	D FRAM	Journeyworker Ratio:1	04/01/2 10/01/2		 527.52 527.95	\$7.07 \$7.07	A# 0.0	\$0.00 \$0.00	\$42.45 \$42.88

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Step	percent		Apprentice Base Wage		Pension		\$0,00	\$23.58	
1	60	· · · · · · · · · · · · · · · · · · ·	\$16.51	\$7.07	\$0.00		\$0.00	\$23,58	
2	60		\$16.51	\$7.07	\$0.00		\$0.00	\$32.82	
3	65		\$17.89	\$7.07	\$7.80		\$0.00	\$34.19	
4	70		\$19.26	\$7.07	\$7.8		\$0.00	\$35.57	
5	75		\$20.64	\$7.07	\$7.8		\$0.00	\$36.95	
6	80		\$22.02	\$7.07	\$7.8		\$0.00	\$38.32	
7	85		\$23,39	\$7.07	\$7.8		-	\$39.70	
8	90		\$24.77	\$7.07	\$7.8	6	\$0.00	ф37,70	
	ive Date -	10/01/2019	Apprentice Base Wag	e Health	Pensi		Supplemental temployment	Total Rate	
Step	percent			\$7.07	\$0.	00	\$0.00	\$23.84	
1	60		\$16.77	\$7.07	\$0.		\$0.00	\$23.84	
2	60		\$16.77	\$7.07	\$7.		\$0.00	\$33.10	
3	65		\$18.17	\$7.07	\$7.		\$0.00	\$34.50	
4	70		\$19.57	\$7.07 \$7.07	\$7		\$0.00	\$35.89	
5	75		\$20.96	\$7.07		.86	\$0,00	\$37.29	
6	80		\$22.36	\$7.07		.86	\$0.00	\$38.69	
7	85		\$23.76	\$7.07		.86	\$0.00	\$40.09	
8	90		\$25.16	\$1.07	Ψ,				
Note	% Inder Step 18	ntured After 10/1/17; 45/45, 62 \$19.45/ 3&4 \$26.96/ 5&	/55/55/70/70/80/80 6 \$34.19/ 7&8 \$36.95						
App	rentice to	Journeyworker Ratio:1:5				#10 75	\$22.41	\$0.62	\$79.
T MASONR			07/01/			\$12.75 \$12.75	\$22.41	\$0.62	\$81.

* 1.									
	Apprer Effecti	ve Date -	MENT MASONRY/PLASTE 07/01/2019	RING - Lowell Apprentice Base Wage	Health	Pension	Supplemen Unemployme		Rate
	Step	percent		\$22.00	\$12.75	\$15.41	\$0.0	00 \$50	0.16
	1	50		\$26.39	\$12.75	\$17.41	\$0.	62 \$5	7.17
	2	60			\$12.75	\$18.41			0.37
	3	65		\$28.59	\$12.75	\$19.41		4.5	3.57
	4	70		\$30.79	\$12.75	\$20.41			6.77
	5	75		\$32.99		\$21.41			9.97
	6	80		\$35.19	\$12.75	\$22.41		•	5.37
	7	90		\$39.59	\$12.75	Φ Δ&.41	Ψ0.	.02	
		tive Date -	01/01/2020	Apprentice Base Wage	: Health	Pensio	Suppleme Unemploya		Rate
	Step	percent		\$22.62	\$12.75		1 \$0	0,00 \$5	50,78
	1	50		\$27.14	\$12.75),62 \$5	57.92
	2	60		\$29.40	\$12.75).62 \$6	51.18
	3	65			\$12.75),62 \$6	64.44
	4	70		\$31.66			-		67.70
	5	75		\$33.92	\$12.75				70.96
	6	80		\$36.18	\$12.7				76.49
	7	90		\$40.71	\$12.7	ጋ ወራደ,ካ	, L		
	Note	s: Steps 3,	4 are 500 hrs. All other steps	s are 1,000 hrs.					
	App	rentice to J	ourneyworker Ratio:1:3						\$56,93
CHAINSAW	OPER	ATOR.		06/01/20	019	* *	7.85 \$14.8		\$50.93 \$57.79
LABORERS - ZO				12/01/29	019	•	7.85 \$14.8		
				06/01/2	020		7.85 \$14.8		\$58.68 \$50.57
				12/01/2	020		7.85 \$14.8		\$59.57
				06/01/2	021	\$37.76 \$	7.85 \$14.8		\$60.49
				12/01/2	021	\$38.67 \$	7.85 \$14.5	88 \$0.00	\$61,40
For apprent	ice rates s	eo "Apprentic	- LABORER"				12.00 \$15.	60 \$0.00	\$76.78
CLAM SHE	LLS/SL	URRY BU	CKETS/HEADING MACHI	NES 06/01/2	019	•			\$77.93
OPERATING E	YGINEER	S LOCAL 4		12/01/2			\$12.00 \$15.		\$79.03
				06/01/2			\$12.00 \$15.		\$80.18
				12/01/2	2020	•	\$12.00 \$15.		\$81,28
				06/01/2	2021		\$12.00 \$15.		\$82.43
				12/01/2	2021	\$54.83	\$12.00 \$15.	.60 \$0.00	ወ ወ∇ነ ላ ግ
			THE PROPERTY OF THE PROPERTY O						

For apprentice rates see "Apprentice- OPERATING ENGINEERS" \$0.00 \$59,88 \$15.60 \$12.00 \$32.28 06/01/2019 COMPRESSOR OPERATOR \$0.00 \$60.67 \$15,60 \$12.00 OPERATING ENGINEERS LOCAL 4 \$33.07 12/01/2019 \$61.42 \$15.60 \$0.00 \$12.00 \$33.82 06/01/2020 \$62.20 \$0.00 \$15,60 \$12.00 \$34,60 12/01/2020 \$0.00 \$62.95 \$15.60 \$35.35 \$12.00 06/01/2021 \$63.74 \$15.60 \$0.00 \$12.00 12/01/2021 \$36.14 Page 8 of 41 20190903-016 Wage Request Number: Issue Date: 09/03/2019

				EIRTOUNES IN PASSES	, Dino 11-8-		Olic	Mithto Terrons	
For apprentice r	ates see *Ap	prontice- OPERAT	TNO ENGINEERS"				001 AF 4	20.00 00.00	0.31
EADER (B)	RIDGE)			07/01/2019	\$50.66	\$8,20	•		31.26
TERS LOCAL	35 - ZONE 2			01/01/2020	\$50.96	\$8.20	•		32.36
				07/01/2020	\$52.06	\$8.20	•	•	33.46
				01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00 \$3	33.40
	Apprent	tice - PAINT	ER Local 35 - BRIDGE 01/2019	S/TANKS			Supplemental	m . 1D /-	
	Effectiv	percent	V112017	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
				\$25,33	\$8.20	\$0.00	\$0.00	\$33,53	
	1	50		\$27.86	\$8.20	\$5.78	\$0.00	\$41.84	
	2	55		\$30.40	\$8.20	\$6.30	\$0.00	\$44.90	
	3	60		\$30.40 \$32.93	\$8.20	\$6.83	\$0.00	\$47.96	
	4	65			\$8,20	\$18,30	\$0.00	\$61.96	
	5	70		\$35.46	\$8.20	\$18.83	\$0.00	\$65,03	
	6	75		\$38.00		\$19.35	\$0.00	\$68.08	
	7	80		\$40.53	\$8.20		\$0.00	\$74.19	
	8	90		\$45,59	\$8.20	\$20.40	ψυ.νυ		
		10240	/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	Step	percent		\$25.48	\$8.20	\$0.00	\$0.00	\$33.68	
	1	50			\$8.20	\$5.94	\$0.00	\$42.17	
	2	55		\$28.03	\$8.20	\$6,48	\$0.00	\$45.26	
	3	60		\$30.58	\$8.20	\$7.02	\$0.00	\$48.34	
	4	65		\$33.12		\$18.51	\$0.00		
	5	70		\$35.67	\$8.20	\$19.05	\$0.00		
	6	75		\$38.22	\$8.20		\$0.00		
	7	80		\$40.77	\$8.20	\$19.59	\$0.00		
	8	90		\$45.86	\$8.20	\$20,67			
	Notes	 S:		Annual Section				1	
	•	Steps are 75							
	App	rentice to Jour	neyworker Ratio:1:1		010 BCC	.30 \$7.85	\$15.85	\$0.00	\$63.00
DEMO: AD:	ZEMAN			06/01/20 12/01/2				\$0.00	\$64.00
		e "Apprentice- LA	BORER*	12/01/2					064.00
ror apprer	THOUS INGS SO	LOADER/HAI	MMER OPERATOR	06/01/2	019 \$40	30 \$7.85		\$0.00	\$64.00
LABORERS - Z	ONE 2			12/01/2	019 \$41	1.30 \$7.85	\$15.85	\$0.00	\$65.00
		ee "Apprentice- LA	BORER"	06/01/2	019 \$40	0.05 \$7.85	\$15.85	\$0.00	\$63.75
DEMO: BU Laborers - 2	IRNERS ZONE 2			12/01/2		1.05 \$7.85	\$15.85	\$0.00	\$64.75
		ee "Apprentice- Li		06/01/2	0010 \$4	0,30 \$7.8	5 \$15.85	\$0.00	\$64.00
DEMO: CC		E CUTTER/SA	WYEK	12/01/2		1.30 \$7.8		\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Unemployment

X 1	FUGGIAC DATE T	ast mage		U	nemployment	
nssification MO: JACKHAMMER OPERATOR NORERS - ZONE 2	06/01/2019 12/01/2019	\$40.05 \$41.05	ψ1.00	\$15.85 \$15.85	\$0.00 \$0.00	\$63.75 \$64.75
For approntice rates see "Apprentice- LABORER" EMO: WRECKING LABORER ABORERS - ZONE 2	06/01/2019 12/01/2019	\$39,30 \$40.30	\$7.85 \$7.85	\$15.85 \$15.85	\$0.00 \$0.00	\$63.00 \$64.00
Por appressive rates sea "Appressive-LABORER" DIRECTIONAL DRILL MACHINE OPERATOR PERATING ENGINEERS LOCAL 4	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$47.69 \$48.83 \$49.91 \$51.05 \$52,14 \$53.28	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.29 \$76.43 \$77.51 \$78.65 \$79.74 \$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS" DIVER	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
PILE DRIVER LOCAL 56 (ZONE I) For apprentice rates see "Apprentice-PILE DRIVER" DIVER TENDER	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER LOCAL S6 (ZONE I) For apprentice rates see "Apprentice-PILE DRIVER" DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE I)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT)	08/01/2019	\$102.7	8 \$9.90	\$21.15	\$0.00	\$133.83
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DRAWBRIDGE OPERATOR (Construction)	03/01/2019	\$51.10	\$13.00	318.88	\$0.00	\$82,98
ELECTRICIANS LOCAL 103 For apprentice rates see "Apprentice- ELECTRICIAN" ELECTRICIAN ELECTRICIAN LOCAL 103	03/01/201	9 \$51.1	0 \$13.0	\$18.8	\$0.00	\$82.98

Issue Date: 09/03/2019 Wage Request Number: 20190903-016

Appren Effectiv	tice -	CTRICIAN - Local 103 03/01/2019	Land Done Wage	Health	Pe	nsion ¹	Supplemental Jaemployment	Total Rate	
Step	percent		Approntion	\$13.00		\$0.61	\$0.00	\$34.05	
1	40		\$20.44	\$13,00		\$0.61	\$0.00	\$34.05	
2	40		\$20.44			14.34	\$0.00	\$50.34	
3	45		\$23.00	\$13.00		\$14.34	\$0.00	\$50.34	
4	45		\$23.00	\$13.00		\$14.76	\$0.00	\$53.31	
5	50		\$25.55	\$13.00		\$15.17	\$0.00	\$56.28	
6	55		\$28.11	\$13.00		\$15.58	\$0.00	\$59,24	
7	60		\$30.66	\$13.00		\$15.56 \$16.00	\$0.00	\$62.22	
8	65		\$33.22	\$13.00			\$0.00	\$65.17	
9	70		\$ 35.77	\$13.00		\$16.40	\$0.00	\$68.15	
10	75		\$38.33	\$13.00		\$16.82			
Note	 s: : App Prie	or 1/1/03; 30/35/40/45/50/5]	
]					. — —				
		ourneyworker Ratio;2:3*	01/01/2	019	\$59,47	\$15.58	\$17.51	\$0.00	\$92.56
ATOR CONST	RUCTOR		01/01/2	0.22	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
OR CONSTRUCT	ORS LUCAL 4		01/01/2	020	\$63.47	\$15.8	*** ***	\$0.00	\$98.66
			01/01/2	~~~	\$65.62	\$16.0	\$20,21	\$0.00	\$101.8

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
TAPPA	01/01/2010

	tice - EL. e Date -	EVATOR CONSTRUCTOR - 01/01/2019		TTeelth	Pension	Supplemental Unemployment	Total Rate
	percent		Apprentice Base Wage	_	\$0,00	\$0.00	\$45.32
1	50		\$29.74	\$15.58	•	\$0,00	\$65.80
2	55		\$32,71	\$15.58	\$17.51	\$0.00	\$71.75
3	65		\$38.66	\$15.58	\$17.51	\$0.00	\$74.72
4	70		\$41.63	\$15.58	\$17.51	\$0.00	\$80.67
5	80		\$47.58	\$15.58	\$17.51	ψυ,υυ	-
	ive Date -	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent			\$15.73	\$0.00	\$0.00	\$46.44
1	50		\$30.71	\$15.73	\$18.41	\$0.00	\$67.92
2	55		\$33.78	\$15.73	\$18.41	\$0.00	\$74.06
3	65		\$39.92	\$15.73 \$15.73	\$18,41	\$0.00	\$77.13
4	70		\$42.99	·	\$18.41	\$0.00	\$83.28
5	80		φ47,14				
	80 s: Steps 1	2 are 6 mos.; Steps 3-5 are	\$49,14	\$15.73	\$18.41 	\$0,00	\$83.23 - — — — — — — — — — — — — — — — — — — —

Y T	Effective Date	Base Wage	Health	Dancian	Unemployment	Total Rate
Jassification	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
LEVATOR CONSTRUCTOR HELPER LEVATOR CONSTRUCTORS LOCAL 4	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
EVALUA COMBINGO SOLUTION DE LA COMBINACIÓN DEL COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA COMBINACIÓN DE LA C	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"	0110112022					
For apprentice rates see "Apprentice" ELECTOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
ENCE & GUARD RAIL ERECTOR ABORERS - ZONE Z	12/01/2019	\$35.06	\$7.85	\$14.88	\$0,00	\$57.79
	06/01/2020	\$35.95	\$7.85	\$14.88	\$0.00	\$58.68
	12/01/2020	\$36.84	\$7.85	\$14.88	\$0,00	\$59.57
	06/01/2021	\$37.76	\$7.85	\$14.88	\$0.00	\$60.49
	12/01/2021	\$38.67	\$7.85	\$14.88	\$0.00	\$61.40
" ADODUS"	12/01/2022					
For apprentice rates see "Apprentice- LABORER"	05/01/2019	\$43.68	\$11.50	\$15.60	\$0.00	\$70.78
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2019	\$44.68	\$11.50	\$15,60	\$0.00	\$71.78
OFEIGHT DISTRIBUTION OF THE PROPERTY OF THE PR	05/01/2020	\$45.83	\$11.50	\$15.60	\$0.00	\$72.93
	11/01/2020	\$46.83	\$11.50	\$15.60	\$0.00	\$73.93
	05/01/2021	\$47.98	\$11.50	\$15,60	\$0.00	\$75.08
	11/01/2021	\$48.98	\$11.50	\$15.60	\$0.00	\$76.08
	05/01/2022	\$50.13	\$11.50	\$15.60	\$0.00	\$77.23
ONDRATING ENGINEERS"	03/01/2022	4200				
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2019	\$45.17	 \$11.50	\$15.60	\$0.00	\$72.27
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2019	\$46.18	\$11.50	\$15.60	\$0.00	\$73.28
OPENAINO BIOMESIA	05/01/2020	\$47.33	\$11.50	\$15.60	\$0.00	\$74.43
	11/01/2020	\$48,34	\$11.50	\$15.60	00.00	\$75.44
	05/01/2021	\$49.50	\$11.50	\$15.6	00.00	\$76.60
	11/01/2021		\$11.50		0 \$0.00	\$77.61
	05/01/2022				0 \$0.00	\$78.77
CORD ATTAIC ENGINEERS	()5/()1/2022	ψ51.0.				
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2019	\$22.48	\$11.5	0 \$15.6	00.00	\$49.58
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2019			0 \$15.6	50 \$0.00	\$50.17
OPERATING ENGINEERS 20 CO.	05/01/2020			0 \$15.6	50 \$0.00	\$50.84
	11/01/2020				\$0.00	\$51.43
	05/01/202				50 \$0.00	\$52.11
	11/01/202				60 \$0.00	\$52,71
	05/01/202				60 \$0.00	\$53.38
THE PARTY OF THE P	U5/U1/202	£ \$20,£6	, , ,,,,,			
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	03/01/201	9 \$51.16	0 \$13.0	00 \$18.	88 \$0.00	\$82.98
FIRE ALARM INSTALLER	<i>QJ(01/201</i>		-			
ELECTRICIANS LOCAL 103 For apprentice rates see "Apprentice- ELECTRICIAN"	<u> </u>					\$68.15
FIRE ALARM REPAIR / MAINTENANCE	03/01/20	19 \$38.3	3 \$13.	00 \$16	,82 \$0.00	\$00.13

LOCAL 103

For appropries rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"

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PIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$39.54 \$40.49 \$41.40 \$42.35 \$43.26 \$44.21	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.14 \$68.09 \$69.00 \$69.95 \$70.86 \$71.81
For apprentice rates see "Apprentics- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 2	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$22.50 \$23.50 \$23.50 \$24.50 \$24.50 \$24.50	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$45.23 \$46.23 \$46.23 \$47.23 \$47.23
For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	09/01/2019 03/01/2020 09/01/2020 03/01/2021 09/01/2021 03/01/2022	\$46.25 \$47.05 \$47.85 \$48.65 \$49.45 \$50.25	\$9,40 \$9,40 \$9,40 \$9,40 \$9,40	\$19.25 \$19.25 \$19.25 \$19.25 \$19.25 \$19.25	\$0,00 \$0.00 \$0.00 \$0.00 \$0.00	\$74.90 \$75.70 \$76.50 \$77.30 \$78.10 \$78.90

Issue Date: 09/03/2019

Wage Request Number:

Apprentice -	FLOORCOVERER - Local 2168 Zone I
	40/01/0010

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	ive Date -	09/01/2019	Apprentice Base Wage	Health	Pension	n Unem	ployment	Total Rate	
Step	percent		\$23.13	\$9.40	\$1.7	9	\$0.00	\$34.32	
1	50		\$25.44	\$9.40	\$1.7	9	\$0.00	\$36.63	
2	55		\$27.75	\$9.40	\$13.8	8	\$0.00	\$51.03	
3	60		\$30.06	\$9.40	\$13.8	88	\$0.00	\$53.34	
4	65		\$32,38	\$9.40	\$15,6	57	\$0.00	\$57.45	
5	70			\$9,40	\$15.6	57	\$0.00	\$59.76	
6	75		\$34.69	\$9.40	\$17.4		\$0.00	\$63.86	
7	80		\$37.00	\$9.40	\$17.		\$0.00	\$66.17	
8	85		\$39.31	\$2.40	4				
Effec	ctive Date	03/01/2020	Apprentice Base Wage	Health	Pensi		applemental employment	Total Rate	
Step	perce	nt			\$1.	79	\$0.00	\$34.72	
1	50		\$23.53	\$9.40 \$9.40		.79	\$0.00	\$37.07	
2	55		\$25.88		\$13		\$0.00	\$51.51	
3	60		\$28.23	\$9.40	\$13		\$0.00	\$53.86	
4	65		\$30.58	\$9,40	\$15		\$0.00	\$58.01	
5	70		\$32.94	\$9.40		5.67	\$0,00	\$60,36	
6	75		\$35.29	\$9.40			\$0.00	\$64.50	
7	80		\$37.64	\$9,40		7.46 7.46	\$0.00	\$66.85	
			\$39.99	\$9.40	\$1.	7.46	40.00	,	
No	- 4 •	are 750 hrs.	70/80/80 (1500hr Steps)						
No	tes: Steps % A	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 5&	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86						фп <u>г</u> по
No	tes: Steps % A Step	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 5& to Journeyworker Ratio:1:1	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86			\$12.00	\$15.60	\$0.00	\$75.78
Not Ap	tes: Steps % A Step prentice	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86	-	G48.18 649.33	\$12.00 \$12.00	\$15.60	\$0.00	\$76.93
Not Ap	tes: Steps % A Step prentice	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86	.019 \$			\$15.60 \$15.60	\$0.00 \$0.00	\$76.93 \$78.03
No	tes: Steps % A Step prentice	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2	.019 \$	\$49.33	\$12.00	\$15.60 \$15.60 \$15.60	\$0,00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18
Not Ap	tes: Steps % A Step prentice	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2 12/01/2 06/01/2	019 \$ 1020 \$ 2020 \$	\$49.33 \$50.43	\$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28
Not Ap	tes: Steps % A Step prentice	fter 09/1/17; 45/45/55/55/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER	70/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2 12/01/2 06/01/2	019 \$ 020 \$ 2020 \$ 2021 \$	\$49.33 \$50.43 \$51.58	\$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60	\$0,00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18
AP K LIFT/CHER ATING ENGINEE	tes: Steps % A Step prentice RY PICK	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/3&4 \$38.36/5& to Journeyworker Ratio:1:1 ER	06/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2 12/01/2 06/01/2 12/01/2	019 \$ 0020 \$ 0020 \$ 0020 \$ 02021 \$ 02021	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28
Not Ap K LIFT/CHER ATING ENGINEES For apprentice rate	tes: Steps % A Step prentice RY PICK RS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER onlice- OPERATING ENGINEERS** PLANT/HEATERS	06/01/2 06/01/2 06/01/2 06/01/2 06/01/2 06/01/2 06/01/2	0019 \$ 0020 \$ 0020 \$ 2021 \$ 2021 \$	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
Not Ap K LIFT/CHER ATING ENGINEES For apprentice rate	tes: Steps % A Step prentice RY PICK RS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER onlice- OPERATING ENGINEERS** PLANT/HEATERS	06/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2	019 \$ 0020 \$ 0020 \$ 0020 \$ 0020 \$ 02021 \$ 02021 \$ 02021 \$ 02019	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
Not Ap K LIFT/CHER ATING ENGINEES For apprentice rate	tes: Steps % A Step prentice RY PICK RS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER onlice- OPERATING ENGINEERS** PLANT/HEATERS	06/01/2 06/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2	019 \$ 0200 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02020 \$ 0	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67
Not Ap K LIFT/CHER ATING ENGINEES For apprentice rate	tes: Steps % A Step prentice RY PICK RS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER onlice- OPERATING ENGINEERS** PLANT/HEATERS	06/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/1 12/01/1	019 \$ 0200 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02020 \$ 0	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42
Not Ap K LIFT/CHER ATING ENGINEES For apprentice rate	tes: Steps % A Step prentice RY PICK RS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/ 3&4 \$38.36/ 56 to Journeyworker Ratio:1:1 ER onlice- OPERATING ENGINEERS** PLANT/HEATERS	06/80/80 (1500hr Steps) 26 \$57.45/ 7&8 \$63.86 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 06/01/2 06/01/2 06/01/2	019 \$ 020 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02020 \$ 02020 \$ 02020 \$ 02021	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60 \$35,35	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20
Ap K LIFT/CHER ATING ENGINEE For apprentice rate VERATOR/LIC	tes: Steps % A Step prentice RY PICK RS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/3&4 \$38.36/5& to Journeyworker Ratio:1:1 ER entice- OPERATING ENGINEERS** PLANT/HEATERS	06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/3 12/01/3 06/01/12/01/3 06/01/12/01/01/12/01/12/01/12/01/12/01/01/01/01/01/01/01/01/01/01/01/01/01/	019 \$ 020 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02020 \$ 02020 \$ 02020 \$ 02021	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95
Ap K LIFT/CHER ATING ENGINEE For apprentice rate VERATOR/LIC RATING ENGINE	tes: Steps % A Step oprentice RY PICK RS LOCAL cs soo "Appr GHTING GERS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/3&4 \$38.36/5& to Journeyworker Ratio:1:1 ER entice- OPERATING ENGINEERS** PLANT/HEATERS 4	06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2	019 \$ 0200 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02020 \$ 02020 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 0	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60 \$35.35 \$36.14	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74
Ap K LIFT/CHER ATING ENGINEE For apprentice rate For apprentice rate AZIER (GLAS	tes: Steps % A Step oprentice RY PICK RS LOCAL cs soo "Appr GHTING GERS LOCAL	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/3&4 \$38.36/5& to Journeyworker Ratio:1:1 ER entice- OPERATING ENGINEERS** PLANT/HEATERS	06/80/80 (1500hr Steps) 26 \$57.45/7&8 \$63.86 06/01/2 12/01/2 06/01/2 12/01/2 06/01/12/01/ 06/01/12/01/ 06/01/12/01/ 06/01/12/01/ 06/01/12/01/	019 \$ 020 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02019 \$ 02020 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 02	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60 \$35.35 \$36.14	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.20 \$63.74
For apprentice rate For apprentice rate AZIER (GLAS STEMS)	tes: Steps % A Step prentice RY PICK RS LOCAL GRANGE LOCAL GRANGE LOCAL Steps GHTING G	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/3&4 \$38.36/5& to Journeyworker Ratio:1:1 ER entice- OPERATING ENGINEERS** PLANT/HEATERS 4	06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2	019 \$ 020 \$ 0202 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02020 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 02020 \$ 02020 \$ 02021 \$ 02020 \$ 020	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60 \$35.35 \$36.14 \$40.16	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74
Ap K LIFT/CHER ATING ENGINEE For apprentice rate For apprentice rate AZIER (GLAS	tes: Steps % A Step prentice RY PICK RS LOCAL GRANGE LOCAL GRANGE LOCAL Steps GHTING G	fter 09/1/17; 45/45/55/53/70/ 1&2 \$32.00/3&4 \$38.36/5& to Journeyworker Ratio:1:1 ER entice- OPERATING ENGINEERS** PLANT/HEATERS 4	06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/2 12/01/2 06/01/3 12/01/3 06/01/3 12/01/3 06/01/3	019 \$ 020 \$ 02020 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02021 \$ 02019 \$ 02020 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 02020 \$ 02021 \$ 02	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60 \$35.35 \$36.14	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$21.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74 \$69.81 \$70.76

	Apprent Effective	ice - ULAZ Date - 0	ZIER - Local 35 Zone 2 17/01/2019		T.Taolth	Pension	Suppli Unempl	emental oyment 	Total Rate	
		percent		Apprentice Base Wage		\$0.00		\$0.00	\$28.28	
	1	50		\$20,08	\$8,20	\$5.78		\$0.00	\$36.07	
	2	55		\$22.09	\$8,20	\$6.30		\$0.00	\$38.60	
	3	60		\$24,10	\$8.20	\$6.83		\$0.00	\$41,13	
	4	65		\$26.10	\$8.20 \$8.20	\$18.30		\$0.00	\$54.61	
	5	70		\$28.11		\$18.83		\$0.00	\$57.15	
	6	75		\$30.12	\$8.20	\$19.35		\$0.00	\$59.68	
	7	80		\$32.13	\$8.20	\$20.40		\$0.00	\$64.74	
	8	90		\$36.14	\$8.20	⊕20.40				
		iye Date -	01/01/2020		. TT-al+h	Pension		pplemental mployment	Total Rate	
	Step	percent		Apprentice Base Wag		\$0.0		\$0.00	\$28,43	
	1	50		\$20.23	\$8.20	\$5.9		\$0.00	\$36.39	
	2	55		\$22,25	\$8.20	\$6.4		\$0.00	\$38.96	
	3	60		\$24.28	\$8.20	\$7.0		\$0.00	\$41.52	
	4	65		\$26.30	\$8.20	\$18.		\$0.00	\$55,03	
	5	70		\$28.32	\$8.20	\$19.		\$0.00	\$57.60	
	6	75		\$30.35	\$8.20	\$19.		\$0.00	\$60,16	
	7	80		\$32.37	\$8,20			\$0.00	\$65.28	
	8	90		\$36,41	\$8.20					
	Ů	20							1	
	No	tes: Steps a	re 750 brs.							
	 		Journeyworker Ratio:1:1					\$15.60	\$0.00	\$75.78
	AI	PLENTING TO	NES/GRADALLS	06/01	,		\$12.00	\$15.60	\$0.00	\$76.93
STIL RATIN	IG ENGINEE	RS LOCAL 4				4.5	\$12.00	\$15.60	\$0.00	\$78.03
					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	ψ501.1⊐	\$12.00	\$15.60	\$0.00	\$79.1
					,,2020	φ. 2.1	\$12.00 \$12.00	\$15.60	\$0.00	\$80.2
				06/0	1/2021	\$52.68		\$15.60	\$0.00	\$81.4
				12/0	1/2021	\$53.83	\$12.00	15 10:00	-	

1	Apprent Effectiv	tice - OF e Date -	PERATING ENGINEERS 06/01/2019	Apprentice Base Wage	. Health	Pension	Supple		Total Rate	
		percent			\$12.00	\$0.00		\$0.00	\$38.50	
•	1	55		\$26.50	\$12.00	\$ 15.60		\$0.00	\$56.51	
	2	60		\$28.91	\$12.00	\$15.60		\$0.00	\$58,92	
	3	65		\$31.32	\$12.00	\$15.60		\$0.00	\$61.33	
	4	70		\$33.73	\$12.00	\$15.60		\$0.00	\$63.74	
	5	75		\$36.14	\$12.00	\$15.60		\$0.00	\$66.14	
	6	80		\$38.54	\$12.00	\$15.60		\$0.00	\$68.55	
	7	85		\$40.95		\$15,60		\$0.00	\$70.96	
	8	90		\$43,36	\$12.00	φ.,5100				
		tive Date	_ 12/01/2019	Apprentice Base W	oe Health	Pension		plemental ployment	Total Rate	
	Step	percen			\$12.00	\$0.00	····	\$0.00	\$39.13	
	1	55	_	\$27.13	\$12.00	\$15.60		\$0.00	\$57.20	
	2	60		\$29.60	\$12.00	\$15.60		\$0.00	\$59.66	
	3	65		\$32.06	\$12.00			\$0.00	\$62.13	
	4	70		\$34.53	\$12.00			\$0.00	\$64.60	
	5	75		\$37.00	\$12.00			\$0.00	\$67.06	
	6	80		\$39.46	\$12.00			\$0.00	\$69.53	
	7	85		\$41.93	\$12.00			\$0.00	\$72.00	
	8	90		\$44.40	۵۱۷.VV		,			
	No	tes:	The second secon							
							,			
	Ā	prentice	to Journeyworker Ratio:1	:6		\$48.10	13.20	\$24.12	\$2.56	\$87.98
COU	OWTO	RK)		08/0	1/2019		13.20	\$24,12	\$2.61	\$89.68
TMETAL	L WORKE	RS LOCAL	17 - A	•)1/2020	4	613.20	\$24.12	\$2.66	\$91.33
					01/2020	AD TIOO	\$13.20	\$24.12	\$2.71	\$93,03
					01/2021	φυσι	\$13.20	\$24.12	\$2.76	\$94.83
					/01/2021 /01/2022	Ψ5	\$13.20	\$24.12	\$2.81	\$96.63
		H A ar	entice- SHEET METAL WORKE		VIIZUZZ			\$18.88	\$0.00	\$82.98
For appr	rentice rat	CAL CO	NTROLS)	03	/01/2019	\$51.10	\$13.00	Ψ10.00	**** *	
CTRICL	ANS LOC	4L 103								
For 800	rentice ra	les see App	rentice- ELECTRICIAN"		3/01/2019	\$ 48.10	\$13.20	\$24.12	\$2.56	\$87.9
7AC (T	PSTIN	G AND B	ALANCING - AIR)		2/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.6
EETMET	'AL WOR	KERS LOCA	L 17 • A		8/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.3
					2/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93,0
					8/01/2021	\$54.75	\$13.20	\$24,12	\$2.76	\$94.8 \$96.
									\$2.81	

Issue Date: 09/03/2019

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Wage Request Number:

Classification IVAC (TESTING AND BALANCING -WATER) PREFITTERS LOCAL 537	09/01/2019 03/01/2020 09/01/2020 03/01/2021	\$54.69 \$56.19 \$57.69 \$59.19	\$10.95 \$10.95 \$10.95 \$10.95	\$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00	\$85.38 \$86.88 \$88.38 \$89.88
For apprentice rates see "Approntice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PIPEFITTERS LOCAL 537	09/01/2019 03/01/2020 09/01/2020 03/01/2021	\$54.69 \$56.19 \$57.69 \$59.19	\$10.95 \$10.95 \$10.95 \$10.95	\$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00	\$85.38 \$86.88 \$88.38 \$89.88
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.70 \$35.56 \$36.45 \$37.34 \$38.26 \$39.17	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.43 \$58.29 \$59.18 \$60.07 \$60.99 \$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

Appren	tice - ASBESTOS INSULATOR (I	Pipes & Tanks) - Local 6 Boi	ston	Pension	Supplementel Unemployment	Total Rate	
Effectiv	percent	Apprentice Base Wage		\$11.90	\$0.00	\$48.92	
Step		\$24.22	\$12.80		\$0.00	\$54.66	
l.	50	\$29.06	\$12.80	\$12.80	\$0.00	\$60.41	
2	60	\$33.91	\$12.80	\$13.70	\$0.00	\$66.15	
3	70	\$38.75	\$12.80	\$14.60	\$0.00		
4	80						
Notes	Steps are 1 year						
Appr VORKER/WEI	entice to Journeyworker Ratio:1:	03/16/20)19 \$4	6.66 \$8.00	\$23.50	\$0.00	\$78.16

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)

Issue Date: 09/03/2019

Page 17 of 41 20190903-016 Wage Request Number:

Appret Effecti	_{itice -} <i>II</i> ve Date -	RONWORKER - Local 7 Bos 03/16/2019	Apprentice Base Wage	Health	Pension	Uner	opiemental nployment	Total Rate \$59.50	<u></u>
Step 1 2 3 4 5 6	70 75 80 85 90		\$28.00 \$32,66 \$35.00 \$37.33 \$39.66 \$41.99	\$8.00 \$8.00 \$8.00 \$8.00 \$8.00 \$8.00	Ann .) 0 0 50	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.16 \$66.50 \$68.83 \$71.16 \$73.49	
Ap ACKHAMMER & ABORERS - ZONE 2		o Journeyworker Ratio:** BREAKER OPERATOR	06/01/2 12/01/ 06/01/ 12/01/ 06/01	2019 /2020 /2020	\$35.06	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.93 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40
For apprentice rate	es see "Appr	entice- LABORER"	06/0	1/2019	\$33,95 \$34.81	\$7.85 \$7.85	\$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00	\$56.68 \$57.54 \$58.4

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\$37.51

\$38.42

\$60.24

\$61.15

\$0.00

\$0.00

\$14.88

\$14.88

\$7.85

\$7.85

12/01/2020

06/01/2021

12/01/2021

	Effectiv	e Date -	BORER - Zone 2 06/01/2019	Apprentice Base Wage	Health	Pens		Supplemental nemployment	Total Rate	
	Step	percent		\$20.37	\$7.85	\$14	1.88	\$0.00	\$43,10	
	1	60		\$23.77	\$7.85		4.88	\$0,00	\$46.50	
	2	70		\$27.16	\$7.85		4.88	\$0.00	\$49.89	
	3	80			\$7.85		4.88	\$0.00	\$53.29	
	4	90		\$30.56	41.05	*-	.,			
	Effecti	ye Date -	12/01/2019				· Y	Supplemental Jaemployment	Total Rate	
	Step	percent		Apprentice Base Wage				\$0.00	\$43.62	
	1	60		\$20.89	\$7.85		4.88	\$0.00	\$47.10	
	2	70		\$24.37	\$7.85		4.88		\$50.58	
	3	80		\$27.85	\$7.85		14.88	\$0.00	\$54,06	
	4	90		\$31.33	\$7.85	\$:	14,88	\$0.00		
	Notes	1								
					- 					
			ourneyworker Ratio:1:5	06/01/20	110 4	33.95	\$7.85	\$14.88	\$0.00	\$56.68
		TER TEN	DER			34.81	\$7.85	\$14.88	\$0.00	\$57.54
ORERS - ZO	NE Z			12/01/20		\$35.70	\$7.85	\$14.88	\$0.00	\$58.43
				06/01/20		\$36.59	\$7.85	\$14.88	\$0.00	\$59.32
				12/01/2		\$37.51	\$7.85	\$14.88	\$0.00	\$60.24
				06/01/2 12/01/2		\$38.42	\$7.85	\$14.88	\$0.00	\$61.15
		wa	י קאטרומא זי	12/01/2	021	#10t.134	*****			
			LABORER"	06/01/2	019	\$33.95	\$7.85	\$14.88	\$0,00	\$56.68
BORER: BORERS - ZO	CEMEN ONE 2	Тъплого	ER TENDER	12/01/2		\$34.81	\$7.85	\$14.88	\$0.00	\$57.54
				06/01/2		\$35.70	\$7.85	\$14.88	\$0.00	\$58.43
				12/01/2		\$36.59	\$7.85	\$14.88	\$0.00	\$59.32
				06/01/2		\$37.51	\$7.85	\$14.88	\$0.00	\$60.24
				12/01/2		\$38.42	\$7.85	\$14.88	\$0.00	\$61.15
For appren	ntice rates s	ee "Apprentie	e- LABORER"					\$14,83	\$0.00	\$56.83
ABORER:	HAZAF	DOUS W	ASTE/ASBESTOS REMO	VER 06/01/		\$34.15	\$7.85		\$0.00	\$57.69
BORERS - 2	ONE 2			12/01/	2019	\$35.01	\$7.85	\$14.83	ψυινν	
			ce- LABORER"	06/01/	 2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
ABORER BORERS - 2	: MASO	A TENDE	K	12/01/		\$35.06	\$7.85	\$14.88	\$0.00	\$57.79
idukiska - 2	SUITED A			06/01/		\$35.95	\$7.85	\$14.88	\$0.00	\$58.6
				12/01		\$36,84	\$7.85	** 1.00	\$0.00	\$59.5
				06/01		\$37.76	\$7.85		\$0.00	\$60.4
				116/01.	14041	40 1.10	4,,00			\$61.4

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ABORER: MULTI-TRADE TENDER ABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LABORER: TREE REMOVER	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.81 \$35.70 \$36.59 \$37.51 \$38.42	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.68 \$57.54 \$58.43 \$59.32 \$60.24 \$61.15 \$56.68 \$57.54
ABORERS - ZONE 2	12/01/2019 06/01/2020 12/01/2020	\$34.81 \$35.70 \$36.59	\$7.85 \$7.85 \$7.85	\$14.88 \$14.88	\$0.00 \$0.00	\$58.43 \$59.32
	06/01/2021 12/01/2021	\$37.51 \$38.42	\$7.85 \$7.85 and limbs who	\$14.88 \$14.88 in the work is	\$0.00 \$0.00 not done for	\$60.24 \$61.15
This classification applies to all tree work associated with the removal of standing a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 2	06/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.20 \$35.06 \$35.95 \$36.84 \$37.76 \$38.67	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.93 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40
For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021 02/01/2022	\$41.49 \$42.00 \$43.08 \$43.59 \$44.71 \$45.18	\$10.75 \$10.75		\$0.00 \$0,00	\$71.85 \$72.36 \$73.59 \$74.10 \$75.38 \$75.85

Issue Date: 09/03/2019 Wage Request Number: 20190903-016

Ameratice -	MARBLE & TILE FINISHER - Local 3 Marble & Tile
Whitemer	

Apprentice - I	AARBLE & TILE FINISHER - L 08/01/2019	OCUI 5 IMM DIS	Tractth	Pension	Supplemental Unemployment	Total Rate	
Step percent	Ė	Apprentice Base Wage \$20.75	\$10.75	\$19.61	\$0.00	\$51.11	
1 50 2 60 3 70 4 80		\$24.89 \$29.04 \$33.19 \$37.34	\$10.75 \$10.75 \$10.75 \$10.75	\$19.61 \$19.61 \$19.61 \$19.61	\$0.00 \$0.00 \$0.00	\$55,25 \$59,40 \$63,55 \$67,70	
5 90 Effective Date Step perce 1 50 2 60 3 70 4 80 5 90		\$21.00 \$25.20 \$29.40 \$33.60 \$37.80	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$19.61 \$19.65 \$19.65 \$19.6 \$19.6	\$0.00 \$0.00 \$0.00 1 \$0.00	Total Rate \$51.36 \$55.56 \$59.76 \$63.96 \$68.16	
Apprentice RBLE MASONS, TILEI KLAYERS LOCAL 3 - MARBI	to Journeyworker Ratio:1:3 AYERS & TERRAZZO MECE	08/01/ 02/01 08/01	/2020 /2020 /2021	\$55,05 \$ \$56,40 \$ \$57,04 \$ \$58,44	10.75 \$21.30 10.75 \$21.30 10.75 \$21.45 510.75 \$21.45 810.75 \$21.61 \$10.75 \$21.61	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$86.47 \$87.10 \$88.60 \$89.24 \$90.80 \$91.37

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

	Effective Step	ve Date - percent	08/01/2019	Apprentice Base Wage	Health	I	Pension	Supplemental Unemployment	Total Rate	
	3 tep	50		\$27.21	\$10.75		\$21.30	\$0.00	\$59.26	
	2	60		\$32.65	\$10.75		\$21.30	\$0.00	\$64.70	
	3	70		\$38.09	\$10.75		\$21,30	\$0.00	\$70.14	
	د 4			\$43.54	\$10.75		\$21.30	\$0.00	\$75.59	
	5	8 0 90		\$48.98	\$10.75		\$21.30	\$0.00	\$81.03	
	Effect Step	ive Date -	02/01/2020	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
	1	50		\$27.53	\$10.75		\$21.30	\$0.00	\$59.58	
	2	60		\$33.03	\$10.75		\$21.30	\$0.00	\$65.08	
	3	70		\$38.54	\$10,75		\$21.30	\$0.00	\$70.59	
	4	80		\$44.04	\$10.75	;	\$21.30	\$0.00	\$76.09	
	5	90		\$49.55	\$10.75	5	\$21,30	\$0.00	\$81.60	
	Notes			promote promote promote spround support format						
			ourneyworker Ratio:1:5	0.6101.100		\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
IECH. SWE PERATING EN	EPER O	PERATOR LOCALA	(ON CONST. SITES)	06/01/20		\$48.83			\$0.00	\$76.43
PERMINI EN	OMEDIA			12/01/20 06/01/20		\$49.91			\$0,00	\$77.51
				12/01/20		\$51,05			\$0.00	\$78.65
				06/01/20		\$52.14			\$0.00	\$79.74
				12/01/20		\$53,28			\$0.00	\$80.88
			- OPERATING ENGINEERS"	06/01/2		\$47.69	\$12.0	0 \$15.60	\$0.00	\$75.29
MECHANIC	'S MAIN NGINEERS	TENANCI <i>LOCAL 4</i>	š	12/01/2		\$48.83		•	\$0.00	\$76.43
M ENMINGE				06/01/2		\$49.91			\$0.00	\$77.51
				12/01/2		\$51.05			\$0.00	\$78.65
				06/01/2		\$52.14	•		\$0.00	\$79.74
				12/01/2		\$53.2			\$0.00	\$80.88
For appre	ntice rates s	ee "Apprentic	8- OPERATING ENGINEERS"	04/01/2		\$38.8	7 \$9.90	318.50	\$0.00	\$67.2

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	Appren Effecti	itice M ve Date -	ILLWRIGHT - Local 1121 Z 04/01/2019	Apprentice	Rase Wage	Health	Pensi		mployment	Total Rate	
	Step	percent				\$9.90	\$5.	31	\$0.00	\$36.59	
	i	55			21.38	\$9,90	\$15	.13	\$0.00	\$50.30	
	2	65			325.27	\$9.90			\$0.00	\$55.15	
	3	75			629.15	\$9.90			\$0.00	\$60.00	
	4	85			\$33.04 	. 					
	Notes	 :								Ì	
	j	Stens a	re 2,000 hours								
	L _	entice to	Journeyworker Ratio:1:5					47 O.C	\$14.88	\$0.00	\$56.93
				·	06/01/20		\$34.20	\$7.85	\$14.88	\$0,00	\$57.79
RTAR M	DVE 3				12/01/20		\$35.06	\$7.85	\$14.88	\$0.00	\$58,68
					06/01/20)20	\$35.95	\$7.85	\$14.88	\$0.00	\$59.57
					12/01/2	020	\$36.84	\$7.85	\$14.88	\$0.00	\$60.49
					06/01/2	021	\$37.76	\$7.85	\$14.88	\$0.00	\$61.40
					12/01/2	021	\$38.67	\$7.85	WI 1.00		
the energy	nsion tales :	es "Apprent	ce- LABORBR"	, <u>, , , , , , , , , , , , , , , , , , ,</u>			\$23.11	\$12.00	\$15.60	\$0.00	\$50.71
TO) OUT 10	HER TI	IAN TRU	CK CRANES,GRADALLS)	1	06/01/2			\$12.00	\$15.60	\$0.00	\$51.28
PERATING I	ERATING ENGINEERS LOCAL 4			12/01/2		\$23.68	\$12.00	\$15.60	\$0.00	\$51.83	
					06/01/		\$24.23	\$12.00	\$15.60	\$0.00	\$52.40
					12/01/		\$24,80	\$12.00	\$15.60	\$0.00	\$52.95
					06/01/		\$25.35	\$12.00	\$15.60	\$0.00	\$53,53
					12/01	/2021	\$25.93	#12.00			
For app	rentice rate	see "Appre	ntice- Operating engineers"		06/01	/2019	\$27.57	\$12.00	\$15.60	\$0.00	\$55.17
OT ER (T	RUCK C	RANES,	GRADALLS)			/2019	\$28.24	\$12.00	\$15.60	\$0.00	\$55.84
OPERATING	3 ENGINEI	RS LOCAL	4			/2020	\$28.89	\$12,00	01000	\$0.00	\$56.49
							\$29.57	\$12.00	\$15.60	\$0.00	\$57.17
						1/2020 1/2021	\$30.21	\$12.0	\$15.60	\$0.02	\$57.81
							\$30.89	\$12.0	415.60	\$0.00	\$58.49
			munmpo	şu	12/0	1/2021					\$75.29
For ap	porentice ra	tes see "App	entice- OPERATING ENGINEERS		06/0	1/2019	\$47.69	\$12.0		\$0,00	\$76.43
OTHER	POWER	DRIVEN	EQUIPMENT - CLASS II			1/2019	\$48.83	\$12.0			\$77.51
OPERATII	NG ENGIN	EERS LOCA)1/2020	\$49.91	\$12.0			\$78.65
						01/2020	\$51.05	\$12.			\$78.03 \$79.74
						01/2021	\$52.14	\$12.			\$80.88
						01/2021	\$53.28	\$12.	00 \$15.60	\$0.00	\$00.00
	_		prentice- OPERATINO ENGINEEI	RS"					20 \$21.4	5 \$0.00	\$80.31
For	apprentice :	rates soo "Ap	NKS)		07.	/01/2019			000 1		\$81.26
PAINT	ER (BRI RS LOCAL	DGES/TA 35 - ZONE 2	(Mra)		01	/01/2020			1		\$82.36
PAINIE	in purchin				07	/01/2020			400 1	4- 40	\$83.46
					61	/01/202	\$53.1	.6 \$8.	20 \$22.1	լա, այս,սս	# +- * · ·

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Effectiv	e Date -	INTER Local 35 - BRIDGL 07/01/2019	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate \$33.53	
Step	percent		\$25.33	\$8.20	\$0.00	\$0.00	\$33.33 \$41.84	
1	50		\$27.86	\$8,20	\$5.78	\$0.00		
2	55		\$30.40	\$8,20	\$6,30	\$0.00	\$44,90	
3	60		\$32.93	\$8,20	\$6.83	\$0.00	\$47.96	
4	65		\$35.46	\$8.20	\$18.30	\$0.00	\$61.96	
5	70		\$38.00	\$8,20	\$18.83	\$0.00	\$65.03	
6	75		\$40.53	\$8.20	\$19.35	\$0.00	\$68.08	
7	80		\$45.59	\$8.20	\$20.40	\$0.00	\$74.19	
8	90		<u> ው</u> ቁጋ.Jን	42				
		. 01/01/2020			es catam	Supplemental Unemployment	Total Rate	
	ctive Date		Apprentice Base Wag		Pension	\$0.00	\$33,68	
Step		L	\$25,48	\$8.20	\$0.00	\$0.00	\$42.17	
1	50		\$28.03	\$8.20	\$5,94	\$0.00	\$45.26	
2	55		\$30.58	\$8,20	\$6.48	\$0.00	\$48.34	
3	60		\$33.12	\$8.20	\$7.02	** **	\$62.38	
4	65		\$35,67	\$8.20	\$18.51		\$65.47	
5	70		\$38.22	\$8.20	\$19.05		\$68.56	
6	75		\$40.77	\$8.20	\$19.59		\$74.73	
7	80		\$45.86	\$8.20	\$20.67	7 ,50,00		
8	90							
		s are 750 hrs.				property security security a	i	\$3
 	nnrentice	to Journeyworker Ratio:1	:1	1/2013	325.81 \$7	7.07 \$7.05	\$0.00	-

PAIN PAINTERS LOCAL 35 - ZONE 2

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Wage Request Number:

Effecti	utice - PAINTER SIGN - Local 35 ve Date - 06/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
1	50		\$7.07	\$2.45	\$0.00	\$23.72	
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$25.01	
3	60	\$15.49		\$2,45	\$0.00	\$26.30	
4	65	\$16.78	\$7.07	\$7.05	\$0.00	\$32,19	
5	70	\$18.07	\$7.07		\$0,00	\$33,48	
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$34,77	
7	80	\$20.65	\$7.07	\$7.05		\$36.06	
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$37,35	
9	90	\$23.23	\$7.07	\$7.05 	\$0.00 		
Note						<u> </u> 	
1	Steps are 4 mos.						
App	rentice to Journeyworker Ratio:1:				n \$21,45	\$0.00	\$71.21
TER (SPRAY (OR SANDBLAST, NEW) *	07/01/20		1.56 \$8.2		\$0.00	\$72.16
and or more of:	surfaces to be painted are new consu	ruction, 01/01/20	020 \$4	1.86 \$8.2	10		\$73.26
naint rate shall	be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2	020 \$4	2,96 \$8.2	0 \$22.10	\$0.00	\$74,36

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

Effectiv	e Date - (VTER Local 35 Zone 2 - Sp 07/01/2019	Apprentice Base Wage	Health	Pension		upplemental employment	Total Rate	
Step	percent		\$20,78	\$8.20	\$0.00		\$0.00	\$28.98	
1	50		,	\$8.20	\$5.7		\$0.00	\$36.84	
2	55		\$22.86	\$8.20	\$6.3		\$0.00	\$39.44	
3	60		\$24.94	\$8,20	\$6.8		\$0.00	\$42.04	
4	65		\$27.01	\$8.20	\$18.3		\$0.00	\$55.59	
5	70		\$29.09	\$8.20	\$18.8		\$0.00	\$58.20	
6	75		\$31.17	\$8,20	\$19.3		\$0.00	\$60.80	
7	80		\$33.25	\$8.20	\$20.4		\$0.00	\$66,00	
8	90		\$37.40	φα.Δυ	•				
Effec	ive Date -	01/01/2020	Apprentice Base Wage	Health	Pensi	on t	Supplemental Jaemployment	Total Rate	
Step	percent			\$8,20	\$0.		\$0.00	\$29.13	
1	50		\$20.93	\$8.20		.94	\$0.00	\$37,16	
2	55		\$23.02	\$8,20		.48	\$0.00	\$39,80	
3	60		\$25.12	\$8.20	-	.02	\$0.00	\$42.43	
4	65		\$27.21	\$8.20	\$18		\$0.00	\$56.01	
5	70		\$29.30	\$8,20		0.05	\$0.00	\$58.65	
6	75		\$31.40	\$8.20		9,59	\$0.00	\$61.28	
7	80		\$33.49	\$8.20		0.67	\$0.00	\$66.54	
8	90		\$37.67						
Not	 es:							, ,	
	Steps ar	e 750 hrs.						<u> </u>	
Ap	prentice to J	lourneyworker Ratio:1:1			\$39.62	\$8.20	\$21.45	\$0,00	\$69.
R (SPRAY	OR SANDE	BLAST, REPAINT)	07/01/2		\$39.92	\$8,20	\$22,10	\$0.00	\$70.
LOCAL 35 - 2	ONE 2		01/01/2	•	\$39.92 \$41.02	\$8.20	\$22.10	\$0.00	\$71.
			07/01/2 01/01/2	• • • • • • • • • • • • • • • • • • • •	\$42.12	\$8.20	\$22.10	\$0.00	\$72.

App Effe	ective :	Date -	NTER Local 35 Zone 2 - Sj 07/01/2019	Apprentice Base Wage	Health	Pension	_	plemental aployment	Total Rate	
Step	р р	ercent		\$19.81	\$8.20	\$0.00		\$0.00	\$28.01	
1	:	0		\$21.79	\$8.20	\$5.78	1	\$0.00	\$35.77	
2	;	55		\$23,77	\$8.20	\$6.30)	\$0,00	\$38.27	
3		50		\$25.75	\$8.20	\$6.83	3	\$0.00	\$40.78	
4		65			\$8.20	\$18.3	0	\$0.00	\$54.23	
5		70		\$27.73	\$8,20	\$18.8		\$0.00	\$56.75	
6		75		\$29.72	\$8.20	\$19.3		\$0.00	\$59,25	
7		80		\$31.70	\$8,20	\$20.4		\$0.00	\$64.26	
8		90		\$35.66	\$8,20	ΨΩΟι	. •			
		e Date -	01/01/2020		Vlaalth	Pensi		Supplemental nomployment	Total Rate	
	itep	percent		Apprentice Base Wa		\$0.		\$0.00	\$28.16	
	1	50		\$19.96	\$8.20	\$5		\$0.00	\$36.10	
	2	55		\$21.96	\$8.20		.48	\$0.00	\$38.63	
	3	60		\$23.95	\$8,20			\$0.00	\$41.17	
	4	65		\$25.95	\$8.20		.02	\$0.00	\$54.65	
	5	70		\$27.94	\$8,20	\$18		\$0.00	\$57.19	
		75		\$29.94	\$8.20		0.05	\$0.00	\$59.73	
	6			\$31.94	\$8.20		3.59	\$0.00	\$64.80	
	7 8	80 90		\$35.93	\$8.20	\$2	0.67	\$Q.00		
	٥	90				·				
	Notes	Steps	are 750 hrs.		_					
	<u>ا</u> ـــٰ ــ		Journeyworker Ratio:1:	<u> </u>					\$0.00	\$56.68
				06/0	1/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$57.54
TER (TR	AFFIC	MARKI	M(2)	12/0	1/2019	\$34.81	\$7.85	\$14.88	\$0.00	\$58.43
ERS - ZON	E #			06/0	1/2020	\$35.70	\$7.85	\$14.88		\$59.32
					1/2020	\$36.59	\$7,85	\$14.88	\$0.00 \$0.00	\$60.24
				06/0	1/2021	\$37.51	\$7.85	\$14.88		\$61.15
				12/9)1/2021	\$38.42	\$7,85	\$14.88	\$0.00	Φ01.2-
	٠	ann II Amnrai	ntics-LABORER"				60.00	\$21.45	\$0.00	\$69,81
			₹ 1773517\ #		01/2019	\$40.16	\$8,20	\$22.10	\$0.00	\$70.76
				truction, 01/	01/2020	\$40.46	\$8,20	440.10	\$0.00	\$71.86
V paint ra	te sha	l be used	PAINTERS LOCAL 35 - ZONE 2	07/	01/2020	\$41.56	\$8.20	000.10	\$0.00	\$72.9
•				01.	/01/2021	\$42,66	\$8.20	322.1V	Math A	

CHORRING MACON

* * * * * *

Effecti	ve Date -	NTER - Local 35 Zone 2 - 07/01/2019	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
Step	percent			\$8,20	\$0.00	\$0.00	0 \$28,28	
1	50		\$20.08	\$8,20	\$5,78	\$0.0	0 \$36.07	
2	55		\$22.09		\$6,30	\$0.0	00, \$38,60	
3	60		\$24.10	\$8.20	\$6.83	\$0.0	00 \$41.13	
4	65		\$26.10	\$8.20	\$18.30	\$0,0	354.61	
5	70		\$28.11	\$8.20	\$18.83	\$0.0	00 \$57.15	i
6	75		\$30.12	\$8,20	\$19.35	\$0.0	00 \$59.68	3
7	80		\$32.13	\$8.20	\$20.40		00 \$64.74	ļ
8	90		\$36.14	\$8.20	ψ <u>z</u> φιτο			
ഷവ	ctive Date -	01/01/2020	***	YYo olth	Pensio	Supplement Unemploym		e
Step			Apprentice Base Wag		\$0.0		.00 \$28.4	3
1	50		\$20.23	\$8.20	\$5.9		36.3	9
2	55		\$22,25	\$8.20	\$6.4		38.9	96
3	60		\$24.28	\$8,20	\$7.0		0.00 \$41.5	52
4	65		\$26.30	\$8.20	\$18.5		0.00 \$55.	03
5	70		\$28.32	\$8.20	\$19.6		0.00 \$57.	60
6	75		\$30.35	\$8,20 \$8,20	\$19.		0.00 \$60.	16
7	80		\$32.37	\$8,20	\$20.	_	30.00 \$65.	.28
8	90		\$36.41					 !
ĮN.	otes:	are 750 hrs.						
, personal de la companya de la comp	-							
		Journeyworker Ratio:1:	L	2010	38.22	8.20 \$21.	45 \$0.00	\$67.8
ER / TAPE	R (BRUSH,	REPAINT)		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	\$8.20 \$22.	.10 \$0.00	\$68.8
S LOCAL 35	. ZONE 2			., , ,	,00,	\$8.20 \$22	.10 \$0.00	\$69.9
				1,2020	φ	\$8.20 \$22	.10 \$0.00	\$71.0

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Classification

		ve Date -	07/01/2019	Apprentice Base Wage	Health	Pension	n Un	employment	Total Rate	
-	Step	percent		\$19.11	\$8.20	\$0.0	0	\$0.00	\$27,31	
	1	50		\$21.02	\$8.20	\$5.7	8	\$0.00	\$35.00	
	2	55		\$22.93	\$8.20	\$6.3	0	\$0.00	\$37.43	
	3	60		\$24.84	\$8.20	\$6.8	33	\$0.00	\$39.87	
	4	65		\$26.75	\$8.20	\$18.3	30	\$0.00	\$53.25	
	5	70		\$28.67	\$8.20	\$18.	83	\$0.00	\$55.70	
	6	75		\$30.58	\$8.20	\$19.	35	\$0.00	\$58.13	
	7	80		\$34,40	\$8.20	\$ 20.	40	\$0.00	\$63.00	
	8	90		क्राच,नर	****					
	Effec	tive Date -	01/01/2020	Apprentice Base Wag	e Health	Pens	ion 1	Supplemental Unemployment	Total Rate	
	Step	percent		\$19.26	\$8,20	\$0	.00	\$0.00	\$27.46	
	1	50		\$21.19	\$8,20	\$5	.94	\$0.00	\$35.33	
	2	55		\$23.11	\$8.20	\$6	í.48	\$0.00	\$37.79	
	3	60		\$25.04	\$8,20		7.02	\$0.00	\$40.26	
	4	65		\$26.96	\$8,20		8.51	\$0.00	\$53.67	
	5	70		\$28.8 9	\$8.20		9.05	\$0.00	\$56.14	
	6	75		\$30,82	\$8.20		9.59	\$0.00	\$58.61	
	7	80		\$34.67	\$8.2		0.67	\$0.00	\$63.54	
	8	90								
	Not	Steps	are 750 hrs.							
	Āp	prentice to	Journeyworker Ratio:1:1			42400	\$12.41	\$12.70	\$0.00	\$59.19
IEL & P	CKUP	TRUCKS	DRIVER	08/01/		\$34.08	\$12.41		\$0.00	\$60.21
ASTERS JO	INT CO	UNCIL NO. 16	O ZONE B	12/01/		\$34.08	\$12.41		\$0.00	\$61.11
				06/01/		\$34.98	\$12.91		\$0.00	\$61.61
				08/01		\$34.98	\$12.91		\$0.00	\$62.71
				12/01		\$34.98	\$12.9		\$0.00	\$63.51
					/2021	\$35.78 \$35.78	\$13.4		\$0.00	\$64.01
					/2021		\$13.4	-	\$0.00	\$65.20
					/2021	\$35.78	\$9.90		\$0.00	\$79.99
CK)			UCTOR (UNDERPINNING	AND 08/0	1/2019	\$48,94	φ3,30	***************************************		
	LOCAL	S6 (ZONE 1) es see "Appres	atics- PILE DRIVER"		 1/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Effectiv	ve Date -	LE DRIVER - Local 56 Zone 08/01/2019	Apprentice Base Wage	Health	Pensio		Supplemental nemployment	Total Rate	
Step	percent			\$9,90	\$21.1	 .5	\$0.00	\$55.52	
1	50		\$24.47	\$9.90	\$21.		\$0.00	\$60.41	
2	60		\$29.36	\$9.90	\$21.		\$0.00	\$65.31	
3	70		\$34.26		\$21.		\$0.00	\$67.76	
4	75		\$36.71	\$9.90	\$21.		\$0.00	\$70.20	
5	80		\$39.15	\$9.90	\$21.		\$0.00	\$70.20	
6	80		\$39.15	\$9.90	\$21		\$0.00	\$75.10	
7	90		\$44.05	\$9,90	\$21		\$0.00	\$75.10	
8	90		\$44.05	\$9.90		. i ,			
Notes	 s:							1	
İ									
App	rentice to	Journeyworker Ratio:1:5	0.0101/01	210 \$	54.69	\$10.95	\$19.74	\$0.00	\$85,38
FITTER & STEA	AMFITTE	R	09/01/20		5-1.05	\$10.95	\$19.74	\$0.00	\$86,88
ITTERS LOCAL 537	•		03/01/2		57.69	\$10.95	\$19.74	\$0.00	\$88.38
			09/01/2 03/01/2		557.0 5 559.19	\$10.95	*** 7.71	\$0.00	\$89.88

p	percent		Apprentice Base Wage	\$10.95	\$8,00	\$0.00	\$40.83
	40		\$21.88	\$10.95	\$19.74	\$0.00	\$55.30
<u>.</u>	45		\$24.61	\$10.95	\$19.74	\$0.00	\$63.50
3	60		\$32.81		\$19.74	\$0.00	\$68.97
4	70		\$38.28	\$10.95	\$19.74	\$0.00	\$74.44
5	80		\$43.75	\$10.95	φ.x.>		
Effect	iye Date -	03/01/2020	To a Wage	: Health	Pension	Supplemental Unemployment	Total Rate
Step	percent		Apprentice Base Wage	\$10.95	\$8.00	\$0.00	\$41.43
1	40		\$22.48	\$10.95	\$19.74	\$0,00	\$55.98
2	45		\$25.29	\$10.95	\$19.74	\$0.00	\$64.40
3	60		\$33.71	\$10.95	\$19.74	\$0.00	\$70.02
4	70		\$39.33	•	\$19.74	\$0.00	\$75.64
5	80		\$44.95	\$10.95	ψ17		

Issue Date: 09/03/2019

Wage Request Number:

wzacuszzaka-karkaryja				ASSAULTE O ASSET		\$7.85	\$14.88	<u>Unemployr</u> \$0.00	\$56.93	
PIPELAYER				06/01/2019	\$34.20	\$7.85 \$7.85	\$14.88	\$0.00	\$57.79	
ABORERS - ZONE 2				12/01/2019	\$35.06	\$7.85	\$14.88	\$0.00	\$58.68	
				06/01/2020	\$35.95 \$36.84	\$7.85	\$14.88	\$0.00	\$59.57	
				12/01/2020		\$7.85	\$14.88	\$0.00	\$60.49	
				06/01/2021		\$7.85	\$14.88	\$0.00	\$61.40	
				12/01/2021	φ.5 6. 07	Ψ.100				_
For apprentice r	rates see "Ap	prentice- LAB	SORER"	09/01/2019	\$57,69	\$11.82	\$17.01	\$0,00	\$86.52	
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12		03/01/2020	•	\$11.82	\$17.01	\$0.00	\$88.02			
PLUMBERS & GAS	FITTERS LO	ONG IA		09/01/2020	+ 40 40	\$11.82	\$17.01	\$0.00	***	
				03/01/202	10	\$11.82	\$17.01	\$0.00	\$91.02	:
	Effectiv Step	percent	UMBER/GASFITTE 09/01/2019	Apprentice Base Wage	; Health \$11.82	Pension \$6.16	-	nent).00	Total Rate	
	Effective Step 1 2 3	percent 35 40 55	UMBER/GASFITTE 09/01/2019				Unemploys \$0 \$1 \$ \$	0.00 0.00 0.00 0.00	\$38.17 \$41.89 \$53.08 \$60.50	
	Effective Step 1	percent 35	UMBER/GASFITTE 09/01/2019	Apprentice Base Wage \$20.19 \$23.08 \$31.73	\$11.82 \$11.82 \$11.82	\$6.16 \$6.99 \$9.53	Unemploys \$(\$) \$ \$ \$	0.00 0.00 0.00 0.00 0.00	\$38.17 \$41.89 \$53.08	
	Step 1 2 3 4 5	percent 35 40 55 65 75 ive Date -	UMBER/GASFITTE 09/01/2019 03/01/2020	\$20.19 \$23.08 \$31.73 \$37.50 \$43.27	\$11.82 \$11.82 \$11.82 \$11.82 \$11.82	\$6.16 \$6.99 \$9.53 \$11.18 \$12.88	Unemploys \$(\$) \$ \$ \$ \$ \$ \$ \$ Supplet Unemplo	0.00 0.00 0.00 0.00 0.00 60.00	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97	
	Effective Step 1 2 3 4 5 Effect Step	percent 35 40 55 65 75 ive Date percent	09/01/2019	Apprentice Base Wage \$20.19 \$23.08 \$31.73 \$37.50	\$11.82 \$11.82 \$11.82 \$11.82 \$11.82	\$6.16 \$6.99 \$9.53 \$11.18 \$12.88 Pension \$6.16	Unemploys \$(\$) \$ \$ \$ \$ \$ Supplet Unemplo	0.00 0.00 0.00 0.00 0.00 0.00 o.00	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97 Total Rate	
	Effective Step 1 2 3 4 5 Effect Step 1	25 Per Date - percent 35 40 55 65 75 1ve Date - percent 35	09/01/2019	Apprentice Base Wage \$20.19 \$23.08 \$31.73 \$37.50 \$43.27 Apprentice Base Wag	\$11.82 \$11.82 \$11.82 \$11.82 \$11.82	\$6.16 \$6.99 \$9.53 \$11.18 \$12.88 Pension \$6.16 \$6.99	Unemploys \$(\$) \$ \$ \$ \$ \$ Supplet Unemplo	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97 Total Rate \$38.70 \$42.49	
	Effective Step 1 2 3 4 5 Effect Step 1 2	25 Percent 35 40 55 65 75 240 246 256 40 35 40 40	09/01/2019	\$20.19 \$23.08 \$31.73 \$37.50 \$43.27 Apprentice Base Way	\$11.82 \$11.82 \$11.82 \$11.82 \$11.82 ge Health	\$6.16 \$6.99 \$9.53 \$11.18 \$12.88 Pension \$6.16 \$6.99 \$9.53	Unemploys \$(\$) \$ \$ \$ \$ \$ Supplet Unemplo	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97 Total Rate \$38.70 \$42.49 \$53.90	
	Effective Step 1 2 3 4 5 Effect Step 1 2 3	25 Per Date - percent 35 40 55 65 75 20 20 20 20 20 20 20 20 20 20 20 20 20	09/01/2019	\$20.19 \$23.08 \$31.73 \$37.50 \$43.27 Apprentice Base Way \$20.72 \$23.68	\$11.82 \$11.82 \$11.82 \$11.82 \$11.82 \$11.82 \$11.82	\$6.16 \$6.99 \$9.53 \$11.18 \$12.88 Pension \$6.16 \$6.99 \$9.53 \$11.18	Supplet	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97 Total Rate \$38.70 \$42.49 \$53.90 \$61.47	
	Effective Step 1 2 3 4 5 Effect Step 1 2	percent 35 40 55 65 75 ive Date - percent 35 40	09/01/2019	\$20.19 \$23.08 \$31.73 \$37.50 \$43.27 Apprentice Base Wall \$20.72 \$23.68 \$32.55	\$11.82 \$11.82 \$11.82 \$11.82 \$11.82 \$11.82 \$11.82 \$11.82	\$6.16 \$6.99 \$9.53 \$11.18 \$12.88 Pension \$6.16 \$6.99 \$9.53	Supplet	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97 Total Rate \$38.70 \$42.49 \$53.90	

** 1:2; 2:6; 3:10; 4:14; 5:19/5teps are 1 yr Step4 with lic\$64.20, Step5 with lic\$71.67						<u>.</u>
Apprentice to Journeyworker Ratio:** PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	09/01/2019 03/01/2020 09/01/2020	\$54.69 \$56.19 \$57.69 \$59.17	\$10.95 \$10.95 \$10.95 \$10.95	\$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00	\$85,38 \$86,88 \$88,38 \$89,86
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	03/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.20 \$35.06 \$35.95 \$36.84 \$37.76 \$38.67	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$14.88 \$14.88 \$14.88 \$14.88 \$14.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.93 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40

For apprentice rates see "Apprentice-LABORER"

Issue Date: 09/03/2019

Wage Request Number:

· •	06/01/2019	\$34.95	\$7.85	\$14.88	\$0.00	\$57.68
TANDAINAIN OF DEWOTER	Out value	•••		\$14.88	\$0.00	\$58.54
OORERS - ZONE 2	06/01/2020		\$7.85	\$14.88	\$0.00	\$59.43
	12/01/2020	4	\$7,85	\$14.88	\$0.00	\$60.32
	06/01/2021	\$38.51	\$7.85	\$14.88	\$0.00	\$61.24
	12/01/2021	\$39.42	\$7.85	\$14.88	\$0.00	\$62.15
For apprentice sates see "Apprentice- LABORER"				\$15,60	\$0,00	\$75.78
OWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2019	\$48.18	\$12,00	\$15.60	\$0.00	\$76.93
PERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$78.03
	06/01/2020	\$50.43	\$12.00		\$0.00	\$79.18
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$80.28
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$81.43
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0,00	ψυχ. 12
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	06/01/2019	\$48.18	\$12,00	\$15.60	\$0.00	\$75.78
PUMP OPERATOR (CONCRETE)	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	·	\$50,43	\$12.00	\$15.60	\$0.00	\$78.03
	06/01/2020	\$51.58	\$12,00	\$15.60	\$0.00	\$79.18
	12/01/2020	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	06/01/2021 12/01/2021	\$53,83	\$12.00	\$15.60	\$0.00	\$81,43
For apprentice sates see "Apprentice- OPERATING ENGINEERS"		#20.20	\$12.00	\$15.60	\$0.00	\$59.88
PLIMP OPERATOR (DEWATERING, OTHER)	06/01/2019	\$32.28	\$12.00	\$15,60	\$0.00	\$60.67
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$33.07	\$12.00	\$15.60	\$0.00	\$61.42
	06/01/2020	\$33.82			\$0.00	\$62.20
	12/01/2020	\$34.60	\$12.00	*****	\$0.00	\$62.95
	06/01/2021	\$35.35	\$12.00		\$0.00	\$63.74
	12/01/2021	\$36.14	\$12.00	415750		
For apprentice rates see "Apprentice-OPERATING ENGINEERS"	01/01/2019	\$23.75	\$10.56	\$2.50	\$0,00	\$36.81
READY-MIX CONCRETE DRIVER TEAMSTERS 170 - Dauphinals (Bellingham)	12/01/2019	\$24.00	\$10.50	\$2,50	\$0.00	\$37.06
TEAMSTERS 170 - Duspinnus (Sounds-197	01/01/2020	\$24.00	\$11.0	\$2.50	\$0.00	\$37.51
	06/01/2019	\$47.69	\$12.0	\$15.60	\$0.00	\$75.29
RECLAIMERS	12/01/2019	\$48.83		0 \$15.60	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020			0 \$15.60	\$0.00	\$77.51
	12/01/2020				\$0,00	\$78.65
	06/01/2021				\$0.00	\$79.74
	12/01/2021			***	\$0.00	\$80.88
For apprentice rates ace "Apprentice- OPERATING ENGINEERS"				\$ \$14.8	\$ \$0.00	\$56.93
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2019				,	\$57.79
LABORERS - ZONE 2	12/01/201				**	\$58.68
	06/01/202			***		\$59.57
	12/01/202					\$60,49
	06/01/202	1 \$37.7		***		\$61.40
	12/01/202	1 \$38.6	57 \$7.8	5 \$14.8	8 \$0.00	Ψ0.,10

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Wage Request Number:

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Classification				06/01/2019	PA7 60	\$12.00	\$15.60	\$0.00	\$75.29
OLLER/SPREAL	LLER/SPREADER/MULCHING MACHINE ERATING ENGINEERS LOCAL 4				\$47.69 \$48.83	\$12.00	\$15.60	\$0,00	\$76.43
PERATING ENGINE	ERS LOCAL	5.4		12/01/2019	\$48.83 \$49.91	\$12.00	\$15,60	\$0.00	\$77.51
				06/01/2020	\$49.91 \$51.05	\$12.00	\$15.60	\$0.00	\$78.65
				12/01/2020	\$51.03 \$52,14	\$12.00	\$15.60	\$0.00	\$79.74
				06/01/2021	\$53,28	\$12.00	\$15.60	\$0.00	\$80,88
			and a series of the series of	12/01/2021	φJJ,20	V 111.01			
For apprentice ra	ites sec "Ap	prentice- OP	ERATING ENGINEERS"	08/01/2019	\$44.64	\$11.50	\$15.90	\$0.00	\$72.04
ROOFER (Inc.Ro	oofer Wat	erproofing	&Roofer Damproofg)	02/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
ROOFERS LOCAL 33	3			08/01/2020	\$47.35	\$11.50	\$15,90	\$0.00	\$74.7 5
				02/01/2021	\$48.78	\$11.50	\$15.90	\$0,00	\$76.18
						\$11.50	\$15.90	\$0.00	\$77.61
				08/01/2021 02/01/2022		\$11.50	\$15.90	\$0.00	\$79.04
			•						
	Apprent Effectiv	tice - RC re Date -	00FER - Local 33 08/01/2019	Apprentice Base Wage	Health	Pension	Supplement Unemployme		Cotal Rate
	Step	percent			\$11.50	\$3.69	\$0.0	10	\$37.51
	1	50		\$22,32		\$15.90	\$0.0	0	\$54.18
	2	60		\$26.78	\$11.50	\$15.90	\$0.0		\$56.42
	3	65		\$29.02	\$11.50	\$15.90	\$0.		\$60.88
	4	75		\$33.48	\$11.50	\$15.90	\$0.		\$65.34
	5	85		\$37.94	\$11.50	φ1J.7V	4		
							Suppleme	ntal	
	Effecti	ve Date -	02/01/2020	Apprentice Base Wage	Health	Pension	Unemployп	tent	Total Rate
	Step	percent		\$22.96	\$11.50	\$3.69	\$0	.00	\$38.15
	1	50		\$27.55	\$11.50	\$15.90	\$0	.00	\$54.95
	2	60		\$29.85	\$11.50	\$15.90	\$0	.00	\$57.25
	3	65		\$34,44	\$11.50	\$15.90	\$0	00.	\$61.84
	4	75		\$39.03	\$11.50	\$15.90	\$0	00.0	\$66.43
	5	85		φ.ν.ν.					
	i	Step 1 : (Hot Pi	2:6-10, the 1:10; Reroofing: is 2000 hrs.; Steps 2-5 are 10 tch Mechanics' receive \$1.00						
		entice to	Journeyworker Ratio:**	08/01/2	019 \$44	.89 \$11.	50 \$15.9	0 \$0.	.00 \$72,29
				08/01/2	ሰንን ቃፋላ	,U, WII.			.00 \$73.57
ROOFER SI	ATE/T		CAST CONCRETE		000 644	112 \$11	.50 \$15.9	ių su.	(00
ROOFER SI	ATE/T		CAST CONCRETE	02/01/2					0.00 \$75.00
ROOFER SI	ATE/T		CAST CONCRETE	02/01/2 08/01/2	2020 \$47	7.60 \$11	,50 \$15.9	00 \$0	
ROOFER SI	ATE/T		CAST CONCRETE	02/01/2 08/01/2 02/01/2	2020 \$47 2021 \$49	7.60 \$11 9.03 \$11	,50 \$15.5 .50 \$15.5	90 \$0 90 \$0	0.00 \$75.00
ROOFER SI ROOFERS LOO	ATE/T		CAST CONCRETE	02/01/2 08/01/2	2020 \$47 2021 \$49 2021 \$50	7.60 \$11 9.03 \$11 9.46 \$11	,50 \$15.9	90 \$0 90 \$0 90 \$0).00 \$75.00).00 \$76.43

Effective Date Base Wage Health

For apprentice rates see "Apprentice-ROOFER"

Classification

Supplemental

Unemployment

Pension

Total Rate

\$75.29

48 . 11		**			Opempioyment	
SHBETMETAL WORKER SHBETMETAL WORKERS LOCAL 17 - A	08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021	\$48.10 \$49.75 \$51.35 \$53.00 \$54.75 \$56.50	\$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20	\$24.12 \$24.12 \$24.12 \$24.12 \$24.12 \$24.12	\$2.56 \$2.61 \$2.66 \$2.71 \$2.76 \$2.81	\$87.98 \$89.68 \$91.33 \$93.03 \$94.83 \$96.63
	02/01/2022	250.50	ψ13.20			

	Date - C percent		Apprentice Base Wage		Pension \$5.89	\$0.00	\$39.29
	42		\$20.20	\$13,20	\$5.89	\$0.00	\$39.29
	42		\$20.20	\$13.20	\$11.13	\$1.41	\$48.35
	47		\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
	47		\$22,61	\$13.20	\$12.08	\$1.51	\$51.80
	52		\$25.01	\$13,20	\$12,08	\$1.52	\$52.06
	52		\$25.01	\$13,20	\$13.70	\$1.67	\$57.43
	60		\$28.86	\$13,20	\$13.70 \$14.65	\$1.77	\$60.89
	65		\$31.27	\$13.20	\$14.65 \$16.56	\$1.98	\$67.82
,)	75		\$36,08	\$13.20		\$2,16	\$74.21
10	85		\$40.89	\$13.20	\$17.96	4	
	tive Date -	02/01/2020	Apprentice Base Wa	re Health	Pension	Supplemental Unemployment	Total Rate
Step	percent			\$13.20	\$ 5.89	\$0.00	\$39.99
1	42		\$20,90	\$13.20 \$13.20	\$5.89	\$0.00	\$39.99
2	42		\$20.90	\$13.20	\$11.13	\$1.43	\$49,14
3	47		\$23,38	\$13.20	\$11.13	\$1.43	\$49.14
4	47		\$23,38	\$13.20 \$13.20	\$12.08	\$1.53	\$52,68
5	52		\$25.87	\$13.20	\$12,33	\$1.54	\$52.94
6	52		\$25.87	\$13.20	\$13.70	\$1.70	\$58.45
7	60		\$29.85	\$13.20	\$14.65	\$1.82	\$62.01
8	65		\$32.34	\$13.20	\$16,56	60.01	\$69.08
9	75		\$37.31	\$13.20 \$13.20	\$17.96	** **	\$75.65
10	85		\$42.29	φ13.20	-		
	 tes:		فعلنو بنينا مستهم ونين سنيا ولين				

Apprentice to Journeyworker Ratio:1:4

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	mercutus Pala	Base Wage	Health	Pension	Unemployment	THE VEE
lassification			\$12,41	\$12,70	\$0.00	\$59.65
DECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2019	\$34.54	\$12.41 \$12.41	\$13.72	\$0.00	\$60.67
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.54		\$13.72	\$0.00	\$61.57
	06/01/2020	\$35,44	\$12.41	\$13.72	\$0.00	\$62.07
	08/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.97
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$64.47
	08/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
_	12/01/2021	\$36.24	\$13,41	\$12.70	\$0.00	\$59.94
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2019	\$34.83	\$12.41	\$13.72		\$60.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.83	\$12,41	\$13.72		\$61.86
	06/01/2020	\$35.73	\$12.41	\$13.72		\$62.36
	08/01/2020	\$35,73	\$12.91			\$63.46
	12/01/2020	\$35.73	\$12.91			\$64.26
	06/01/2021	\$36.53	\$12.91	** / 8/		\$64.76
	08/01/2021	\$36.53	\$13,41			\$65.95
	12/01/2021	\$36.53				\$88.05
AD THEFTED	03/01/2019	\$58.98				\$89,55
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2019	\$60.48		\$19,6		\$91.05
DI VANADAGO	03/01/2020	\$61.98		***		\$92.55
	10/01/2020	\$63,48				\$94.05
	03/01/2021	\$64.98	8 \$9.47	\$19.6)O \$0,00	, 1000

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

7 - 1 - 2 - 1 - 1

Effecti	ve Date -	RINKLER FITTER - Local 5. 03/01/2019	Apprentice Base Wage	Health	Pension		omental	Total Rate	
Step	percent		\$20.64	\$9.47	\$9,10		\$0.00	\$39.21	
1	35		\$23.59	\$9.47	\$9.10		\$0.00	\$42.16	
2	40		\$26.54	\$9.47	\$9.10		\$0.00	\$45.11	
3	45			\$9.47	\$9.10		\$0.00	\$48.06	
4	50		\$29.49	\$9.47	\$9.10		\$0.00	\$51.01	
5	55		\$32.44	\$9.47	\$10.60		\$0.00	\$55.46	
6	60		\$35.39	\$9.47	\$10.60		\$0.00	\$58.41	
7	65		\$38.34		\$10.60		\$0.00	\$61.36	
8	70		\$41.29	\$9,47	\$10.60		\$0.00	\$64.31	
9	75		\$44.24	\$9.47	\$10.60		\$0.00	\$67,25	
10	'80		\$47.18	\$9.47	\$10.00	U	•		
	ctive Date	_ 10/01/2019	Apprentice Base Wag	e Health	Pensio		pplemental mployment	Total Rate	
Step	percen	t		\$9.47	\$9.1	.0	\$0.00	\$39.74	
1	35		\$21.17 \$24.19	\$9.47	\$9.1		\$0.00	\$42.76	
2	40			\$9,47	\$9.3	10	\$0,00	\$45.79	
3	45		\$27.22	\$9.47	\$9.		\$0.00	\$48,81	
4	50		\$30.24	\$9.47	\$9.		\$0.00	\$51.83	
5	55		\$33.26	\$9.47	\$10.		\$0.00	\$56.36	
6	60		\$36,29	\$9.47	\$10.		\$0.00	\$59.38	
7	65		\$39.31				\$0.00	\$62.41	
8	70		\$42.34	\$9,47	***		\$0.00	\$65.43	
9	75		\$45.36	\$9.47			\$0.00	\$68.45	
10	80		\$48.38	\$9.47					
Ì	40/4 Sten	entice entered prior 9/30/10: 5/50/55/60/65/70/75/80/85 as are 850 hours							
Ā	pprentice	to Journeyworker Ratio:1:3			m47.60	\$12.00	\$15.60	\$0.00	\$75.29
AM BOILER	OPERAT	OR.	06/01	., .	•	\$12.00	\$15.60	\$0.00	\$76.43
ERATING ENGINE	ERS LOCAL	4		1/2019	\$48.83 \$49.91	\$12.00	\$15.60	\$0.00	\$77.51
				1/2020		\$12.00	\$15.60	\$0.00	\$78.65
				1/2020	\$51.05 \$52.14	\$12.00	\$15.60	\$0.00	\$79.74
				1/2021		\$12.00	\$15,60	\$0.00	\$80.88
				1/2021	\$53.28	ψ1,μ(4 γ			
For apprentice re	tes see "App	centice- OPERATING ENGINEERS	TAT OCH	01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
AMPERS, SEL	F-PROPE	LLED OR TRACTOR DRAV	W14 001	01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
PERATING ENGIN	EERS LOCA	L 1	121	01/2019	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
				01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78,65
				01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
				/01/2021	\$53.28	\$12.00		\$0.00	\$80.88
		prentice- OPERATING ENGINEER		10 11 EV E X	4				
									Page 36

	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification TELBCOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Apprei Effecti	itico 12 ve Date -	LECOMMUNICATION TE 03/01/2019		Health	Pensi		upplementsi employment	Total Rate	
Step	percent		Apprentice Base Wage \$15.33	\$13.00		.46	\$0.00	\$28.79	
1 2 3 4 5 6 7 8	40 40 45 45 50 55 60 65		\$15.33 \$17.25 \$17.25 \$19.17 \$21.08 \$23.00 \$24.91 \$26.83	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$13 \$13 \$12 \$1- \$1- \$1 \$1	3.42 3.73 4.03 4.34 4.66 4.96	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.79 \$43.67 \$43.67 \$45.90 \$48.11 \$50.34 \$52.57 \$54.79	
10	75 		\$28.75	\$13.00 	\$1 ·	5.27			
		Journeyworker Ratio:1:1	08/01/20)19	\$53.34	\$10,75	\$21.30	\$0.00	\$85.39
RAZZO FINISH LAYERS LOCAL 3	EKS . <i>MARBLE</i> &	TILE	02/01/2 ¹ 08/01/2 02/01/2 08/01/2 02/01/2	020 020 021 021	\$53.98 \$55.33 \$55.97 \$57.37 \$57.96	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$21.30 \$21.45 \$21.45 \$21.61 \$21.61	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$86.03 \$87.53 \$88.17 \$89.73 \$90.32

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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Apprentice - TERRAZZO FINISHER - Local	3 Marble & Tile			Supp	lemental	Total Rate	
Effective Date - 08/01/2019	Apprentice Base Wage	Health	Pension	Unemp	loyment		
Step percent	\$26.67	\$10.75	\$21.30)	\$0.00	\$58.72	
1 50	\$32.00	\$10.75	\$21.30)	\$0.00	\$64.05	
2 60	\$37.34	\$10.75	\$21.3	0	00.02	\$69.39	
3 70	\$42.67	\$10.75	\$21.3	0	\$0.00	\$74.72	
4 80	\$48.01	\$10.75	\$21.3	0	\$0.00	\$80.06	
5 90	д40.V1	•					
Effective Date - 02/01/2020	****	- Taolth	Pensio		ppiementai mployment ——	Total Rate	
Step percent	Apprentice Base Wag				\$0.00	\$59.04	
1 50	\$26,99	\$10.75			\$0.00	\$64.44	
2 60	\$32,39	\$10.75			\$0.00	\$69.84	
3 70	\$37,79	\$10.75			\$0.00	\$75,23	
4 80	\$43.18	\$10.75			\$0.00	\$80.63	
5 90	\$48.58	\$10.75) 321				
Notes:							
Apprentice to Journeyworker Ratio:1:3	· -			\$7.85	\$16.05	\$0.00	\$64.40
ST BORING DRILLER	00/01/		φ,σ,=+	\$7.85	\$16.05	\$0.00	\$65.40
BORERS - FOUNDATION AND MARINE	12/01		\$41.50	\$7.85	\$16.05	\$0.00	\$66.39
	06/01		\$42,49	\$7.85	\$16.05	\$0.00	\$67.37
	12/01/2020		\$43,47	\$7.85	\$16,05	\$0.00	\$68.39
		1/2021	\$44.49	, 41.02	\$16.05 \$0.00	\$69.40	
	12/0	1/2021	\$45.50	ψ1,02			
For apprentice rates see "Apprentice- LABORER"	200	1/2019	\$39.22	\$7.85	\$16.05	\$0.00	\$63.12
FOR BORING DRILLER HELPER		1/2019	\$40.22	\$7.85	\$16.05	\$0.00	\$64.12
ABORERS - FOUNDATION AND MARINE		01/2019	\$41.21	\$7.85	\$16.05	\$0.00	\$65.11
		01/2020	\$42.19	\$7.85	\$16.05	\$0.00	\$66.09
		01/2020	\$43.21	\$7.85	\$16.05	\$0.00	\$67.11
		01/2021	\$44.22	\$7.85	\$16.05	\$0.00	\$68.12
	1.21	ATIMAN				en nn	\$63.00
For apprentice rates see "Apprentice- LABORER"	06	/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$64.00
TEST BORING LABORER		/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE		/01/2020	\$41.09	\$7.85	\$16.05	\$0.00 eo.oo	\$65.97
		2/01/2020	\$42.07	\$7.85	\$16.05		\$66.99
		5/01/2021	\$43.09	\$7.85			\$68.00
	กส	0/02/20-					
		2/01/2021	\$44.10	\$7.85	\$16,05	\$0.00	4

				υπο	проупсис	
	0.5/0.1/0.10		\$12.00		00.00	\$75.29
RACTORS/PORTABLE STEAM GENERATORS	OO! O X!	P-111-02		\$15.60	00.00	\$76.43
PERATING ENGINEERS LOCAL 4	A part of many and a second	4 1 - 1 1		\$15.60	\$0.00	\$77.51
	00:02:24-1			\$15.60	\$0.00	\$78.65
	121011-0	\$52.14		\$15.60	\$0.00	\$79.74
	30,021-	\$53,28	\$12.00	\$15.60	\$0.00	\$80.88
	12/01/2021	ф33.20				
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	08/01/2019	\$35.12	\$12,41	\$12.70	\$0.00	\$60.23
THAT FOR EARTH MOVING EQUIPMENT	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
		\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	12/01/2020	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	06/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	08/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
	12/01/2021	\$51.38	\$7,85	\$16.45	\$0.00	\$75,68
TUNNEL WORK - COMPRESSED AIR	06/01/2019	\$52.38	\$7.85	\$16.45	\$0.00	\$76.68
LABORERS (COMPRESSED AIR)	12/01/2019		\$7.85	\$16.45	\$0.00	\$77.67
	06/01/2020	\$53.37	\$7.85	\$16,45	\$0.00	\$78.65
	12/01/2020	\$54.35	\$7.85	\$16.45	\$0,00	\$79.67
	06/01/2021	\$55.37	\$7.85	\$16,45	\$0.00	\$80.68
	12/01/2021	\$56.38	47.05			
For apprentice rates see "Apprentice- LABORER"	06/01/2019	\$53.38	\$7.85	\$16.45	\$0.00	\$77.68
TINNEL WORK - COMPRESSED AIR (HAZ. WASTE)		\$54.38	\$7.85	\$16.45	\$0.00	\$78.68
LABORERS (COMPRESSED AIR)	12/01/2019	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
	06/01/2020	\$56.35	\$7.85	\$16.45	\$0.00	\$80,65
	12/01/2020	\$57,37		\$16.45	\$0.00	\$81.67
	06/01/2021	\$58.38		\$16.45	\$0.00	\$82.68
	12/01/2021	936.56	9 (75-			
For apprentice rates see "Apprentice- LABORER"	06/01/2019	\$43.45	\$7.85	\$16.45	\$0.00	\$67.75
TUNNEL WORK - FREE AIR	12/01/2019	\$44.45		\$16.45	\$0.00	\$68.75
LABORERS (FREE AIR TUNNEL)	06/01/2020			\$16.45	\$0.00	\$69.74
	12/01/2020			4444	\$0.00	\$70.72
	06/01/2021			\$16.45	\$0,00	\$71.74
		*		4164	5 \$0.00	\$72,75
	12/01/2021	φ,,,,,				ACD 45
For apprentice rates see "Apprentice- LABORER"	06/01/201	9 \$45.4	5 \$7.8			\$69.75
TUNNEL WORK - FREE AIR (HAZ, WASTE)	12/01/201		§5 \$7.8	5 \$16.4		\$70.75
LABORERS (FREE AIR TUNNEL)	06/01/202	=				\$71.74
	12/01/202	•		35 \$16.4		\$72.72
	06/01/202					\$73.74
	12/01/202			85 \$16.	45 \$0.00	\$74.75
	12/01/20/	** ***				

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* .	Effective Date B	ase Wage	Health	Pension	Oupptementat Unemployment	Total Rate
assification	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
AC-HAUL		\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
AMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	06/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	08/01/2020		\$12.91	\$14.82	\$0.00	\$63.17
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.97
	06/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	08/01/2021	\$36.24	\$13.41	\$16.01	\$0,00	\$65.66
	12/01/2021	\$36.24		\$14.88	\$0.00	\$56.93
VAGON DRILL OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88		\$57.79
ABORERS - ZONE 2	12/01/2019	\$ 35.06	\$7.85	\$14.88		\$58.68
	06/01/2020	\$35, 95	\$7.85			\$59.57
	12/01/2020	\$36.84	\$7.85	\$14,88		\$60.49
	06/01/2021	\$37.76	\$7.85	\$14.88		\$61.40
	12/01/2021	\$38.67	\$7.85	\$14.88	\$ \$0.00	Ψ01
For apprentice rates see "Apprentice- LABORER"			\$12.00	\$15.6	\$0.00	\$75.78
WASTE WATER PUMP OPERATOR	06/01/2019	\$48.18		***		\$76,93
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49,33	\$12.00			\$78.03
	06/01/2020	\$50.43	\$12.00			\$79.18
	12/01/2020	\$51,58				\$80,28
	06/01/2021	\$52.68		, . 		\$81.43
	12/01/2021	\$53.83	\$12.0	\$15.6	00.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			\$11.8	2 \$17.	01 \$0.00	\$86.52
WATER METER INSTALLER	09/01/2019	\$57.69				\$88.02
PLUMBERS & GASFITTERS LOCAL 12	03/01/2020	\$59.19		_		\$89.52
	09/01/2020					\$91.02
	03/01/2021	\$62,1	9 \$11.8	5Z 411.		
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUM	BER/GASFITTER"					
Outside Electrical - East	09/03/2017	\$27.1	4 \$7.7	5 \$1.5	\$0.00	\$36.70
AND TOTAL CLANT (Power Zone)	09/03/201	ψ <u>=</u> /(-				
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						\$55.73
For apprentice rates see "Apprentice-LINEMAN"	09/03/201	7 \$38.4	45 \$ 7.7	5 \$9.	53 \$0.00	د،،دیو
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"					.44 \$0.00	\$48.85
PRINTER / GROUNDMAN CDL	09/03/201	7 \$31.	66 \$7.	/3 42		
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"	09/03/20	17 \$24	.88 \$7.	75 \$3	.75 \$0.00	\$34.38
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	()9/03/20	1 / Ψ2-γ	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
For apprentice rates see "Apprentice-LINEMAN"	09/03/20	17 \$38	3.45 \$7	.75 \$	13.61 \$0.00	\$59.81
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/20	11 050				
For apprentice rates see "Apprentice-LINEMAN"	09/03/20	117 \$3	3.92 \$7	,75 \$	10.21 \$0.00	\$51.88
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/20	,, wo.				
For apprentice rates see "Apprentice-LINEMAN"	09/03/2	017 \$2	4,88 \$	7.75	\$1.75 \$0.00	\$34.38
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2	VII Ψ2	· · · · · · · · · · · · · · · · · · ·			
For apprentice rates see "Apprentice-LINEMAN"						,
						Page 40 o

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CINCI DIDMAN Inexperienced (<2000 Hrs.)	ъпестие рате 09/03/2017	вазе wage \$20,35	#eaitn \$7.75	\$1.61	Unemployment \$0,00	\$29.71
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates san "Apprentice. LINEMAN" JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45,23	\$7.75	\$16.61	\$0.00	\$69.59

		e Date -	NEMAN (Outside Electrical) 09/03/2017	Apprentice Base Wage	Health	Pe	nsion	Unemployment	Total Rate	
8	step	percent		\$27.14	\$7.75		\$3,31	\$0.00	\$38.20	
	1	60		\$29.40	\$7,75		\$3.38	\$0.00	\$40.53	
	2	65		\$31.66	\$7.75		\$3.45	\$0.00	\$42.86	
	3	70		\$33.92	\$7.75		\$5.02	\$0.00	\$46.69	
	4	75	•	\$36.18	\$7.75		\$5.09	\$0.00	\$49.02	
	5	80		\$38.45	\$7,75		\$5.15	\$0,00	\$51,35	
	6	85		\$40.71	\$7.75		\$7.22	\$0.00	\$55.68	
	7	90		φ 4 0.7 Ι						
									1	
	Notes	:								
	}									
	App	entice to	Journeyworker Ratio:1:2			\$30.73	 \$4.70	\$3.17	\$0.00	\$38.60
EDATA C	ABLE	SPLICER		02/04/20	319	\$20.12	Ψ			
SIDE ELECTI	RICAL W	ORKERS - B	AST LUCAL IV	02/04/2	019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
EDATA L	INEM	AN/EQUI	PMENT OPERATOR	0210412	VIJ					
SIDE ELECT:	RICAL X	COKKERO - I	Mai Poorin	02/04/2	019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
EDATA V	VIREN	AN/INST	ALLER/TECHNICIAN EAST LOCAL 104	42 , 2					\$0.00	\$22,06
				01/31/2	2016	\$18.51	\$3,55	\$0.00	\$0.00	фивіос
EE TRIMA		WORKERS -	EAST LOCAL 104			م معاشد د.	ANTINARIV. BRO	(b) for the purpose	of	
This place if	ration at	plies only to	EAST LOCAL 104 tree work done: (a) for a utility congany's equipment, to wholesale tree removal.	ngany, R.E.A. cooperative, or re	g hand or co	echanicai d	outting metho	eds and is not on the	ground.	
operating, m	aintaini	ig, or repairi	ig the utility company's equipment, to wholesale tree removal.						\$0.00	\$19.87
	നമാ (LUM 10 as	VIAN	01/31/		\$16.32				
				mpany, R.E.A. cooperative, or r t, and (0) by a person who is usi		anining Iso	company, an	d (b) for the purpos	e of	

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.O.L. 6. 149, as. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. o. 23, ss. 11E-11L.

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

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

- *** 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, 2:2, 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.

Page 41 of 41 20190903-016 Wage Request Number: Issue Date: 09/03/2019

Appendix 10 FORM OF CONTRACT

w 1 1	4 .
day of, 2019, by and between the Town of Natick	Κ,
This Contract is made this day of, 2019, by and between the Town of 1760, acting Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting Massachusetts, with an address of Natick Town of Natick," the "Town," or the "Owner"), and the street of Selectmen (hereinafter the "Town of Natick," the "Town," or the laws of	ıg
This Contract is made this Hall 13 East Central Street, Natice, with Compar') an	пĀ
Massachusetts, with an address of Natick 10 will have grown of Natick." the "Town," or the "Owner", and	.14
Massachuse Roard of Selectmen (hereinafter the 10wh of Massachuset under the laws of	
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t CC - located 21	
and a Massachusetts office located at	
and a Massachuseus office as an annual series of the serie	
"Contractor").	'n
"Contractor),	٠.

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

Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide streetlight maintenance services, as set forth in the Invitation for Bids for Streetlight Maintenance Services ("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. The Contractor's services shall be performed as expeditiously as is consistent with such standards.

Term 3.

The term of this Contract shall commence as of the date set forth in the opening paragraph of this Contract, and shall end one (1) year later. At the sole discretion of the Town, this Contract may be renewed for one (1) or two (2) additional one (1)-year terms.

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

Third Priority:

Addenda to the IFB (if any)

Fourth Priority:

Fifth Priority:

IFB Contractor's Bid.

Payment 5.

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.

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 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/\$1,000,000,000.
- 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.

- Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000. c.
- 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 d. liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- 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 e. Automobile Liability Insurance.
- All certificates and policies shall contain the following provision: f.
 - "Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place."
- 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 g. 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.
- 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, h. which indicate that the Town of Natick is named as an additional insured on each such policy.
- No insurance shall be obtained from an insurer which: i.
 - is not licensed to sell insurance in the Commonwealth of Massachusetts; or
 - is not authorized to provide insurance as an excess or surplus lines insurer, and (1)does not have a current Best's rating of A or better. (2)
- 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. j.
- The Contractor shall provide to the Town a copy of a certificate of insurance that k.

provides evidence of all environmental liability insurance maintained by the Contractor.

Indemnification 9.

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.

No Personal Liability 10.

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 the subject matter of this Contract.

Familiarity with Area of Work 11.

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 (as determined by the Contractor's yearly hourly rate times the historical yearly number of hours), 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 (as determined by the Contractor's yearly hourly rate times the historical yearly number of hours), 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, 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, unusually severe weather affecting performances, protest demonstrations, and project site 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, 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 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.

The Town may also terminate this Contract for convenience upon thirty (30) days' written е. 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.

Notices 20.

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 20.

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:

Miscellaneous Provisions 21.

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 a. in no other court or jurisdiction.

- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
 - c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.
 - d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
 - e. The Contractor shall maintain the confidentiality of information designated 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 visavis the media or the public at-large without the Town's express, written consent in advance.
 - 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.
- 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 1. 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 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.
- 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 Town of Natick, Massachusetts by: the Natick Board of Selectmen	(Printed Name of Contractor) 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 In accordance with the requirem appropriation in the amount of this Con Selectmen is authorized to execute this orders.	OF APPROPRIATION: Lents of M.G.L. Chapter 44, Section 31C, this is to certify that an tract is available therefor, and that the Natick Board of Contract and to approve all requisitions and execute change
	Dated:
Arti P. Mehta Comptroller, Town of Natick	
APPROVED AS TO FORM ONLY, A	AND NOT AS TO SUBSTANCE:
	Dated:
Karis L. North, Esq.	

CERTIFICATE OF VOTE

I.		, h	ereby certify			
(Clerk	/Secretary)					
that I am the duly	y qualified an (Title)	d acting (Corporation I	Name)	of		
and I further cert	which meeting	neeting of the Dir ng all Directors w	ectors of said Cor ere present and v	rporation duly ca oting, the follow	alled and held ring vote was	on
VOTED: To aut (Name)		npower either			· · · · · · · · · · · · · · · · · · ·	
(Name)	· ·	; or				
(Name)	(Title)					
(Name)	(Title),					
any o	ne acting sing	ly, to execute all	contracts and bor	nds on behalf of	the Corporation	on.
I, further certify not been change	that the abov d or modified	e vote is still in e I in any respect.	ffect on this the _	day of	, 20	and has
	Signat	ıre		***************************************		
	Printed	l Name				
	Printe	l 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.)

		&



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 10/28/2019

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

Historia halder in an ADDITIONAL INCLUED, the nation/inc) must have ADDITIONAL INCLUED provisions of he andersed

If SUBROGATION IS WAIVED, subject this certificate does not confer rights to	t to th	he terms and conditions	of the policy, certain	policies may			
PRODUCER			CONTACT NAME:				
Salem Five Insurance Services, LLC			PHONE (A/C, No, Ext): (781)	933-3100	FAX (A/C, No):	(781)	933-9048
445 Main Street Woburn, MA 01801					@salemfive.com	.,/	
			IN IN	ISURER(S) AFFOR	RDING COVERAGE		NAIC#
				INSURER A : Ohio Security Insurance Co			
INSURED			1	INSURER B : Peerless Insurance			
Coviello Electric & General C	:ontrac	ctina Co Inc		INSURER C : CRUMFOSTER			
55 Concord St	/Ontiac	cang oo me		INSURER D : Liberty Mutual Insurance 0023			
North Reading, MA 01864			INSURER E :				
			INSURER F :				
COVERAGES CERT	TIFICA	TE NUMBER:			REVISION NUMBER:		
THIS IS TO CERTIFY THAT THE POLICIE INDICATED. NOTWITHSTANDING ANY RICERTIFICATE MAY BE ISSUED OR MAY EXCLUSIONS AND CONDITIONS OF SUCH INSEL.	EQUIRE PERTA POLICIE	EMENT, TERM OR CONDIT VIN, THE INSURANCE AFF ES. LIMITS SHOWN MAY HA	TION OF ANY CONTRA ORDED BY THE POLIC VE BEEN REDUCED BY	ACT OR OTHEF CIES DESCRIB PAID CLAIMS	R DOCUMENT WITH RESP SED HEREIN IS SUBJECT	ECT TO TO ALL	WHICH THIS
	ADDL SU INSD W	POLICY NUMBER	POLICY EFF (MM/DD/YYYY	POLICY EXP (MM/DD/YYYY)	LIMI	T\$	1,000,000
A X COMMERCIAL GENERAL LIABILITY					EACH OCCURRENCE	\$	300,000
CLAIMS-MADE X OCCUR		BKS56339724	10/28/2019	10/28/2020	DAMAGE TO RENTED PREMISES (Ea occurrence)	\$	15,000
					MED EXP (Any one person)	s	1.000.000
					PERSONAL & ADV INJURY	\$	2,000,000
GEN'L AGGREGATE LIMIT APPLIES PER:					GENERAL AGGREGATE	\$	2,000,000
POLICY X PRO- OTHER:					PRODUCTS - COMP/OP AGG	S S	2,000,000
B AUTOMOBILE LIABILITY					COMBINED SINGLE LIMIT (Ea accident)	\$	1,000,000
ANY AUTO		BAS56339724	10/28/2019	10/28/2020	BODILY INJURY (Per person)	\$	
OWNED X SCHEDULED AUTOS ONLY					BODILY INJURY (Per accident) \$	
X HIRED ONLY X NON-OWNED AUTOS ONLY					PROPERTY DAMAGE (Per accident)	\$	
						s	10,000,000
C X UMBRELLA LIAB X OCCUR		5811110127	10/28/2019	10/28/2020	EACH OCCURRENCE	\$	10,000,000
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D WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N		14/05040000075040	40/00/004	40/00/0000	X PER STATUTE OTH-	-	4 000 000
ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED?	N/A	WC531S382875019	10/28/2019	10/28/2020	E.L. EACH ACCIDENT	\$	1,000,000
					E.L. DISEASE - EA EMPLOYE	E \$	1,000,000
If yes, describe under DESCRIPTION OF OPERATIONS below					E.L. DISEASE - POLICY LIMIT	\$	1,000,000
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICL Project Name – Natick Street Light Maintena Town of Natick is included as additional ins favor of the additional insureds.	ance					orogati	on applies in
CERTIFICATE HOLDER			CANCELLATION	١			
Town of Natick 13 East Central Street			THE EXPIRATION	ON DATE TH	DESCRIBED POLICIES BE OF HEREOF, NOTICE WILL CY PROVISIONS.		
Natick, MA 01760			AUTHORIZED REPRESENTATIVE				

This card acknowledges that the recipient has successfully completed a 30-hour Occupational Safety and Health Training Course in Construction Safety and Health

SELGIO COVIEUD

(Trainer name - print or type)



11-004644317

This card acknowledges that the recipient has successfully completed a to-hour Occupational Safety and Health Training Course in Construction Safety and Health

(Trainer name - print or type)

OSHA

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JARED COVIELLO

SUSAN CHARMAN (Trainer name - print or type)

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III-hour Construction Safety and Health

This card issued to:

Jose Viana

Joann Marrone-Joyce

Frainer Name

8/29/2019

Date of Issue

This card acknowledges that the recipient has successfully completed at 30-hour consequence in Construction Safety and Health

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OSHA

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U.S. Department of Labor Occupational Safety and Health Administration

Robert J. Baranow

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Thomas P. Spellman

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This card issued to:

Silvander Urils

Michael O'Conneil

8/17/2017

Trainer Name

Date of Issue

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11-004644320

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SUBAN CHAPMAN (Trainer name - print or type)

OSHA

11-602014112

30-hour Construction Safety and Health

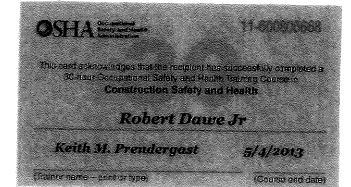
Day, and record to

Brian Callahan

Joann Marrone-Joyce

11/27/2018

Frys in Issue



G.S. Dapannen of Labor «Occupationa: Salety and Health/Administration.

Jean M. Menezes

has successfully completed a 10 hour Occupational Safety and Fleath Training Course In "

Elli Construction Safety & Health

This card acknowledges that the recipient has successfully completed a

10-hour Occupational Safety and Health Training Course in

Construction Safety and Health

KENNEDY HARPER

OSHA

000981478



U.S. Department of Labor

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Richard Gallagher

nas successiusly companies a 10-hour Occupational Salaty and Health

Construction Safety & Health

3/20/08

David Norkiewicz (Trainer name - print or type)

5/15/2013

(Course end date)

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PAYMENT BOND

TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA Hartford, Connecticut 06183

Bond No.: 107051726 CONTRACTOR: SURETY: (Name, legal status and address) (Name, legal status and principal place of business) Travelers Casualty and Surety Company of America Coviello Electric & General Contracting Co Inc 350 Granite Street 55 Concord St North Reading, MA 01864 Braintree MA 02184-3905 OWNER: (Name, legal status and address) Town of natick 75 West Street Natick, MA 01840 CONSTRUCTION CONTRACT Date: 11/19/2019 Amount: \$10,752.00 - Ten Thousand - Seven Hundred and fifty-two dollars 00/100 Description: (Name and location) Street light maintenance for the Town of Natick BOND Date: 11/26/2019 (Not earlier than Construction Contract Date) Amount: \$10,752.00 - Ten Thousand -Seven Hundred and fifty-two dollars 00/100 See Section 18 Modifications to this Bond: x None CONTRACTOR AS PRINCIPAL SURETY Travelers Casualty and Surety Coviello Electric & General Contracting Company: Company: America (Corporate Seal) Co Inc (Corporate Seal) reasurer Signature: Signature: Joseph B Duffy Name and Name and Jared Coviello Title: Treasurer Title: (Any additional signatures appear on the last page of this Payment Bond.)

(FOR INFORMATION ONLY — Name, address and telephone)

AGENT or BROKER:

OWNER'S REPRESENTATIVE:

(Architect, Engineer or other party:)

1

Salem Five Insurance Services, LLC, 445 Main St., Woburn, MA 01801 781-933-3100

- § 1 The Contractor and Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner to pay for labor, materials and equipment furnished for use in the performance of the Construction Contract, which is incorporated herein by reference, subject to the following terms.
- § 2 If the Contractor promptly makes payment of all sums due to Claimants, and defends, indemnifies and holds harmless the Owner from claims, demands, liens or suits by any person or entity seeking payment for labor, materials or equipment furnished for use in the performance of the Construction Contract, then the Surety and the Contractor shall have no obligation under this Bond.
- § 3 If there is no Owner Default under the Construction Contract, the Surety's obligation to the Owner under this Bond shall arise after the Owner has promptly notified the Contractor and the Surety (at the address described in Section 13) of claims, demands, liens or suits against the Owner or the Owner's property by any person or entity seeking payment for labor, materials or equipment furnished for use in the performance of the Construction Contract and tendered defense of such claims, demands, liens or suits to the Contractor and the Surety.
- § 4 When the Owner has satisfied the conditions in Section 3, the Surety shall promptly and at the Surety's expense defend, indemnify and hold harmless the Owner against a duly tendered claim, demand, lien or suit.
- § 5 The Surety's obligations to a Claimant under this Bond shall arise after the following:
- § 5.1 Claimants, who do not have a direct contract with the Contractor,
- have furnished a written notice of non-payment to the Contractor, stating with substantial accuracy the amount claimed and the name of the party to whom the materials were, or equipment was, furnished or supplied or for whom the labor was done or performed, within ninety (90) days after having last performed labor or last furnished materials or equipment included in the Claim; and
- .2 have sent a Claim to the Surety (at the address described in Section 13).
- § 5.2 Claimants, who are employed by or have a direct contract with the Contractor, have sent a Claim to the Surety (at the address described in Section 13).
- § 6 If a notice of non-payment required by Section 5.1.1 is given by the Owner to the Contractor, that is sufficient to satisfy a Claimant's obligation to furnish a written notice of non-payment under Section 5.1.1.
- § 7 When a Claimant has satisfied the conditions of Sections 5.1 or 5.2, whichever is applicable, the Surety shall promptly and at the Surety's expense take the following actions:
- § 7.1 Send an answer to the Claimant, with a copy to the Owner, within sixty (60) days after receipt of the Claim, stating the amounts that are undisputed and the basis for challenging any amounts that are disputed; and
- § 7.2 Pay or arrange for payment of any undisputed amounts.
- § 7.3 The Surety's failure to discharge its obligations under Section 7.1 or Section 7.2 shall not be deemed to constitute a waiver of defenses the Surety or Contractor may have or acquire as to a Claim, except as to undisputed amounts for which the Surety and Claimant have reached agreement. If, however, the Surety fails to discharge its obligations under Section 7.1 or Section 7.2, the Surety shall indemnify the Claimant for the reasonable attorney's fees the Claimant incurs thereafter to recover any sums found to be due and owing to the Claimant.
- § 8 The Surety's total obligation shall not exceed the amount of this Bond, plus the amount of reasonable attorney's fees provided under Section 7.3, and the amount of this Bond shall be credited for any payments made in good faith by the Surety.
- § 9 Amounts owed by the Owner to the Contractor under the Construction Contract shall be used for the performance of the Construction Contract and to satisfy claims, if any, under any construction performance bond. By the Contractor furnishing and the Owner accepting this Bond, they agree that all funds earned by the Contractor in the performance of the Construction Contract are dedicated to satisfy obligations of the Contractor and Surety under this Bond, subject to the Owner's priority to use the funds for the completion of the work.

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- § 10 The Surety shall not be liable to the Owner, Claimants or others for obligations of the Contractor that are unrelated to the Construction Contract. The Owner shall not be liable for the payment of any costs or expenses of any Claimant under this Bond, and shall have under this Bond no obligation to make payments to, or give notice on behalf of, Claimants or otherwise have any obligations to Claimants under this Bond.
- § 11 The Surety hereby waives notice of any change, including changes of time, to the Construction Contract or to related subcontracts, purchase orders and other obligations.
- § 12 No suit or action shall be commenced by a Claimant under this Bond other than in a court of competent jurisdiction in the state in which the project that is the subject of the Construction Contract is located or after the expiration of one year from the date (1) on which the Claimant sent a Claim to the Surety pursuant to Section 5.1.2 or 5.2, or (2) on which the last labor or service was performed by anyone or the last materials or equipment were furnished by anyone under the Construction Contract, whichever of (1) or (2) first occurs. If the provisions of this Paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.
- § 13 Notice and Claims to the Surety, the Owner or the Contractor shall be mailed or delivered to the address shown on the page on which their signature appears. Actual receipt of notice or Claims, however accomplished, shall be sufficient compliance as of the date received.
- § 14 When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the construction was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.
- § 15 Upon request by any person or entity appearing to be a potential beneficiary of this Bond, the Contractor and Owner shall promptly furnish a copy of this Bond or shall permit a copy to be made.

§ 16 Definitions

- § 16.1 Claim. A written statement by the Claimant including at a minimum:
- .1 the name of the Claimant;
- .2 the name of the person for whom the labor was done, or materials or equipment furnished;
- a copy of the agreement or purchase order pursuant to which labor, materials or equipment was furnished for use in the performance of the Construction Contract;
- .4 a brief description of the labor, materials or equipment furnished;
- .5 the date on which the Claimant last performed labor or last furnished materials or equipment for use in the performance of the Construction Contract;
- .6 the total amount earned by the Claimant for labor, materials or equipment furnished as of the date of the Claim;
- .7 the total amount of previous payments received by the Claimant; and
- .8 the total amount due and unpaid to the Claimant for labor, materials or equipment furnished as of the date of the Claim.
- § 16.2 Claimant. An individual or entity having a direct contract with the Contractor or with a subcontractor of the Contractor to furnish labor, materials or equipment for use in the performance of the Construction Contract. The term Claimant also includes any individual or entity that has rightfully asserted a claim under an applicable mechanic's lien or similar statute against the real property upon which the Project is located. The intent of this Bond shall be to include without limitation in the terms "labor, materials or equipment" that part of water, gas, power, light, heat, oil, gasoline, telephone service or rental equipment used in the Construction Contract, architectural and engineering services required for performance of the work of the Contractor and the Contractor's subcontractors, and all other items for which a mechanic's lien may be asserted in the jurisdiction where the labor, materials or equipment were furnished.
- § 16.3 Construction Contract. The agreement between the Owner and Contractor identified on the cover page, including all Contract Documents and all changes made to the agreement and the Contract Documents.
- § 16.4 Owner Default. Failure of the Owner, which has not been remedied or waived, to pay the Contractor as required under the Construction Contract or to perform and complete or comply with the other material terms of the Construction Contract.
- § 16.5 Contract Documents. All the documents that comprise the agreement between the Owner and Contractor.

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8 18 Modifications to the	leemed to be Subcontractor and the term Owner shall be deemed to be Contractor.							
y 16 Modifications to th	is bond are as follows:							
(Space is provided below	v for additional cianatures o	of added narties other than i	hose appearing on the cover page.)					
(Space is provided below	v tot additional signatures (or added parties, other mair	mose appearing on the cover page.					
CONTRACTOR AS PR	INCIPAL	SURETY						
Company:	(Corporate Seal)	Company:	(Corporate Seal)					
Company: Signature:	(Corporate Seal)	Company: Signature:	(Corporate Seal)					



Travelers Casualty and Surety Company of America Travelers Casualty and Surety Company St. Paul Fire and Marine Insurance Company

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint Joseph B. Duffy, of Woburn, Massachusetts, their true and lawful Attorney-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 3rd day of February, 2017.







State of Connecticut

City of Hartford ss.

On this the 3rd day of February, 2017, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

In Witness Whereof, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2021



This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

i, Kevin E. Hughes, the undersigned, Assistant Secretary of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this 26nd day of November 2019

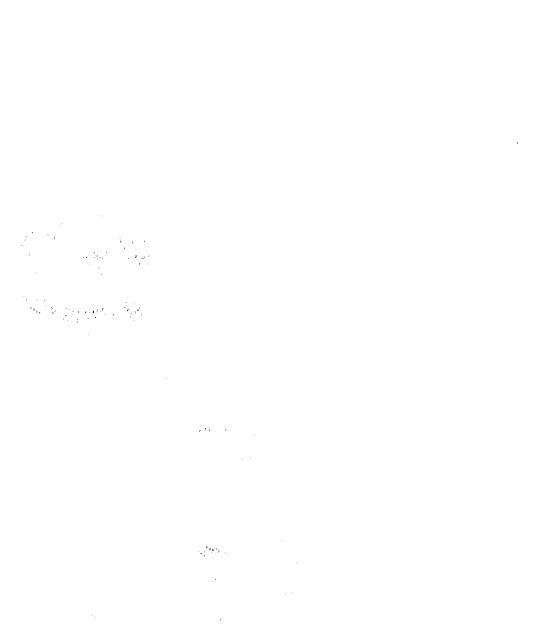
HARTFORD CONN.

Kevin E. Hughes, Assistant Secretary





AND THE RS C.



PERFORMANCE TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA Hartford, Connecticut, 06183

BOND	natioid, Connecticut 00103
Bond No.: 107051726	
CONTRACTOR: (Name, legal status and address) Coviello Electric & General Contracting Co Inc 55 Concord St North Reading, MA 01864	SURETY: (Name, legal status and principal place of business) Travelers Casualty and Surety Company of America 350 Granite Street Braintree MA 02184-3905
OWNER: (Name, legal status and address) Town of Natick 75 West Street Natick, MA 01760	
CONSTRUCTION CONTRACT Date: 11/19//2019 Amount: \$ 10,752.00 - Ten Thousand —Seven Hundred and Description: (Name and location) Street light maintenance for the Town of Natick	fifty-two dollars 00/100
BOND Date: 11/26/2019 (Not earlier than Construction Contract Date)	
Amount: \$10,752.00 - Ten Thousand – Seven Hundred and f Modifications to this Bond: x None	ifty-two dollars 00/100 See Section 16
CONTRACTOR AS PRINCIPAL Company: Coviello Electric & General Contracting Co Inc (Corporate Seal)	SURETY Company: Travelers Cashafty and Surety Company of America (Company Seal)
Signature: And Jared Coviello Title: Treasure: And Jared Coviello	Signature: Name and Joseph B Duffy, Attorned in factor of the state of
(Any additional signatures appear on the last page of this Pe (FOR INFORMATION ONLY — Name, address and telepl	
(1 OIC 1111 OIGHITTION OTHER THIND, addition and telebr	

§ 1 The Contractor and Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner for the performance of the Construction Contract, which is incorporated herein by reference.

AGENT or BROKER:

445 Main St.,

Salem Five Insurance Services, LLC,

Woburn, MA 01801 781-933-3100

OWNER'S REPRESENTATIVE:

(Architect, Engineer or other party:)

- § 2 If the Contractor performs the Construction Contract, the Surety and the Contractor shall have no obligation under this Bond, except when applicable to participate in a conference as provided in Section 3.
- § 3 If there is no Owner Default under the Construction Contract, the Surety's obligation under this Bond shall arise after

- the Owner first provides notice to the Contractor and the Surety that the Owner is considering declaring a Contractor Default. Such notice shall indicate whether the Owner is requesting a conference among the Owner, Contractor and Surety to discuss the Contractor's performance. If the Owner does not request a conference, the Surety may, within five (5) business days after receipt of the Owner's notice, request such a conference. If the Surety timely requests a conference, the Owner shall attend. Unless the Owner agrees otherwise, any conference requested under this Section 3.1 shall be held within ten (10) business days of the Surety's receipt of the Owner's notice. If the Owner, the Contractor and the Surety agree, the Contractor shall be allowed a reasonable time to perform the Construction Contract, but such an agreement shall not waive the Owner's right, if any, subsequently to declare a Contractor Default;
- .2 the Owner declares a Contractor Default, terminates the Construction Contract and notifies the Surety; and
- .3 the Owner has agreed to pay the Balance of the Contract Price in accordance with the terms of the Construction Contract to the Surety or to a contractor selected to perform the Construction Contract.
- § 4 Failure on the part of the Owner to comply with the notice requirement in Section 3.1 shall not constitute a failure to comply with a condition precedent to the Surety's obligations, or release the Surety from its obligations, except to the extent the Surety demonstrates actual prejudice.
- § 5 When the Owner has satisfied the conditions of Section 3, the Surety shall promptly and at the Surety's expense take one of the following actions:
- § 5.1 Arrange for the Contractor, with the consent of the Owner, to perform and complete the Construction Contract;
- § 5.2 Undertake to perform and complete the Construction Contract itself, through its agents or independent contractors;
- § 5.3 Obtain bids or negotiated proposals from qualified contractors acceptable to the Owner for a contract for performance and completion of the Construction Contract, arrange for a contract to be prepared for execution by the Owner and a contractor selected with the Owner's concurrence, to be secured with performance and payment bonds executed by a qualified surety equivalent to the bonds issued on the Construction Contract, and pay to the Owner the amount of damages as described in Section 7 in excess of the Balance of the Contract Price incurred by the Owner as a result of the Contractor Default; or
- § 5.4 Waive its right to perform and complete, arrange for completion, or obtain a new contractor and with reasonable promptness under the circumstances:
 - .1 After investigation, determine the amount for which it may be liable to the Owner and, as soon as practicable after the amount is determined, make payment to the Owner; or
 - .2 Deny liability in whole or in part and notify the Owner, citing the reasons for denial.
- § 6 If the Surety does not proceed as provided in Section 5 with reasonable promptness, the Surety shall be deemed to be in default on this Bond seven days after receipt of an additional written notice from the Owner to the Surety demanding that the Surety perform its obligations under this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner. If the Surety proceeds as provided in Section 5.4, and the Owner refuses the payment or the Surety has denied liability, in whole or in part, without further notice the Owner shall be entitled to enforce any remedy available to the Owner.
- § 7 If the Surety elects to act under Section 5.1, 5.2 or 5.3, then the responsibilities of the Surety to the Owner shall not be greater than those of the Contractor under the Construction Contract, and the responsibilities of the Owner to the Surety shall not be greater than those of the Owner under the Construction Contract. Subject to the commitment by the Owner to pay the Balance of the Contract Price, the Surety is obligated, without duplication, for
 - .1 the responsibilities of the Contractor for correction of defective work and completion of the Construction Contract;
 - .2 additional legal, design professional and delay costs resulting from the Contractor's Default, and resulting from the actions or failure to act of the Surety under Section 5; and
 - .3 liquidated damages, or if no liquidated damages are specified in the Construction Contract, actual damages caused by delayed performance or non-performance of the Contractor.
- § 8 If the Surety elects to act under Section 5.1, 5.3 or 5.4, the Surety's liability is limited to the amount of this Bond.
- § 9 The Surety shall not be liable to the Owner or others for obligations of the Contractor that are unrelated to the Construction Contract, and the Balance of the Contract Price shall not be reduced or set off on account of any such unrelated obligations. No right of action shall accrue on this Bond to any person or entity other than the Owner or its heirs, executors, administrators, successors and assigns.

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- § 10 The Surety hereby waives notice of any change, including changes of time, to the Construction Contract or to related subcontracts, purchase orders and other obligations.
- § 11 Any proceeding, legal or equitable, under this Bond may be instituted in any court of competent jurisdiction in the location in which the work or part of the work is located and shall be instituted within two years after a declaration of Contractor Default or within two years after the Contractor ceased working or within two years after the Surety refuses or fails to perform its obligations under this Bond, whichever occurs first. If the provisions of this Paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.
- § 12 Notice to the Surety, the Owner or the Contractor shall be mailed or delivered to the address shown on the page on which their signature appears.
- § 13 When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the construction was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

§ 14 Definitions

- § 14.1 Balance of the Contract Price. The total amount payable by the Owner to the Contractor under the Construction Contract after all proper adjustments have been made, including allowance to the Contractor of any amounts received or to be received by the Owner in settlement of insurance or other claims for damages to which the Contractor is entitled, reduced by all valid and proper payments made to or on behalf of the Contractor under the Construction Contract.
- § 14.2 Construction Contract. The agreement between the Owner and Contractor identified on the cover page, including all Contract Documents and changes made to the agreement and the Contract Documents.
- § 14.3 Contractor Default. Failure of the Contractor, which has not been remedied or waived, to perform or otherwise to comply with a material term of the Construction Contract.
- § 14.4 Owner Default. Failure of the Owner, which has not been remedied or waived, to pay the Contractor as required under the Construction Contract or to perform and complete or comply with the other material terms of the Construction Contract.
- § 14.5 Contract Documents. All the documents that comprise the agreement between the Owner and Contractor.
- § 15 If this Bond is issued for an agreement between a Contractor and subcontractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.
- § 16 Modifications to this bond are as follows:

(Space is provided CONTRACTOR AS		of added parties, other than th SURETY	ose appearing on the cover page.)
Company:	(Corporate Seal)	Company:	(Corporate Seal)
Signature: Name and Title: Address:		Signature: Name and Title: Address:	





Travelers Casualty and Surety Company of America Travelers Casualty and Surety Company St. Paul Fire and Marine Insurance Company

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint Joseph B. Duffy, of Woburn, Massachusetts, their true and lawful Attorney-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 3rd day of February, 2017.







State of Connecticut

City of Hartford ss.

On this the 3rd day of February, 2017, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

In Witness Whereof, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2021



Marie C. Tetreault, Notary Public

Robert L. Ranev, Sefilor Vice President

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, Kevin E. Hughes, the undersigned, Assistant Secretary of Travelers Casually and Surely Company of America, Travelers Casually and Surety Company, and St. Paul Fire and Marine Insurance Company, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies, which remains in full force and effect to the control of the Power of Attorney executed by said Companies.

Dated this 26nd

day of November

, 2019

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Kevin E. Hughes, Assistant Secretary

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