

TOWN OF NATICK MASSACHUSETTS

TO: Natick Select Board

Melissa A. Malone, Town Administrator

James Errickson, Deputy Town Administrator – Operations

John Gadson, Director of Facilities

Dr. Anna P. Nolin, Superintendent of Schools

FROM: Bryan R. Le Blanc, Procurement Officer

DATE: November 5, 2020

SUBJECT: CONTRACT FIRST EXTENSION

ON-CALL PLUMBING SERVICES

In January 2020, the Town of Natick entered into a contract with Kurtis Blinn dba Blinn Plumbing and Heating ("Blinn") for on-call plumbing repair services for Town buildings. The term of this contract was for one (1) year, with two (2) one (1)-year options for renewal, each individually exercisable at the discretion of the Town. The rate was \$109/hr. regular service (and \$131/hr. emergency service, with an estimated rate of 250 annual hours (and 250 emergency hours) at Town buildings.

The current contract was procured and vetted through a very carefully drafted Invitation for Bids, seeking the lowest responsible and eligible bidder. We have reviewed market conditions and have determined that no firm would likely meet the rate received in the 2019 bid. In fact, the bid we received in 2019 was, by far, the lowest.

Blinn has continued to perform extremely well in its current contract with the Town. Given this set of circumstances, as well as Blinn's beneficial performance, we recommend it to be in the Town's best interest to exercise its first extension of the current contract – for the year beginning on January 21, 2021, and ending on January 20, 2022. Assuming the Select Board is so inclined, renewal may be accomplished by executing the attached draft correspondence to Blinn. Please advise if you have any questions or require additional information.

Funding Source: Facilities Dept. Operating Budget.

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

November 18, 2020

Mr. Kurtis Blinn dba Blinn Plumbing & Heating ("Blinn") 295 Bacon Street Natick, MA 01760

RE: On Call Plumbing Services Contract

NOTICE OF EXERCISE OF FIRST RENEWAL TERM

Dear Mr. Blinn:

As you are aware, the Town of Natick, Massachusetts and Blinn are parties to a contract for on-call plumbing services in the Town of Natick ("Contract.")

Article 3 of the Contract, entitled "Term," provides as follows: "The term of this Contract shall commence as of the date specified in the opening paragraph, above, 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."

On November 18, 2020, the Town of Natick, by vote of the Natick Select Board, exercised its first option to extend the Contract for one (1) additional one (1)-year renewal term. This option year shall expire on January 20, 2022. This letter shall serve as notice to Blinn of the Town's exercise of its first option. The Town reserves its right to exercise its second option at a later time; however, nothing shall compel it to do so.

All provisions of the Contract shall remain in full force and effect during these option periods.

Thank you for your consideration.

Very truly yours,

| Jonathan H. Freedman, Chair |
|-------------------------------------|
| Karen Adelman-Foster Vice Chair |
| Rafeli Adelinali-i Ostel Vice Chail |
| Richard P. Jennett, Jr., Clerk |
| Michael J. Hickey, Jr. |
| Susan G. Salamoff |
| |
| The Natick Public Schools |
| Dr. Anna P. Nolin |

The Natick Select Board

cc. Melissa A. Malone, Town Administrator
James Errickson, Deputy Town Administrator – Operations
John Gadson, Director of Facilities

Arti P. Mehta, Comptroller Karis L. North, Esq., Office of the Town Counsel



TOWN OF NATICK Massachusetts 01760

www.natickma.gov

Bryan R. Le Blanc Procurement Officer

VIA REGULAR MAIL

March 26, 2020

Mr. Kurtis H. Blinn dba Blinn Plumbing & Heating 295 Bacon Street Natick, MA 01760

RE: Plumbing Services/Town of Natick/Natick Public Schools

Dear Mr. Blinn:

Please find enclosed a fully-executed form of contract.

The Town appreciates your professionalism throughout the procurement process. Please let me know if you have any questions.

Very truly yours

Bryan R. Le Blanc



____Contract for

Plumbing Services in the Town of Natick

This Contract is made this twenty-first day of January, 2020, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and Mr. Kurtis Blinn dba Blinn Plumbing & Heating, 295 Bacon Street, Natick, MA 01760 (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 plumbing services in the Town of Natick, as set forth in the Invitation for Bids for Plumbing Services in the Town of Natick ("IFB"), issued by the Board of Selectmen of the Town of Natick, Massachusetts, which is incorporated herein by reference.

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 noted above and shall end one (1) year later. In the sole discretion of the Town, the term of this Contract may be extended 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)

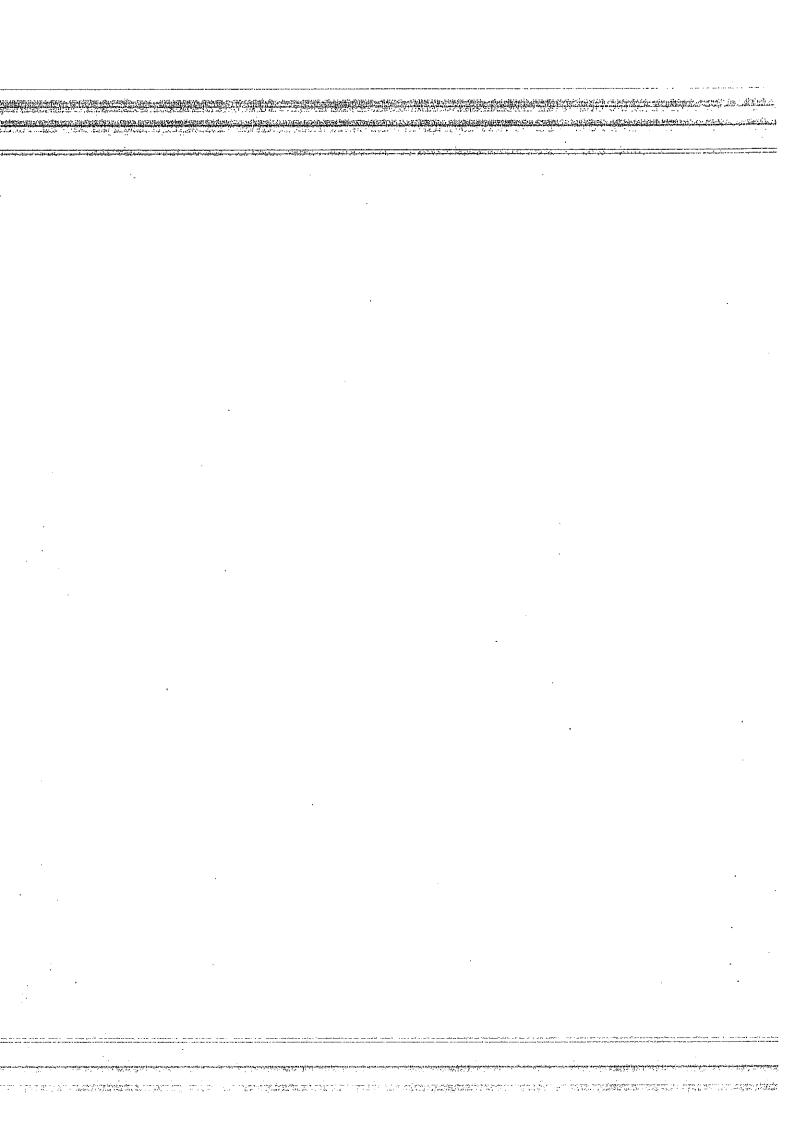
Second Priority:

Contract

Third Priority:

Addenda to the IFB (if any)

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Fourth Priority:

IFB

Fifth Priority:

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, §39K, the Town shall pay the Contractor the prices set forth in the Contractor's Bid, a copy of which is attached hereto and incorporated by reference.

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

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

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

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

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

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

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Plumbing Services in the Town of Natick

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.

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.

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Plumbing Services in the Town of Natick

- Commercial General Liability Insurance, \$1,000,000 each occurrence and b. \$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, c. and hired vehicles - Combined single limit of \$1,000,000.
- Excess Liability Insurance, Umbrella Form \$1,000,000 each occurrence đ. 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.
- The Town of Natick shall be named as an additional insured on each such e, policy of Commercial General Liability Insurance, Excess Liability Insurance, Umbrella Form, and 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 Agreement. Such certificates shall not g. merely name the types of policy provided, but shall specifically refer to this Agreement and shall state that such insurance is as required by this Agreement. 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 Agreement.
- The Contractor shall also be required to provide to the Town of Natick h. 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.
- No insurance shall be obtained from an insurer which: i.
 - is not licensed to sell insurance in the Commonwealth of (1)

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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. (2)

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- 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 j. immediate termination thereof.
- The Contractor shall provide to the Town a copy of a certificate of insurance that provides evidence of all environmental liability insurance k. 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.

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Contract for Plumbing Services in the Town of Natick

Familiarity with Area of Work 11.

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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.

Performance Bond 12.

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

Labor and Materials Payment Bond 13.

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 calculated per the IFB), with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

Independent Contractor Status 14.

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.

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

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 Agreement and during all hours of work under this Agreement. 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 Agreement. Under such circumstances, the Contractor shall

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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 Agreement.

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No Smoking 16.

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.

CORI/SORI Requirements 17.

To the fullest extent permitted by law, the Town shall have the right to conduct a check of the Criminal Offender Record Information (CORI) maintained by the Massachusetts Criminal History Systems Board, and the Sex Offender Record Information (SORI) maintained by the Massachusetts Sex Offender Registry Board, for any officer or employee of the Contractor or for a subcontractor of the Contractor, or any person who will perform services under this Contract and who may have direct and unmonitored contact with children. Notwithstanding any other provision of this Contract, the Town may refuse to allow any such officer, employee, or other person to perform services under this Contract if the Town, in its sole discretion, determines that such officer, employee, or other person is not suitable for work under this Contract based upon the results of such CORI or SORI. The Town shall keep such information in a confidential file.

Delays/Force Majeure 18.

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.

Termination 19.

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 a.

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Town of Natick, Massachusetts Contract for

Plumbing Services in the Town of Natick

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

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- 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.

Notices

Except as otherwise provided in this Contract, all notices required or permitted to

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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.

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William D. Chenard

Deputy Town Administrator - Operations

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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:

Mr. Kurtis Blinn dba

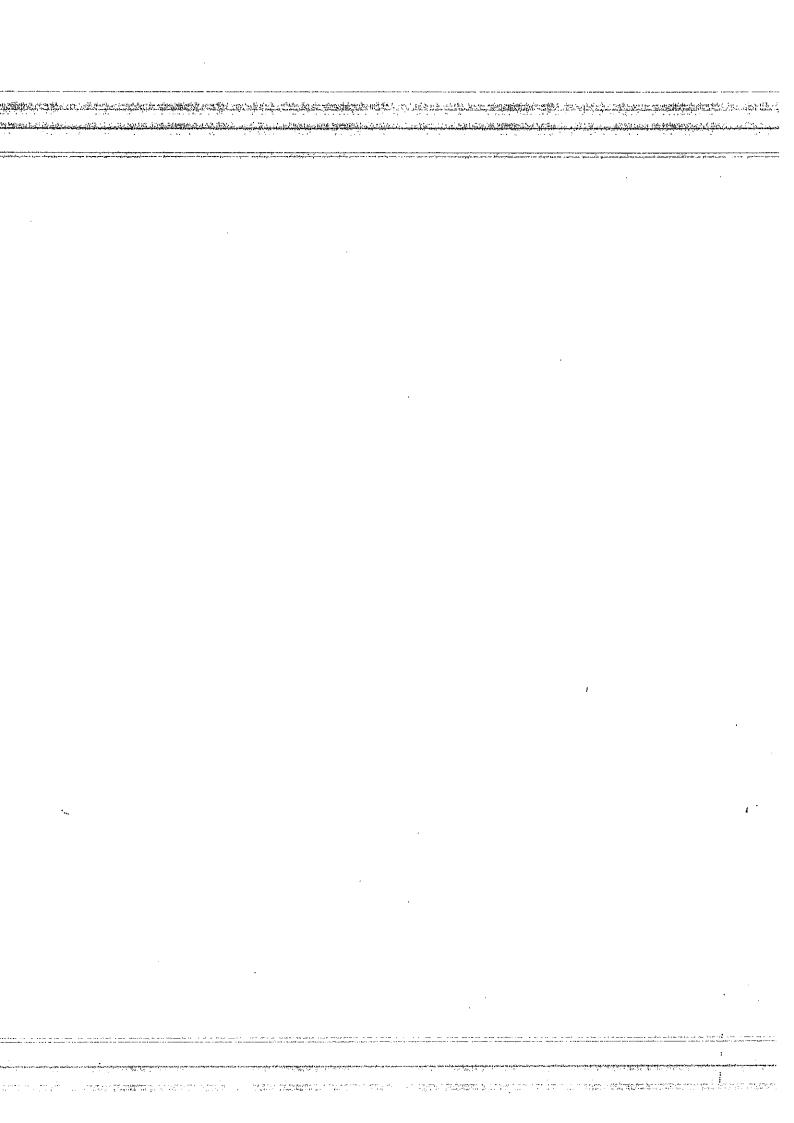
Blinn Plumbing & Heating

295 Bacon Street Natick, MA 01760.

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 a. be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.
- 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 b. 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.
- If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, c. 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.
- The Contractor acknowledges that it has not been influenced to enter into đ.

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Plumbing Services in the Town of Natick

this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.

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- The Contractor shall maintain the confidentiality of information designated e. 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.
- The Contractor shall not represent or purport to represent that it speaks for f. the Town vis-à-vis 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 g, 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.
- By entering into this Agreement, the Contractor certifies under penalties of h. 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.
- By entering into this Agreement, the Contractor certifies under the i. 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.
- The Contractor understands that the Massachusetts Conflict of Interest j. 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.
- Prevailing wage rates, as contained in the Bid documents, shall be paid, k. pursuant to M.G.L. c.149, §§26-27G, if they are applicable.

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- The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national 1. 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.
 - To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections m. in this agreement, any statutorily-mandated provisions contained herein shall control.
 - 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 11. express written approval of the Town.
 - 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 0. 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. p.
 - This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. q. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
 - The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall r. not be employed in construing provisions of this Contract.

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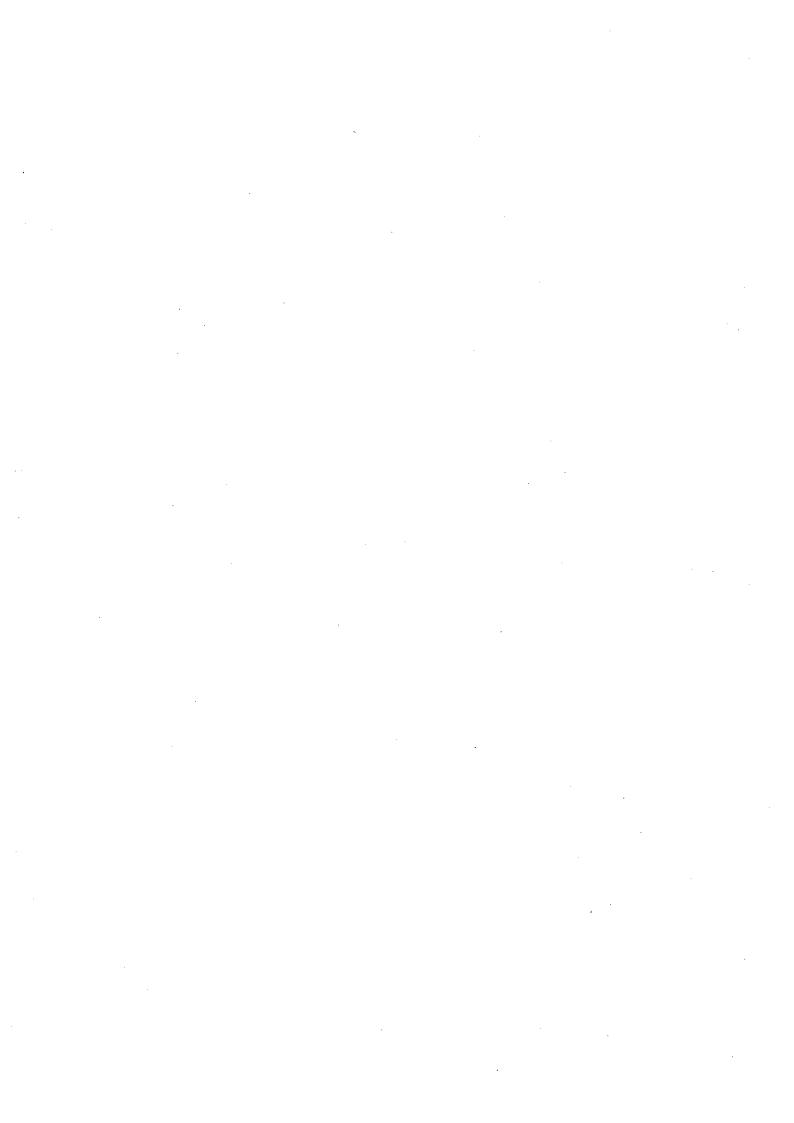
The transmission of the contract of the contract of the contract for the contract for the contract of the cont Plumbing Services in the Town of Natick

- 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 s. jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.
- 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. t,
- This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law u. issues or principles.
- This Contract is executed in triplicate as a sealed instrument. ٧.



Town of Natick, Massachusetts Contract for Plumbing Services in the Town of Natick

| The Town of Natick, Massachusetts | Mr. Kurtis Blinn dba Blinn Plumbing & Heating |
|---|--|
| 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. | |
| The Natick Public Schools | |
| Dr. Anna H. Nolin Superintendent of Schools | |
| Dated 3/24/20 | Duri |



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Superintendent of Schools

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Plumbing Services in the Town of Natick

| The Town of Natick, Massachusetts | Mr. Kurtis Blinn dba Blinn Plumbing & Heating |
|-----------------------------------|--|
| by: the Natick Board of Selectmen | by: |
| Michael J. Hickey, Jr., Chairman | Signature Knifis Blinn |
| Susan G. Salamoff, Vice Chairman | Printed Name |
| Jonathan H. Freedman, Clerk | Printed Title |
| Karen Adelman-Foster | |
| Richard P. Jennett, Jr. | |
| The Natick Public Schools | |
| 1400 | |

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Town of Natick, Massachusetts Contract for Plumbing Services in the Town of Natick

| The Town of Natick, Massachusetts | Mr. Kurtis Blinn dba Blinn Plumbing & Heating |
|--|--|
| 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 | |
| A funt | |
| Richard P. Jennett, Jr. | |
| Dated: March 19, 2020 | |
| The Natick Public Schools | |
| by: | |
| | Dated: |
| Dr. Anna P. Nolin Superintendent of Schools | |



Contract for which we will be a second or the Contract for the second or the second or

Plumbing Services in the Town of Natick

APPROVED AS TO AVAILABILITY OF APPROPRIATION:

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

Arti P. Mehta

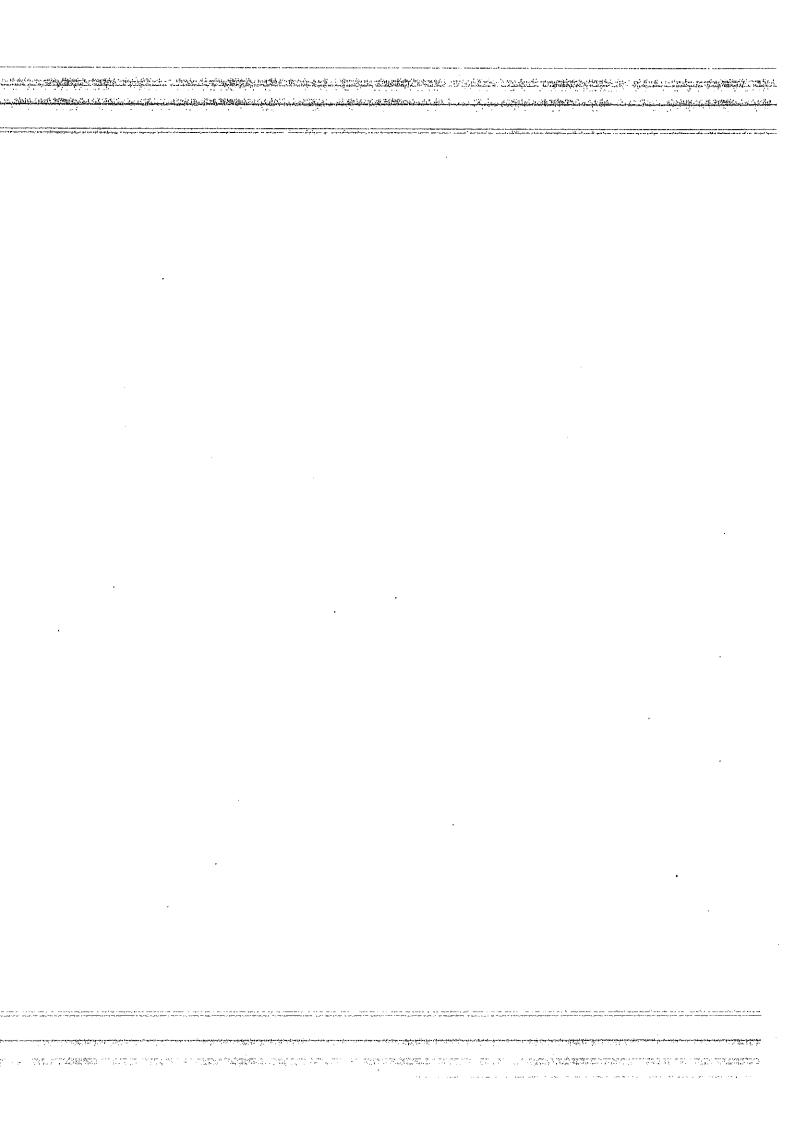
Comptroller, Town of Natick

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

Karis L. North, Esq.

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Town of Natick, Massachusetts

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Plumbing Services in the Town of Natick

| | CERTIFICATE OF VOTE |
|----------------------|---|
| I, | , hereby certify |
| (Clerk/S | Secretary) |
| that I am the duly | qualified and actingof (Title) |
| (Corporati | on Name) |
| held on | fy that at a meeting of the Directors of said Corporation duly called and 20, at which meeting all Directors were present and voting, was unanimously passed: |
| VOTED: To auth | orize and empower either |
| (Name) | ·or |
| (Name) | (Title) |
| (Name) | |
| Corporation. | e acting singly, to execute all contracts and bonds on behalf of the |
| I, further certify t | hat the above vote is still in effect on this the day of tot been changed or modified in any respect. |
| | Signature |
| | Printed Name |
| | Printed Title |

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



TOWN OF NATICK BID FORM

| The undersigned hereby submits a sealed bid for plumbing services in the Town of |
|--|
| The undersigned hereby dustrial |
| Natick. |

| The undersigned hereby submits a sealed bld for plantally and Natick. |
|---|
| Printed Name of Bidder: |
| Blinn Plumbus and Heating: |
| Address: 295 Baron St. |
| WATUR, Mx 01760 |
| |
| 1. Bidder's hourly rate for non-emergency plumbing services times 250 estimated hours |
| of non-emergency plumbing services per year in the Town of Natick) |
| \$ 109.00 |
| 2. Bidder's hourly rate for emergency plumbing services times 250 estimated hours of |
| emergency plumbing services per year in the Town of Natick. |
| \$ 131.00 |
| TOTAL SUM OF 1 + 2 (FOR YEARLY BID COMPARISON PURPOSES) \$ 60,000 |
| NOTE THAT THIS SUM WILL NOT BE THE TOTAL TO WHICH THE SUCCESSFUL BIDDER SHALL BE ENTITLED. IN OTHER WORDS, ONLY THE RATES SHALL BE BIDDER SHALL BE ENTITLED. IN OTHER WORDS, ONLY THE RATES SHALL BE BIDDER, IN ANY CONTRACT WITH THE TOWN, CONTRACTED. THE SUCCESSFUL BIDDER, IN ANY CONTRACT WITH THE TOWN, SHALL ONLY BE PAID FOR TOTAL HOURS ACTUALLY WORKED. NO QUANTITY OF HOURS IS GUARANTEED. IT IS ONLY AN ESTIMATE. |
| Bidder acknowledges receipt of addenda nos |

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Bidder certifies as follows:

A. 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.)

- B. 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 relevant insurance certificates hereto. Nothing in this provision, however, shall relevant insurance certificates hereto. Nothing in this provision, however, shall relevant insurance certificates hereto and in this provision, however, shall relevant insurance certificates hereto and in this provision, however, shall relevant insurance certificates hereto are a rider in compliance with the shall submit to the Town an endorsement or a rider in compliance with the Commonwealth of
 - C. 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.)
 - Commonwealth's Office.)

 D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
 - E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall performance of services under any contract with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an established business with a minimum of five (5) years' demonstrate that it is an estab
 - F. Bidder provides supervision of all workers performing under all contracts held and pledges to provide such supervision under any contract awarded by the Town.
 - G. Bidder has adequate personnel and equipment to perform the work expeditiously.
 - H. 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.
 - I. 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.)

J. Bidder has not failed to perform satisfactorily on Contracts of a similar nature.

The control of the co

- K. Bidder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- L. 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.
- M. 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.

The undersigned understands that, 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, to the lowest responsible and eligible Bidder, based upon the following sum for comparative purposes:

- 1. Bidder's hourly rate for non-emergency plumbing services times 250 estimated hours of non-emergency plumbing services per year in the Town of Natick), plus.
- 2. Bidder's hourly rate for emergency plumbing services times 250 estimated hours of emergency plumbing services per year in the Town of Natick.

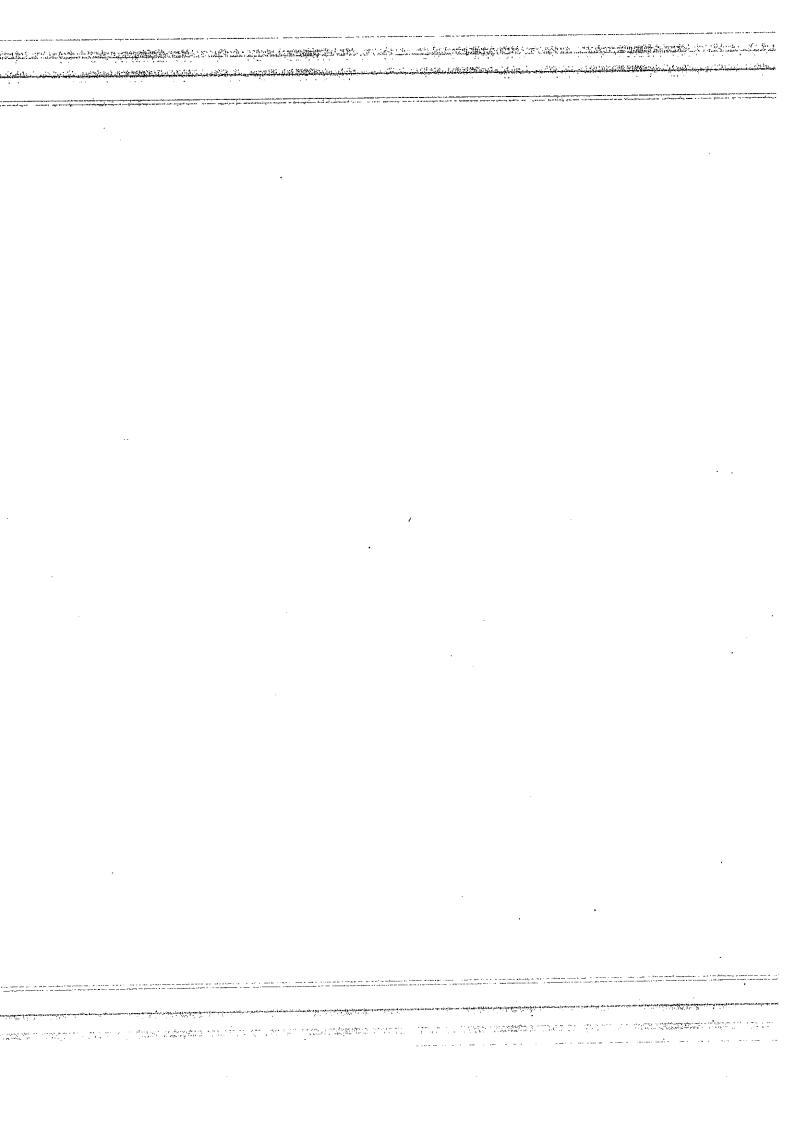
Any potential second or third year of the contract shall be awarded, if at all, upon the hourly rates quoted herein. No escalator shall be permitted.

White award is made upon historical averages, the Successful Bidder shall only be paid for hours actually worked.

Pursuant to this IFB, the Successful Bidder shall provide all labor and materials necessary to provide plumbing services to the Town of Natick. Any contract awarded pursuant to this IFB shall be for one (1)-year, with two (1)-year, individually exercisable options (at the sole discretion of the Town.

The Bidder agrees that, if he/she/it is the Successful Bidder, he/she/it will within ten (10) days after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, the terms of the Payment Bond, the Payment Bond

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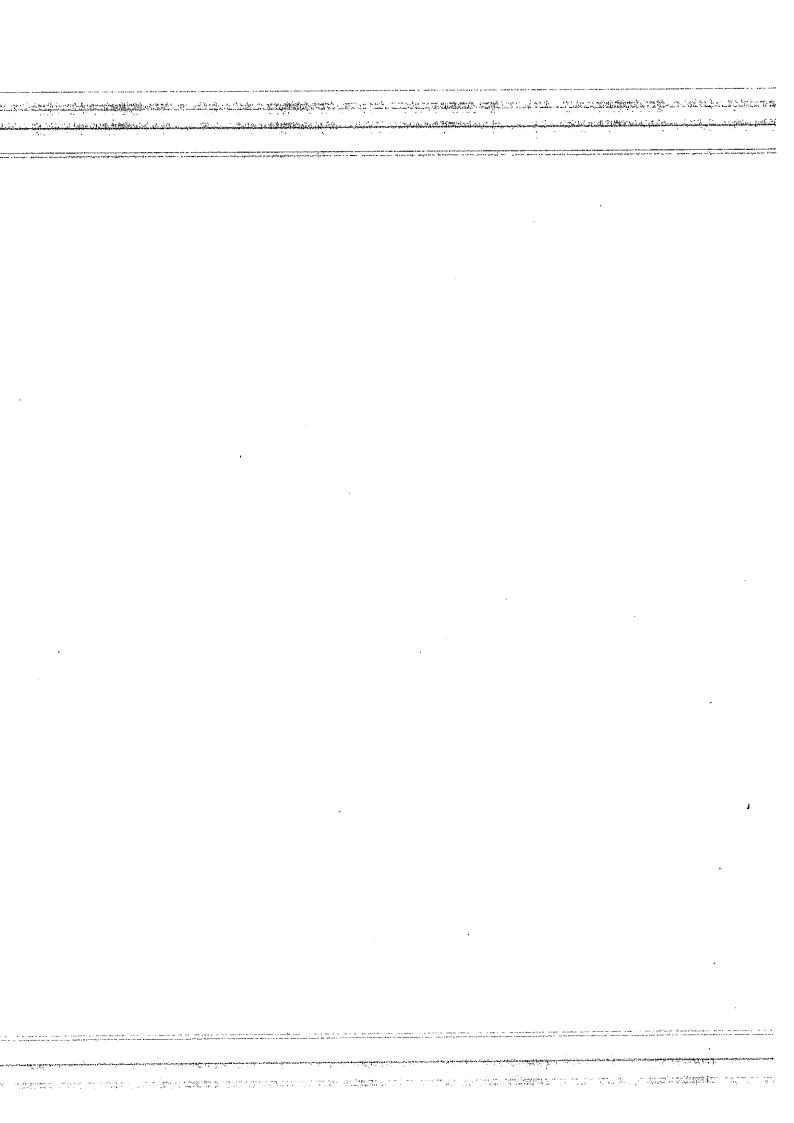
(100%) of the Contract price, the premiums for which are to be paid by the Successful Bidder and are included in the Contract price; provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

Commence of the Commence of th

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

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

| Authorized Signature | |
|---|--|
| Printed Name Owner Coparater Printed Title | |
| 12/18/19 Date Tela Cornoration: | |
| Full Legal Name Officers of Corporation and Addresses | |
| Officers of Corporation and | |
| | |



| State of Incorporation | |
|---|--|
| Principal Place of Business | |
| | |
| Telephone Number. | |
| Qualified in Massachusetts Yes No | |
| Principal Place of Business in Massachusetts | |
| | |
| | |
| Telephone Number | |
| Full Legal Name of Surety Company | |
| Principal Place of Business of Surety Company | |
| | |
| Telephone Number | |
| Admitted in Massachusetts Yes No | |
| Place of Business in Massachusetts | |

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Appendix 2 CERTIFICATE OF NON-COLLUSION

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

| _ |
|--|
| Kuches Blian Blian Planting 1 Hatily. Name of Bidder |
| Address of Bidder |
| ARTUK, MA 01760 |
| Telephone Number |
| By:(Signature) |
| Muchy Bloom Printed Name |
| Printed Title |
| 12/18/18 |
| Date |



Appendix 3 CERTIFICATE OF TAX COMPLIANCE

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

| • |
|---------------------------------|
| Name of Bidder |
| 295 Bacon 5/. Address of Bidder |
| NATUK, Me 01760 |
| Telephone Number |
| By: My My (Signature) |
| Kurfis Bhina Printed Name |
| Printed Title |
| 12-//8//9 Date |



Appendix 4 CONFLICT OF INTEREST CERTIFICATION

and the control of th

The Bidder hereby certifies that:

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

| Kostes Blinn |
|-------------------|
| Name of Bidder |
| 298 Bacon 5/- |
| Address of Bidder |
| NA tick me 01740 |
| 508-655-4454 |
| Telephone Number |
| By: Julper |
| (Signature) |
| Kaitis Blinn |
| Printed Name |
| Dunce |
| Printed Title |
| 12/19/19 |
| Date |

Page 22 of 28

salahan termakan mengapatan berampatan dalah mengandan permanan kalah berampatan berampatan dalah kebebah beramban



Appendix 5 CERTIFICATE OF CORPORATE BIDDER

| CERTIFICITIE | of the |
|--|---|
| I,, certify that I am the Corporation named as Bidder in the attached Bid Form; that said Bid Form on behalf of the Bidder was then that I know his/her signature hereto is genuine and that said Bid that I know his/her signature hereto is genuine and that said Bid. | of said Corporation; Form was duly signed, sealed |
| that I know his/her signature here a governing body. and executed for and on behalf of its governing body. | |
| (Corporate Seal) | |
| | |
| Name of Bidder | |
| Address of Bidder | |
| Telephone Number | |
| By:(Signature) | |
| Printed Name | |
| Printed Title | |
| Date | |

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

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

The Bidder hereby certifies that it is in compliance with and shall remain in compliance with Massachusetts General Laws (M.G.L.) Chapter 151B and shall not discriminate on any prohibited basis outlined therein.

| Kaltes Bhinn |
|-------------------|
| Name of Bidder |
| 298 Brown 5/. |
| Address of Bidder |
| WATHER, ME 01760 |
| 588-655-4454. |
| Telephone Number |
| By: (Signature) |
| (Signature) |
| Kusty Bloom |
| Printed Name |
| - own or |
| Printed Title |
| |
| Date |

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Appendix 7

CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS

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

| Kantis Okan Name of Bidder |
|-------------------------------------|
| 295 Becan St. Address of Bidder |
| NATICE, Man 01760 |
| Telephone Number |
| By: IN Mary (Signature) Karto Bhan |
| Printed Name |
| Printed Title |

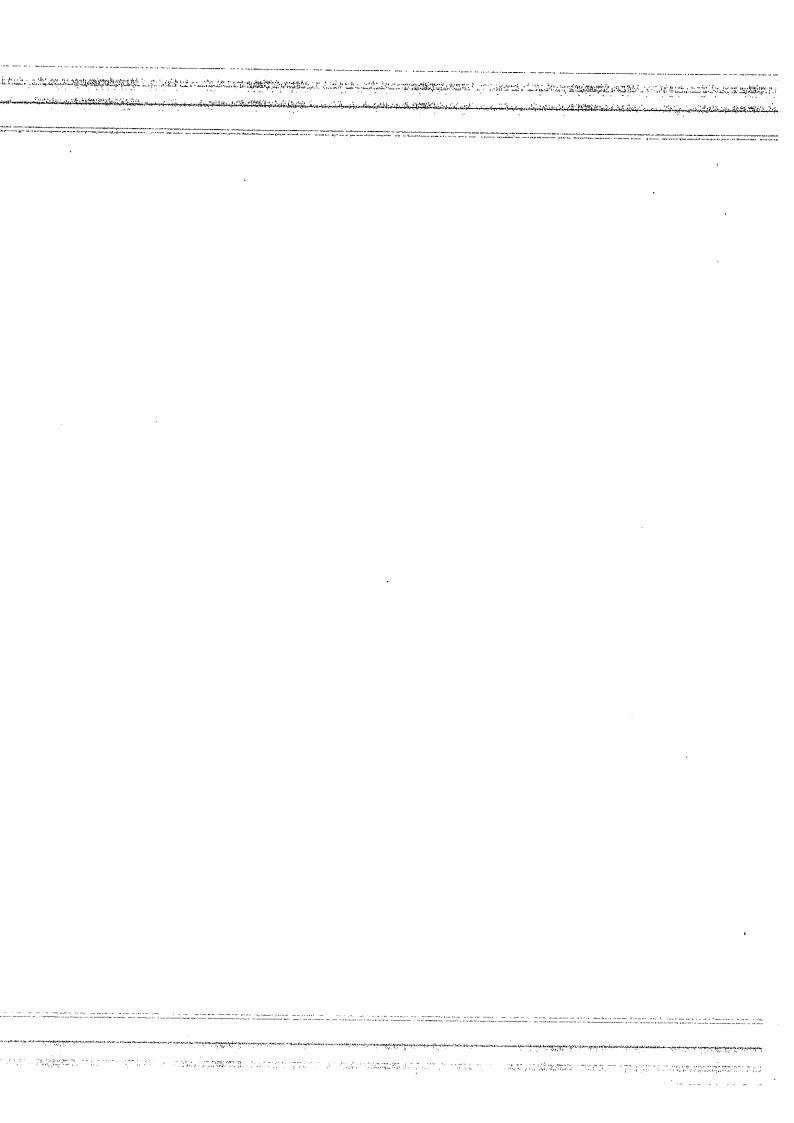
Date



Appendix 8 CERTIFICATE OF NON-DEBARMENT

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

| Kultis Bloom |
|-------------------|
| Name of Bidder |
| |
| 295 Baron Sto |
| Address of Bidder |
| NATICK, Ma 01760 |
| WATHER JULY COST |
| 508 851-4456 |
| Telephone Number |
| |
| By: //Signature) |
| (Signature) |
| Knity Bhun |
| Printed Name |
| Filmod Namo |
| angel |
| Printed Title |
| 12/18/19 |
| 10/18/11 |
| Date |



Blinn Plumbing & Heating 295 Bacon St Natick, ma 01760

Town Of Natick

75 West st.

Natick, ma 01760

RE: Letter Of Intent, Workmans Comp Policy

This Notice is to inform of my intent and obligation to obtain the proper Workmans comp policy if I am found to be the eligible applicant for the Plumbing bid. I will expedite the process to the best of my ability once I am notified of my acceptance of bid.

Since I am a sole proprietor the requirement for this policy is typically required and due to the expense and the due diligent of trying to keep my overhead expenses down and supply a cost effective pricing structure I did not carry it.

Thank you for the consideration,

Kurtis Blinn, Owner/Operator

No hu

Blinn Plumbing and Heating

508-655-4456



CNASURETY

December 17, 2019

Town of Natick 75 West Street Natick, MA 01760

Contractor:

Kurtis Blinn d/b/a Blinn Plumbing & Heating

295 Bacon Street Natick, MA 01760

Project:

Plumbing Services for the Town of Natick

To Whom It May Concern:

It is the privilege of Western Surety Company to provide surety bonds on behalf of Kurtis Blinn d/b/a Blinn Plumbing & Heating. Western Surety Company will support Kurtis Blinn d/b/a Blinn Plumbing & Heating on single projects up to \$400,000 in contract value. Its willingness to do so is based upon an aggregate bonding capacity of \$400,000.

We understand that Kurtis Blinn d/b/a Blinn Plumbing & Heating will be submitting a bid to you for the above referenced project. Should Kurtis Blinn d/b/a Blinn Plumbing & Heating be successful in securing a construction contract for the above referenced project, Western Surety Company would be pleased to provide the required 100% Performance and Payment bonds upon the request of Kurtis Blinn d/b/a Blinn Plumbing & Heating. Western Surety Company's willingness to provide a bond on a project may be contingent upon satisfactory review of specifications and contract documents, bond forms, and confirmation of financing on the project, as well as other normal underwriting conditions.

Western Surety Company is on the FEDERAL REGISTER, Department of the Treasury, Fiscal Service, as a company holding a Certificate of Authority as an acceptable Surety on federal bonds in the Commonwealth of Massachusetts.

Desilver and

Ellen J. Young

Attorney-in-fadt \
Western Surety\Compan



Vestern Surety Company

POWER OF ATTORNEY APPOINTING INDIVIDUAL ATTORNEY-IN-FACT

Know All Men By These Presents, That WESTERN SURETY COMPANY, a South Dakota corporation, is a duly organized and existing corporation having its principal office in the City of Sioux Falls, and State of South Dakota, and that it does by virtue of the signature and seal herein affixed hereby make, constitute and appoint

Frank J Smith, Donna M Robie, Ellen J Young, John F Koegel, Karen A Bernier, Ruth Ann Silverman, Ginette R Tentindo, Mark L Kingston, Lora L FitzGerald, Individually

of Natick, MA, its true and lawful Attorney(s)-in-Fact with full power and authority hereby conferred to sign, seal and execute for and on its behalf bonds, undertakings and other obligatory instruments of similar nature

- In Unlimited Amounts -

and to bind it thereby as fully and to the same extent as if such instruments were signed by a duly authorized officer of the corporation and all the acts of said Attorney, pursuant to the authority hereby given, are hereby ratified and confirmed.

This Power of Attorney is made and executed pursuant to and by authority of the By-Law printed on the reverse hereof, duly adopted, as indicated, by the shareholders of the corporation.

In Witness Whereof, WESTERN SURETY COMPANY has caused these presents to be signed by its Vice President and its corporate seal to be hereto affixed on this 30th day of July, 2019.

WESTERN SURETY COMPANY

Bruflat, Vice President

State of South Dakota County of Minnehaha

On this 30th day of July, 2019, before me personally came Paul T. Bruflat, to me known, who, being by me duly sworn, did depose and say: that he resides in the City of Sioux Falls, State of South Dakota; that he is the Vice President of WESTERN SURETY COMPANY described in and which executed the above instrument; that he knows the seal of said corporation; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporation and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporation.

My commission expires

June 23, 2021

J. MOHE

J. Mohr, Notary Public

CERTIFICATE

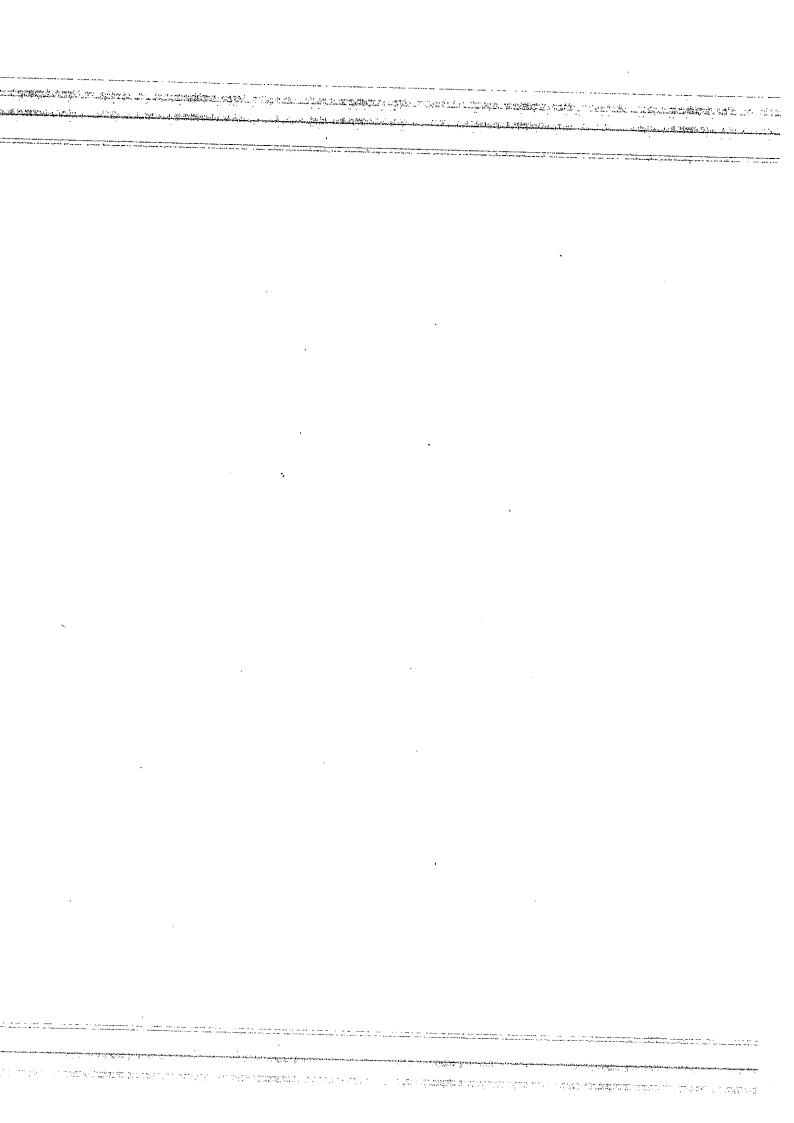
I, L. Nelson, Assistant Secretary of WESTERN SURETY COMPANY do hereby certify that the Power of Attorney hereinabove set forth is still in force, and further certify that the By-Law of the corporation printed on the reverse hereof is still in force. In testimony whereof I have hereunto subscribed __day of __December my name and affixed the seal of the said corporation this ____17th_



WESTERN SURETY COMPANY

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Go to www.cnasurety.com Owner / Obligee Services > Validate Bond Coverage, if you want to verify bond authenticity.



| BID BOND | • |
|---|---|
| Conforms with The American Institute of Architects, A.I.A. Document No. A-310 | |
| KNOW ALL BY THESE PRESENTS, That we, Kurtis Blinn d/b | a Blinn Plumbing & Heating |
| 295 Bacon Street, Natick, Massachusetts 01760 | |
| | as Principal, hereinafter called the Principal, |
| and the Western Surety Company | , · |
| of P.O. Box 5077, Sioux Falls, SD 57117-5077 | , a corporation duly organized under |
| the laws of the State of South Dakota, as S | curety, hereinafter called the Surety, are held and firmly bound unto |
| Town of Natick, 75 West Street, Natick, MA 01760 | as Obligee, hereinafter called the Obligee, |
| in the sum of 5% of Bid Amount | |
| Dollars (\$ 5% of Bid Amount), for the payment of w Surety, bind ourselves, our heirs, executors, administrators, successors | hich sum well and truly to be made, the said Principal and the said and assigns, jointly and severally, firmly by these presents. |
| WHEREAS, the Principal has submitted a bid for Plumbing Serv | ices for the Town of Natick, MA |
| | |
| NOW, THEREFORE, if the Obligee shall accept the bid of the Princi accordance with the terms of such bid, and give such bond or bonds good and sufficient surety for the faithful performance of such Contract the prosecution thereof, or in the event of the failure of the Principal to shall pay to the Obligee the difference not to exceed the penalty hereof for which the Obligee may in good faith contract with another party to be null and void, otherwise to remain in full force and effect. | s as may be specified in the bidding or Contract Documents with ract and for the prompt payment of labor and material furnished in to enter such Contract and give such bond or bonds, if the Principal of between the amount specified in said bid and such larger amount |
| Signed and scaled this 19th day of | December , 2019 |
| Michess Witness | Kurtis Blinn d/b/a Blinn Plumbing & Heating (Scal) Principal |
| | Title |
| Cuden At Witness | By Ellen J. Young Attorney-in-Fact |

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January 6, 2020

Blinn Plumbing & Heating 295 Bacon St Natick, MA 01760

RE: Your accounts at Middlesex Savings Bank

Dear Mr. Blinn,

This letter is to inform you that you hold accounts at Middlesex Savings Bank in the title of Blinn Plumbing & Heating, which are in good standing as of January 6, 2020.

Thank you for letting us assist you in your banking needs. Should you have any questions, please feel free to contact us.

Sincerely,

Jennifer Pinto

Banking Specialist

Middlesex Savings Bank

150 Commonwealth Road | Wayland, MA 01778

O: 508-315-5290

E: jennifer.pinto@middlesexbank.com

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Blinn Plumbing & Heating 295 Bacon St Natick, MA 01760 508-655-4466

Town Of Natick 75 West St Natick, MA 01760

RE: Confirmation of DBA for Blinn Plumbing & Heating

This letter is to affirm that Blinn Plumbing & Heating is a DBA (Doing Business As) company and not a corporation. By not being a corporation in any form; I have no files on record with the State of Massachusetts for corporation in good standing or any other type of paper work.

I am a Sole Proprietorship and the only individual working in the company.

Thank You

Kurtis Blinn, Owner/ Operator

Blinn Plumbing & Heating

Japh

508-655-4456

blinnph@hotmail.com



Town of Natick Natick, Massachusetts

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INVITATION FOR BIDS

FOR

PLUMBING SERVICES

BIDS DUE:

December 19, 2019, 11:00 A.M. LOCAL TIME

Late Bids Will Be Rejected

DELIVER COMPLETED BIDS TO:

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



TOWN OF NATICK NATICK, MASSACHUSETTS 01760

NOTICE TO BIDDERS

The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, invites the submission of sealed bids for plumbing services in the Town of Natick. The Invitation for Bids ("IFB") may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by contacting 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 December 4, 2019. Sealed Bids will be received until 11:00 A.M. local time, December 19, 2019, at 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 within DPW is closed due to weather or other emergency, the deadline for receipt of bids shall be extended until 11:00 A.M. on 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 vote of the Natick Board of Selectmen.

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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 plumbing services.

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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 December 4, 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 email to bleblanc@natickma.org by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on December 11, 2019. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders.

Sealed Bids marked "Town of Natick: Sealed Bid for Plumbing Services in the Town of Natick" shall be received by 11:00 A.M. local time, December 19, 2019, at this address:

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

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

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 total Bid, as indicated in Section 3, below.

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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 agreement 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.

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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 PLUMBING SERVICES IN THE TOWN OF NATICK". 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.

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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:

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

or detrinación de mante de la completa del completa de la completa de la completa del completa de la completa del la completa del la completa de la completa de la completa del la completa de la completa de la completa del la completa de

Questions regarding this IFB shall be submitted in writing and shall be delivered to the Procurement Office by email to bleblanc@natickma.org by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on December 11, 2019. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders.

Section 3. Background & Specifications

A. Scope of Work - As Provided by Natick Facilities Department.

The Department of Facilities Management (for the Town of Natick and Natick Public Schools (NPS)), hereinafter "the Town," is seeking the services of a qualified firm, entity, or individual to perform Plumbing maintenance services, corrective services, and emergency services for current and to provide project installation of new miscellaneous plumbing equipment and systems for the facilities of the Town of Natick and Natick Public Schools. Plumbing services may be required at all facilities as requested by the Department of Facilities Management. Any contract awarded pursuant to this IFB shall be for one (1)-year, with two (1)-year, individually exercisable options (at the sole discretion of the Town.)

Typical services performed under any contract awarded pursuant to this IFB shall include, but shall not necessarily be limited to, new installation, scheduled repair services, and general maintenance. Additional services performed shall include, but shall not necessarily be limited to, emergency service calls for repairs on an as needed basis. Services shall include, but shall not necessarily be limited to, all work efforts necessary to complete a project including equipment, labor, materials, and lifts to repair or replace Plumbing issues at any and all locations, to original design specifications or conditions acceptable to the Town. All work performed should be completed in a way to ensure that the system meets all code requirements. The price of any/all parts shall be quoted upon an "as needed basis." The Town reserves the right to procure any necessary parts, either from the Successful Bidder or from a competitive procurement process, under any applicable procurement laws, depending upon the initial quote/estimate provided by the Successful Bidder, and as reviewed for accuracy by the Town.



The Successful Bidder, in any contract awarded pursuant to this IFB, will perform all required administration, management and quality assurance to ensure proper execution of maintenance and repair projects. All work performed shall be coordinated with the Facilities Management personnel as applicable to the location of the work. This IFB and the specifications that follow are being offered to qualify and select a contractor to furnish all necessary permits, labor, equipment, materials, supervision, tools, services and all related incidentals required to perform all work necessary; including, but not limited to, maintenance, repair, and/or emergency repair services of a wide range of projects specifically for the Department of Facilities Management facilities, and possibly throughout the Town. The requirements outlined herein are intended as an aid to acquaint Bidders with what could be required to execute the work under any contract awarded pursuant to this IFB. These specifications will serve as the source documents for services for the term of any contract awarded pursuant to this IFB. The services intended to be provided under any contract awarded pursuant to this IFB are based upon future needs of the Town, and are pending allocation of funds and approval of award by Town. The Town reserves the right to authorize/order services and/or materials as may be required during the term of any contract awarded pursuant to this IFB and, also, reserves the right to not authorize/order any services and/or materials. These services are to be performed principally for the Department of Facilities Management, however additional services may be requested by other Departments within the Town. The Town reserves the right to procure the services of additional plumbing vendors during the term of any contract awarded pursuant to this IFB. By submission of a Bid, each Bidder agrees that any contract awarded pursuant to this IFB is not exclusive in scope.

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- a) For non-emergency work, the Successful Bidder shall physically report to the work site within forty-eight (48) hours of written notification from the Town's Department of Facilities Management, hereinafter Project Manager (PM), to complete a written quotation based on the contract pricing of the work to be performed. The PM shall review the written quotation of work to be performed (which shall be based upon an estimate of hours times the hourly rate bid by the Successful Bidder in this IFB) and shall determine that the work specified aligns with the work that is needed to be completed. It shall also provide a quote of any/all material to be needed for the successful completion of the required work. Once again, the Town reserves the right to comply with all procurement requirements applicable to the purchase of material needed. Written quotations may be e-mailed to the PM.
- b) For emergency work, the Successful Bidder shall physically report to the work site within twenty four (4) hours of verbal notification from the Town's PM to complete any necessary emergency repair work needed to secure/alleviate emergency. All materials and sources of supply incorporated in the work must be approved by the PM for use on each job. Once again, the Town reserves the right to comply with all procurement requirements applicable to the purchase of material needed.

The Successful Bidder will provide the PM with a quote if additional work should be completed after the emergency service call is completed. Included in the quote shall be estimated labor, equipment and material cost(s), a brief description of the work to be completed, and the project

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location. Written quotations may be e-mailed to the PM. Once again, the Town reserves the right to comply with all procurement requirements applicable to the purchase of material needed.

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- c) If the Successful Bidder foresees that it is going to exceed the original estimate in the quotation, it must notify the PM for approval prior to proceeding with any additional work. The Town shall not pay for additional work that the Successful Bidder performs without the Town's approval.
- d) Due to certain locations within the Town, employees must have the ability to pass a background check and work unsupervised. See Section 14, below.
- e) Successor Bidder should be able to provide the following services for plumbing system, including domestic hot water systems and sewage ejection systems:
 - Replace any plumbing piping, fittings or valves.
 - Service, repair and/or replace commercial and residential fixtures.
 - Repair and/or install plumbing and fixtures to meet current codes.
 - Service pumps and piping.
 - Clean and unclog drains and sewer lines.
 - Install, repair, or modify water, sewer and drain lines/systems.
 - Demolish and remove existing systems;
 - Clean and unclog drains and sewer lines.
 - Install, repair, or modify a variety of bathroom equipment (i.e., sink, shower, toilet, and urinals), hot water heaters, well pumps, holding tanks, and drains.
 - Install gas pipes, pipe insulation, and heat tape.
 - Install, test, and repair backflow preventers.
 - Installation of water meters, water valves.
 - Hydrojet plumbing systems.
 - Perform internal visual inspections of drain systems using cameras.
 - Other types of plumbing repairs and services as required.

Each Bidder shall assume two hundred fifty (250) non-emergency hours and two hundred fifty (250) emergency hours for bid comparison purposes. Neither quantity, however, is guaranteed.

Successful Bidder's Personnel В.

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 meet the requirements of this IFB, and shall be of good moral character. All of the Successful Bidder's employees assigned to the sites shall pass Criminal Offender Record Information screening.

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

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1. Name, business address, telephone, and cell phone numbers of the president and foreman.

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

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

Section 4. Bid Submission Requirements

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

- 1. A fully executed Bid Form (Appendix 1) (which shall include certification of the following:
 - A. Bidder 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.)
 - B. 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 the Contract.)
 - C. 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.)
 - D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
 - E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall demonstrate that it is an established business with a minimum of five (5) years' experience in providing the type of services represented by this IFB. Bidder's verifiable experience record shall be acceptable to the Town. (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.



F. Bidder provides supervision of all workers performing under all contracts held and pledges to provide such supervision under any contract awarded by the Town.

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G. Bidder has adequate personnel and equipment to perform the work expeditiously.

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- H. 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.
- I. 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.)
- J. Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
- K. Bidder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- L. 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.
- M. 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. (Appendix 2)
- 3. A fully executed Certificate of Tax Compliance. (M.G.L. c.62C, §49A) (Appendix 3)
- 4. A fully executed Conflict of Interest Certification. (M.G.L. c.268A) (Appendix 4)
- 5. A fully executed Certificate of Corporate Bidder, if applicable. (Appendix 5)
- 6. A fully executed Certificate of Compliance with M.G.L. c.151B. (Appendix 6)
- 7. A fully executed Certificate of Compliance with EEO/AA/SDO provisions. (Appendix 7)

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- 8. A full executed Certificate of Non-Debarment. (Appendix 8)
- 9. A Bid Deposit in the form of a Bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by, a responsible bank or trust company, payable to the Awarding Authority. The amount of such Bid Deposit shall be in the amount of five (5%) percent of the value of the Bid.

- 10. A certificate of insurability from an insurance company that is licensed to do business in the Commonwealth of Massachusetts indicating that all the provisions of the specifications can be met.
- 11. A letter of intent from a surety company that is licensed to do business in the Commonwealth of Massachusetts stating that the Bidder shall be able to obtain a Performance Bond in the amount of one hundred (100%) percent of the Contract Price.
- 12. A letter of intent from a surety company that is licensed to do business in the Commonwealth of Massachusetts stating that the Bidder shall be able to obtain a Labor and Materials Payment Bond in the amount of one hundred (100%) percent of the Contract Price.

Section 5. Bid Submission

Sealed Bids marked "Town of Natick: Sealed Bid for Plumbing Services in the Town of Natick" shall be received by 11:00 A.M. local time, December 19, 2019, at this address:

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

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

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

As soon as is reasonably possible after the deadline for Bid submission, Bids will be opened in accordance with M.G.L. 30, §39M. Bids received after that date and time will be rejected.

Section 6. Selection Process and Award

Page 9 of 28

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

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The undersigned understands that, 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, to the lowest responsible and eligible Bidder, based upon the following sum for comparative purposes:

- 1.Bidder's hourly rate for non-emergency plumbing services times 250 estimated hours of non-emergency plumbing services per year in the Town of Natick), plus
- 2. Bidder's hourly rate for emergency plumbing services times 250 estimated hours of emergency plumbing services per year in the Town of Natick.

Any potential second or third year of any contract shall be awarded, if at all, upon the hourly rates quoted herein. No escalator shall be permitted.

While award is made upon historical averages, the Successful Bidder shall only be paid for hours actually worked.

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-eligible 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.

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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 (the bidder's hourly rate x 250 hours), with a surety company which is acceptable to the Town.

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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(the bidder's hourly rate x 250 hours), 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 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.

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Section 9. Indemnification

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

Section 10. Performance Bond Requirements

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

Section 11. Labor and Materials Payment Bond Requirements

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

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

The use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Successful Bidder is prohibited on Town of Natick property which is the subject matter of this IFB and during all hours of work under any Contract with the Town. If any officer, employee, agent, or representative of the Successful Bidder violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Successful Bidder shall not be permitted to return to work under any Contract with the Town. Under such circumstances, the Successful Bidder shall promptly remove the subject officer, employee, agent, or representative from the job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with any Contract with the Town.

Section 13. No Smoking

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

Section 14. CORI/SORI Requirements

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Pursuant to M.G.L. c. 7, §38R, the Town shall have the right to conduct a check of the Criminal Offender Record Information (CORI) maintained by the Massachusetts Criminal History Systems Board, and the Sex Offender Record Information (SORI) maintained by the Massachusetts Sex Offender Registry Board, for any officer or employee of the Successful Bidder or for a subcontractor of the Successful Bidder, or any person who will perform services and who may have direct and unmonitored contact with children. Notwithstanding any other provision, the Town may refuse to allow any such officer, employee, or other person to perform services if the Town, in its sole discretion, determines that such officer, employee, or other person is not suitable for work based upon the results of such CORI or SORI. The Town shall keep such information in a confidential file.

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Section 15. Appendices

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

APPENDIX 1

Page 13 of 28



TOWN OF NATICK BID FORM

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| The undersigned hereby submits a sealed bid for plumbing services in the Town of Natick. | |
|---|----------|
| Printed Name of Bidder: | |
| | |
| Address: | <u>.</u> |
| | |
| | |
| 1. Bidder's hourly rate for non-emergency plumbing services times 250 estimated | i hours |
| of non-emergency plumbing services per year in the Town of Natick) | |
| 2. Bidder's hourly rate for emergency plumbing services times 250 estimated ho | urs of |
| emergency plumbing services per year in the Town of Natick. | |
| OTAL SUM OF 1 + 2 (FOR YEARLY BID COMPARISON PURPOSES) | |
| NOTE THAT THIS SUM WILL NOT BE THE TOTAL TO WHICH THE SUCCESS OF THAT THIS SUM WILL NOT BE THE TOTAL TO WHICH THE SUCCESS OF THE SUCCESSFUL BIDDER, IN ANY CONTRACT WITH THE TOTAL HOURS ACTUALLY WORKED. NO QUANTION OF TOTAL HOURS IS GUARANTEED. IT IS ONLY AN ESTIMATE. | COWN. |
| Bidder acknowledges receipt of addenda nos Page 14 of 28 | |

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Bidder certifies as follows:

A. 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.)

- B. 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 the Contract.)
- C. 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.)
- D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
- E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall demonstrate that it is an established business with a minimum of five (5) years' experience in providing the type of services represented in this IFB. Bidder's verifiable experience record shall be acceptable to the Town. (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.
- F. Bidder provides supervision of all workers performing under all contracts held and pledges to provide such supervision under any contract awarded by the Town.
- G. Bidder has adequate personnel and equipment to perform the work expeditiously.
- H. 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.
- I. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid

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

- J. Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
- K. Bidder possesses the skill, ability and integrity necessary for the faithful performance of the work.
- L. 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.
- M. 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.

The undersigned understands that, 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, to the lowest responsible and eligible Bidder, based upon the following sum for comparative purposes:

- 1.Bidder's hourly rate for non-emergency plumbing services times 250 estimated hours of non-emergency plumbing services per year in the Town of Natick), plus.
- 2. Bidder's hourly rate for emergency plumbing services times 250 estimated hours of emergency plumbing services per year in the Town of Natick.

Any potential second or third year of the contract shall be awarded, if at all, upon the hourly rates quoted herein. No escalator shall be permitted.

While award is made upon historical averages, the Successful Bidder shall only be paid for hours actually worked.

Pursuant to this IFB, the Successful Bidder shall provide all labor and materials necessary to provide plumbing services to the Town of Natick. Any contract awarded pursuant to this IFB shall be for one (1)-year, with two (1)-year, individually exercisable options (at the sole discretion of the Town.

The Bidder agrees that, if he/she/it is the Successful Bidder, he/she/it will within ten (10) days after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and furnish a Performance Bond and a Labor and Materials Payment Bond, each with a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount of one hundred percent

 $(-1)^{\frac{1}{2}} = (-1)^{\frac{1}{2}} + (-1)$



(100%) of the Contract price, the premiums for which are to be paid by the Successful Bidder and are included in the Contract price; provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

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

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

| authorized Signature |
|---------------------------------------|
| rinted Name |
| Printed Title |
| Date |
| If a Corporation: Full Legal Name |
| |
| Officers of Corporation and Addresses |
| |
| |

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| State of Incorporation | |
|---|----------------|
| Principal Place of Business | - |
| | |
| Telephone Number. | |
| Qualified in Massachusetts Yes No | |
| Principal Place of Business in Massachusetts | |
| | |
| | |
| Telephone Number | |
| Full Legal Name of Surety Company | |
| | |
| Principal Place of Business of Surety Company | |
| | |
| | |
| Telephone Number | - |
| Admitted in Massachusetts Yes No _ | , _ |
| Place of Business in Massachusetts | |
| | |

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| | |
| Telephone Number | |
| telephone 2. | |
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Appendix 2 CERTIFICATE OF NON-COLLUSION

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

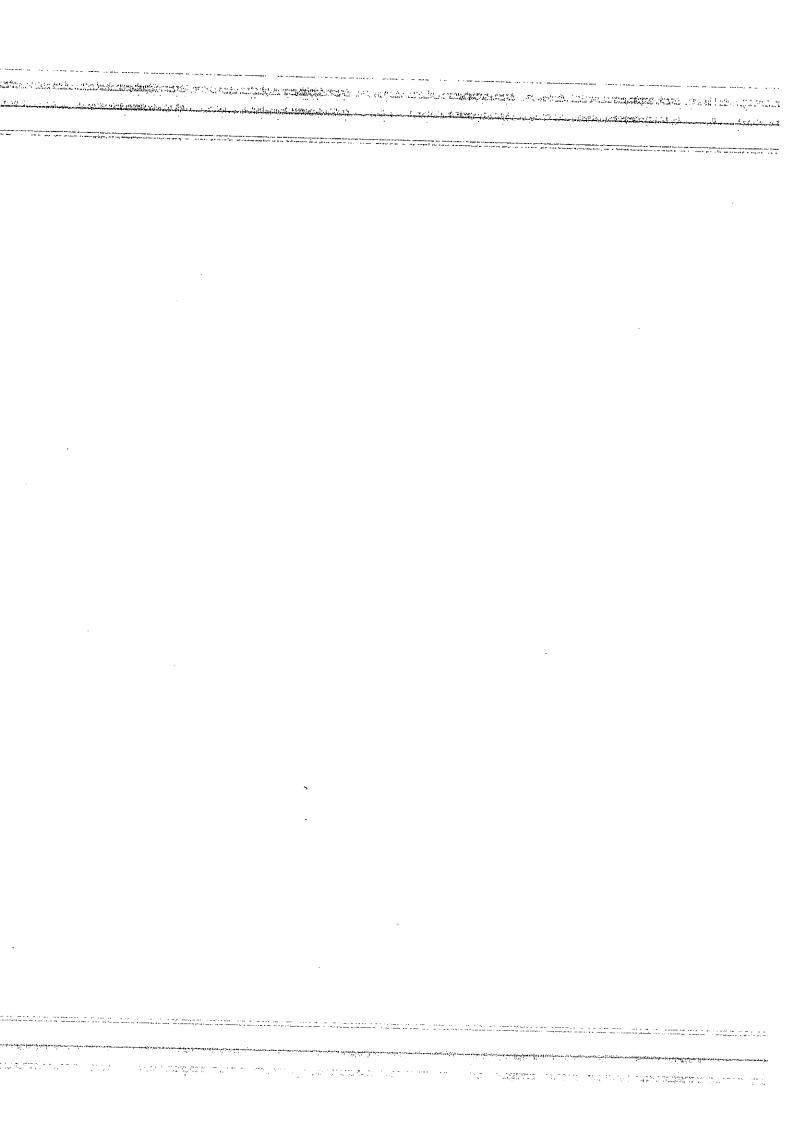
| Name | of Bidder |
|-------|---------------|
| | |
| Addr | ess of Bidder |
| | |
| | |
| Trolo | bhone Number |
| | |
| Ву: | (Signature) |
| | (018144444) |
| | Printed Name |
| | LIMOUN |
| | Printed Title |
| | I Impo |
| | Date |
| | Daic |



Appendix 3 CERTIFICATE OF TAX COMPLIANCE

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

| Name | of Bidder | |
|---------|---------------|--|
| Äddr | ess of Bidder | |
| <u></u> | | |
| Tele | phone Number | |
| Ву: | (Signature) | |
| | Printed Name | |
| • | Printed Title | |
| | Date | |



Appendix 4 CONFLICT OF INTEREST CERTIFICATION

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The Bidder hereby certifies that:

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

| Name | e of Bidder | |
|------|---------------|--|
| Addr | ess of Bidder | |
| | | |
| Tele | phone Number | |
| Ву: | | |
| | (Signature) | |
| | Printed Name | |
| | Printed Title | |
| | Date | |

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| | t to the second |
| Appendix 5 CERTIFICATE OF CORPORATE BIDDER of the | : |
| I,, certify that I am the of the Corporation named as Bidder in the attached Bid Form; that of said Corporation; said Bid Form on behalf of the Bidder was then of said Corporation; that I know his/her signature hereto is genuine and that said Bid Form was duly signed, sealed and executed for and on behalf of its governing body. | |
| (Corporate Seal) Name of Bidder | |
| Address of Bidder | |
| Telephone Number | |
| By:(Signature) | |
| Printed Name | |
| Printed Title | |

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.

Date

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

The Bidder hereby certifies that it is in compliance with and shall remain in compliance with Massachusetts General Laws (M.G.L.) Chapter 151B and shall not discriminate on any prohibited basis outlined therein.

| Name | of Bidder | |
|---------|---------------|--------------|
| Addı | ess of Bidder | |
| <u></u> | | |
| Tele | phone Number | |
| Ву: | (Signature) | |
| | Printed Name | _ |
| • | Printed Title | |
| | Date | |

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Appendix 7

CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS

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

| Name | of Bidder | |
|------|---------------|--|
| Addı | ess of Bidder | |
| | | |
| Tele | hone Number | |
| Ву: | (Signature) | |
| | Printed Name | |
| | Printed Title | |
| | Date | |

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Appendix 8 CERTIFICATE OF NON-DEBARMENT

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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 | e of Bidder | |
|----------|---------------|--|
| Addr | ess of Bidder | |
| <u> </u> | | |
| Telep | phone Number | |
| Ву: _ | (Signature) | |
| • | Printed Name | |
| | Printed Title | |
| | Date | |



Appendix 9 PREVAILING WAGE RATES

See attached document.





CHARLES D. BAKER Governor

KARYNE, POLITO

TO COMMISSION OF THE COMMISSION OF THE PROPERTY OF THE PROPERT 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 WILLIAM D WCKINNEY

Awarding Authority:

Town of Natick, Massachusetts

City/Town: NATICK

Contract Number:

Description of Work:

Invitation for Bids - On-Call and Emergency Plumbing Services

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 payroli 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
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative http://www.mass.gov/dols/pw. 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:

11/27/2019

Wage Request Number: 20191127-003

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| Classification Construction | Effective Dat | e Base Wa _l | ge Health | Pension | Supplemental | |
|--|-----------------|------------------------|-----------|-------------------|--------------|---|
| (2 AXLE) DRIVER - EQUIPMENT | | | | | Unemployme | at . |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 08/01/2019 | \$34,25 | \$12.4 | 1 \$12.70 | \$0,00 | \$59,36 |
| | 12/01/2019 | \$34.25 | \$12.4 | l \$13.72 | | |
| | 06/01/2020 | \$35.15 | \$12,41 | | 4+144 | \$60,38 |
| | 08/01/2020 | \$35.15 | \$12.91 | • | | \$61.28 |
| | 12/01/2020 | \$35,15 | \$12.91 | | | \$61.78 |
| | 06/01/2021 | \$3 <i>5.</i> 95 | \$12.91 | | • | \$62.88_/ |
| | 08/01/2021 | \$35.95 | \$13,41 | | * * | \$63.68 |
| /2 AVI DANIELE TOTAL | 12/01/2021 | \$3 <i>5</i> .95 | \$13.41 | \$16.01 | \$0.00 | \$64.18 |
| (3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 08/01/2019 | \$34.32 | \$12.41 | \$12.70 | | \$65,37 |
| 20174 | 12/01/2019 | \$34.32 | \$12.41 | \$13.72 | \$0.00 | \$59.43 |
| | 06/01/2020 | \$35.22 | \$12,41 | | \$0.00 | \$60.45 |
| | 08/01/2020 | \$35,22 | \$12.91 | \$13.72 | \$0.00 | \$61,35 |
| | 12/01/2020 | \$35.22 | | \$13.72 | \$0.00 | \$61.85 |
| | 06/01/2021 | \$36,02 | \$12.91 | \$14.82 | \$0.00 | \$62,95 |
| | 08/01/2021 | \$36.02 | \$12,91 | \$14.82 | \$0.00 | \$63.75 |
| | 12/01/2021 | \$36.02 | \$13,41 | \$14.82 | \$0.00 | \$64.25 |
| 4 & 5 AXLE) DRIVER - EQUIPMENT **EAMSTERS JOINT COUNCIL NO. 10 ZONE B | 08/01/2019 | | \$13.41 | \$16.01 | \$0.00 | \$65,44 |
| | 12/01/2019 | \$34,44 | \$12.41 | \$12.70 | \$0.00 | \$59.55 |
| | 06/01/2020 | \$34.44 | \$12.41 | \$13.72 | \$0.00 | \$60.57 |
| | 08/01/2020 | \$35,34 | \$12.41 | \$13.72 | \$0.00 | \$61.47 |
| | 12/01/2020 | \$35,34 | \$12.91 | \$13.72 | \$0.00 | \$61.97 |
| | 06/01/2021 | \$35.34 | \$12.91 | \$14.82 | \$0.00 | \$63.07 |
| | 08/01/2021 | \$36.14 | \$12,91 | \$14.82 | \$0.00 | \$63.87 |
| <u> </u> | 12/01/2021 | \$36.14 | \$13.41 | \$14.82 | \$0.00 | \$64.37 |
| DS/SUBMERSIBLE PILOT | 08/01/2019 | \$36.14 | \$13.41 | \$16.01 | \$0.00 | \$65.56 |
| LE 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" IR TRACK OPERATOR | | | | | | |
| BORERS - ZONE 2 | 06/01/2019 | \$34.70 | \$7.85 | \$14.88 | \$0.00 | A 4 4 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 |
| | 12/01/2019 | \$34.81 | \$8.10 | \$15.38 | \$0.00 | \$57.43 |
| | 06/01/2020 | \$35,70 | \$8.10 | \$15,38 | | \$58.29 |
| | 12/01/2020 | \$36.59 | \$8.10 | \$15.38 | \$0.00 | \$59.18 |
| | 06/01/2021 | \$37.51 | \$8.10 | | \$0.00 | \$60.07 |
| Portonnestiant | 12/01/2021 | \$38,42 | \$8.10 | \$15.38 | \$0.00 | \$60.99 |
| For apprentice rates see "Apprentice- LABORER" | | 0501.12 | φ0.10 | \$15.38 | \$0.00 | \$61.90 |
| BESTOS REMOVER - PIPE / MECH. EQUIPT. AT & FROST INSULATORS LOCAL 6 (BOSTON) | 06/01/2019 | \$36,00 | \$12.50 | \$8.85 | \$0.00 | A |
| | 12/01/2019 | . | | \$8.85 | | \$57.35 |
| | 06/01/2020 | | | \$8.85 | _ | \$58,35 |
| TITLY OF THE STATE | # = #= x | | | \$8.85 | *** | \$59,35 |
| PHALT RAKER ORERS - ZONE 2 | | A - 1 | | \$14.88 | *** | \$60.35 |
| | 4-4 | 4 | | | A | \$56.93 |
| | | | | \$15.38 815.38 | 44 | \$57.79 |
| | de la como o | | | \$15.38 | | \$58.68 |
| | | | | | | \$59.57 |
| T | and the same of | | | | 4 | \$60.49 |
| For apprentice rates see "Apprentice-LAHORER" | | 37.92 | 8.10 | 315,38 | \$0.00 § | 61,40 |

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 $= \frac{1}{100} \left(\frac{1}{100} + \frac{1}{100} \frac{1}{100} + \frac{1}{100} \frac{1}{100} \frac{1}{100} + \frac{1}{$

en and the supplemental and th

| te de la companya de | Effective Date | Base Wage | Health | Pension | Supplementat Unemployment | Total Rate |
|--|--------------------------|--------------------|-----------|----------|------------------------------|------------|
| Classification | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE | | \$48.73 | \$12.50 | \$15.70 | 20.02 | \$76.93 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 06/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0,00 | \$79.18 |
| | 12/01/2020 | \$50.98 \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 06/01/2021 12/01/2021 | \$52,08 \$53,23 | \$12,50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentics- OPERATING ENGINEERS" | 0.6104 (0.01.0 | \$48,18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| BACKHOE/FRONT-END LOADER | 06/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$48.73 \$49.83 | \$12.50 | | \$0.00 | \$78.03 |
| | 06/01/2020 | • | | | | \$79.18 |
| | 12/01/2020 | \$50.98 | | | | \$80.28 |
| • | 06/01/2021 12/01/2021 | \$52.08 \$53,23 | | | | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | \$14.88 | \$0.00 | \$56.93 |
| BARCO-TYPE JUMPING TAMPER | 06/01/2019 | | | | | \$57.79 |
| LABORERS - ZONE 2 | 12/01/2019 | \$34.31 | | \$15.38 | | \$58.68 |
| | 06/01/2020 | | | \$15.38 | | \$59.57 |
| | 12/01/2020 | | | | | \$60.49 |
| | 06/01/2021 | \$37.01 | | | | \$61.40 |
| | 12/01/2021 | \$37.92 | 2 \$8.10 | \$15,38 | } \$0.00 | Ψ01 |
| For apprentice rates see "Apprentice- LABORER" | 7.001/0016 | \$34.70 | 70 \$7.85 | \$14.88 | 8 \$0.00 | \$57.43 |
| BLOCK PAVER, RAMMER / CURB SETTER | 06/01/2019 | | - | | 8 \$0.00 | \$58.29 |
| LABORERS - ZONE 2 | 12/01/2019 | | | | | \$59.18 |
| | 06/01/2020 | | | | | \$60.07 |
| | 12/01/2020 | | | **** | _ | \$60.99 |
| | 06/01/2021 12/01/2021 | | | 4.44 | | \$61.90 |
| For apprentice rates see "Apprentice-LABORER" | | | 470 | 7 \$17.7 | 72 \$0.00 | \$69.50 |
| BOILER MAKER | 01/01/2019 | | | , | | \$71.15 |
| BOILERMAKERS LOCAL 29 | 01/01/2020 | 20 \$46.1 | .10 \$7.0 |) dr | 70 HO.22 | Ψ. |

THE RESIDENCE OF THE STREET CONTROL OF THE SECOND CONTROL OF THE S

 Issue Date:
 11/27/2019
 Wage Request Number:
 20191127-003
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| ate to health and the second | erer on a | ************************************** | | Andrew Commencer and the second secon | | and the second s | interior designation | | And the second |
|------------------------------|-----------|--|-------------------------------------|--|----------|--|------------------------------|------------------------------|----------------|
| Classification | | | | Effective D | ate Base | Wage Health | | Supplemental Unemployment | Total Rate |
| | Effecti | utice - <i>Bo</i> ve Date - | OILERMAKER - Local 29 01/01/2019 | | | • | | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | | |
| | 1 | 65 | | \$29.06 | \$7.07 | \$11.52 | \$0.00 | × 0 mi 11010 | |
| | 2 | 65 | | \$29.06 | \$7.07 | \$11,52 | \$0,00 | 7 1, | |
| | 3 | 70 | | \$31,30 | \$7.07 | \$12.40 | \$0.00 | 477105 | |
| | 4 | 75 | • | \$33.53 | \$7.07 | \$13,30 | \$0.00 | 4-0111 | |
| | 5 | 80 | | \$35.77 | \$7.07 | \$14.18 | \$0.00 | \$53,90 \$53,90 | |
| | 6 | 85 | | \$38.00 | \$7.07 | \$15.07 | \$0.00 | \$57.02 | |
| | 7 | 90 | | \$40.24 | ቀማ ለማ | 4 | 90,00 | \$60.14 | |

| 7 | 90 | | \$38.00 | \$7.07 | \$15.07 | \$0.00 | \$60.14 |
|--------|-------------|------------|----------------------|--------|------------------|--------------|----------------------|
| 8 | 95 | | \$40.24 | \$7.07 | \$15.95 | \$0.00 | \$63.26 |
| - | <i>J.</i> , | | \$42,47 | \$7.07 | \$16.84 | \$0.00 | \$66,38 |
| Effect | tive Date - | 01/01/2020 | | | | | , |
| Step | percent | | Apprentice Base Wage | Health | Pension | Supplemental | |
| 1 | 65 | | \$29.97 | | | Unemployment | Total Rate |
| 2 | 65 | | | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 3 | 70 | | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 4 | 75 | | \$32.27 | \$7.07 | \$12.59 | \$0.00 | \$51.93 |
| 5 | | | \$34.58 | \$7.07 | \$13,49 | \$0,00 | \$55,14 |
| | 80 | | \$36.88 | \$7.07 | \$14.38 | \$0.00 | |
| 5 | 85 | | \$39.19 | \$7.07 | \$15,29 | | \$58.33 |
| 7 | 90 | | \$41,49 | | | \$0.00 | \$61. 5 5 |
| 3 | 95 | | | \$7.07 | \$1 <i>6.</i> 18 | \$0.00 | \$64.74 |
| | | | \$43.80 | \$7.07 | \$17.09 | \$0.00 | \$67,96 |

| Apprentice to Journeyworker Ratio:1:4 | | | | | | |
|--|------------|---------|---------|---------|--------|--------------------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 08/01/2019 | \$52.26 | \$10,75 | \$20.70 | \$0,00 | 400 54 |
| BRICKLAYERS LOCAL 3 (LOWELL) | 02/01/2020 | \$52,86 | \$10.75 | \$20,70 | \$0.00 | \$83,71 |
| | 08/01/2020 | \$54.21 | \$10.75 | \$20.85 | \$0.00 | \$84.31 \$85.81 |
| | 02/01/2021 | \$54,81 | \$10.75 | \$20.85 | \$0.00 | \$86.41 |
| | 08/01/2021 | \$56.21 | \$10.75 | \$21.01 | \$0.00 | \$87.97 |
| | 02/01/2022 | \$56.79 | \$10.75 | \$21.01 | \$0.00 | \$88.55 |

Issue Dafe: 11/27/2019 Wage Request Number: 20191127-003

| Reference at a part of the second of the sec | Effective Dan | , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | | | arminar a par y description | |
|--|------------------------|---|--------------------|---------------------|-----------------|-----------------------------|---------|
| Classification | | | | | | | |
| Apprentice - BRICK/PLASTER/CEMENT M | IASON - Local 3 Lowell | | Pension | Supplem Unemploj | nental /mest | Total Rate | |
| Effective Date - US/U1/2017 | Apprentice Base Wage | Health | | | 0.00 | \$57.58 | |
| Step percent | \$26.13 | \$10.75 | \$20.70 \$20.70 | | 00.02 | \$62.81 | |
| 1 50 | \$31,36 | \$10.75 | | | \$0.00 | \$68.03 | • |
| 2 60 | \$36.58 | \$10.75 | \$20.70 \$20.70 | | \$0.00 | \$73.26 | |
| 3 70 | \$41.81 | \$10.75 | \$20.70 | | \$0.00 | \$78.48 | |
| 4 80 | \$47.03 | \$10.75 | \$20.70 | | • | | |
| 5 90 | | | | Supp | lemental | Total Rate | |
| Effective Date - 02/01/2020 | Apprentice Base Wa | ge Health | Pension | Unomy | loyment | \$57.88 | |
| Step percent | | \$10,75 | \$20.70 |) | \$0.02 | \$63.17 | |
| 1 50 | \$26.43 | \$10.75 | \$20.79 | 0 | \$0.00 | \$68.45 | |
| 2 60 | \$31.72 | \$10.75 | \$20.7 | 0 | \$0.00 | \$68.43 \$73.74 | |
| 3 70 | \$37.00 | \$10.75 | \$20.7 | 0' | \$0.00 | \$73.74 | |
| 4 80 | \$42.29 | \$10.75 | \$20.7 | 70 | \$0.00 | \$12,02 | |
| 5 90 | \$47.57 | | | | | | |
| | | | | | | į | |
| Notes: | | | | | | | |
| <u> </u> | | | | | | 40.00 | \$75.29 |
| Apprentice to Journeyworker Ratio:1 | :5 | 1/2019 | \$47.69 | h v = | \$15.60 | \$0.00 \$0.00 | \$76.43 |
| TO TER GRADER/SCRAPER | | 1/2019 | | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| OPERATING ENGINEERS LOCAL 4 | | 1/2020 | φ - | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | | 01/2020 | \$50.45 | \$12,50 | \$15.70 | \$0.00 | \$79.74 |
| | | 01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | 88.082 |
| | | 01/2021 | \$52,68 | \$12.50 | \$15.70 | 4 | |
| A TING ENGINEEL | | | | \$7.85 | \$16.05 | \$0.00 | \$64.15 |
| For apprentice tales see "Apprentics- OPERATING ENGINEER | 06 | /01/2019 | \$40,25 | \$8.10 | \$16.80 | \$0.00 | \$65.15 |
| For apprentice rates see "APPINING BOTTOM MAN CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE | 12 | /01/2019 | \$40.25 | \$8.10 | \$16,80 | \$0.00 | \$66.14 |
| LABORERS - FOUNDALION | | 5/01/2020 | \$41.24 | \$8.10 | \$16.80 | \$0.00 | \$67.12 |
| | | 2/01/2020 | \$42.22 042.24 | \$8,10 | \$16.80 | \$0.00 | \$68.14 |
| | | 6/01/2021 | \$43,24 | \$8,10 | \$16.80 | \$0.00 | \$69.15 |
| | 1 | 2/01/2021 | \$44.25 | | | | \$63.00 |
| For apprentice rates ace "Apprentice- LABORER" | | 0.01/0010 | \$39.10 | \$7.85 | \$16.05 | | \$64.00 |
| THE PROPERTY OF THE PROPERTY O | | 06/01/2019 12/01/2019 | \$39.10 | \$8.10 | \$16.80 | | \$64.99 |
| CAISSON & UNDERLAND MARINE LABORERS - FOUNDATION AND MARINE | | 06/01/2020 | \$40.09 | \$8.10 | \$16.80 | 4 - 45 | \$65.97 |
| Manage | | 12/01/2020 | | \$8.10 | | | \$66.99 |
| | | 06/01/2021 | | \$8.10 | \$16.8 | | \$68.0 |
| | | 12/01/2021 | 40 | \$8.10 | \$16.8 | 30 \$0.00 | B00.00 |
| | | 12/01/2021 | 4 10000 | | | | |

For apprentice rates see "Apprentice-LABORER"

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militaria e victo del presenta del como de la composita como del monte de la compositación de la como de la compositación de la como de la compositación del compositación de la compositación del compositación de la compositación del compositación del compositación de la compositación del compositación de la compositación de la compositación del compositación de la compositación de la compositación de la compositación de la compositación del compositación de la c

| CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE | Effective Dat | | | Pension | Supplemental | Total Rate |
|---|---|--|------|--------------------|--|---|
| For apprentice rates see "Apprentice- LABORER" CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" ARPENTER RPENTERS - ZONE 2 (Eastern Massachusetts) | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021 09/01/2021 09/01/2020 09/01/2020 03/01/2021 09/01/2021 | \$39,10 \$39,10 \$40,09 \$41,07 \$42,09 \$43,10 \$34,20 \$34,31 \$35,20 \$36,09 \$37,01 \$37,92 \$41,90 \$42,50 \$43,15 \$43,75 | | \$16.80 \$16.80 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63,00 \$64,00 \$64,99 \$65,97 \$66,99 \$68,00 \$56,93 \$57,79 \$58,68 \$59,57 \$60,49 \$61,40 \$70,25 \$70,85 \$71,50 |
| | 09/01/2022 | \$45.65 \$ | 9.40 | \$18.95 \$18.95 | \$0.00 \$0.00 | \$72.75 \$73.35 \$74.00 \$74.60 |

un due francounte de la companyación de la companya

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| The state of the s | أمر فعوصون فريفتني | Supplemental | Total Rate |
|--|--------------------|--|----------------|
| Tableh | Pension | rtloremant | I Other Kenner |
| Classification Effective Date Base Wage Reactive Classification | | The same of the property and the second operations | |

THE STATE OF THE S

| p | ve Date - percent | | Apprentice Base Wage | Health \$9,40 | \$1.73 | \$0.00 | \$32.08 | |
|----------------|------------------------|------------------------|---|------------------|---------|------------------------------|------------|--|
| | 50 | | \$20.95 | \$9,40 | \$1.73 | \$0.00 | \$36.27 | |
| | 60 | | \$25.14 | \$9.40 | \$13,76 | \$0.00 | \$52.49 | |
| | 70 | | \$29.33 | \$9.40 | \$13.76 | \$0.00 | \$54.59 | |
| | 75 | | \$31.43 | \$9.40 | \$15.49 | \$0.00 | \$58.41 | |
| | 80 | | \$33,52 | \$9.40 \$9.40 | \$15.49 | \$0,00 | \$58.41 | |
| | 80 | | \$33,52 | \$9.40 | \$17.22 | \$0.00 | \$64.33 | |
| | 90 | | \$37.71 | \$9.40 \$9.40 | \$17.22 | \$0.00 | \$64.33 | |
| 3 | 90 | | \$37.71 | \$9.40 | Ψ27.22 | | | |
| | | 03/01/2020 | | | Pension | Supplemental Unemployment | Total Rate | |
| lifec ltep | tive Date - percent | 05/02/24 | Apprentice Base Wag | | | \$0.00 | \$32.38 | |
| i I | 50 | | \$21.25 | \$9.40 | \$1.73 | \$0,00 | \$36.63 | |
| • | 60 | | \$25.50 | \$9,40 | \$1.73 | \$0,00 | \$52.91 | |
| 2 | 70 | | \$29.75 | \$9.40 | \$13.76 | \$0.00 | \$55.04 | |
| 3 | | | \$31,88 | \$9,40 | \$13.76 | | \$58,89 | |
| 4 | 75 | | \$34.00 | \$9.40 | \$15.49 | \$0,00 | \$58.89 | |
| 5 | 80 | | \$34.00 | \$9.40 | \$15.49 | \$0.00 | \$64.87 | |
| 6 | 80 | | \$38.25 | \$9,40 | \$17.22 | | \$64.87 | |
| 7 | 90 | | \$38.25 | \$9.40 | \$17.22 | \$0.00 | φ(J4,Δ) | |
| 8 | 90 | | والمحسم ومنيا بيستو وسيدو ومنيو ومستواق | | | | | |
| N _O | tes: | entured After 10/1/17; | 45/45/55/55/70/70/80/80 35/ 5&6 \$54.22/ 7&8 \$60.14 | | | | | |

CARPENTER WOOD FRAME CARPENTERS-ZONE 2 (Wood Frame)

All Aspects of New Wood Frame Work

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| ~1. | selfion#a- | |
|-----|------------|--|
| | | |

Effective Date Base Wage Health

Pension Supplemental Unemployment

Total Rate

| Apprentice - | CARPENTER (Wood Frame) - Zone 2 |
|--------------|---------------------------------|
| Effortive D. | 10/04/2022 |

| Step | percent | | Apprentice Base Wage | Health | Pension | Supplemental | |
|--------------|-------------------------|--|-------------------------|--------|-------------|--------------|------------|
| 1 | 60 | | \$16.77 | | | Unemployment | Total Rate |
| 2 | 60 | | | \$7.07 | \$0.00 | \$0.00 | \$23,84 |
| 3 | 65 | | \$16.77 | \$7.07 | \$0.00 | \$0,00 | \$23.84 |
| 4 | 70 | | \$18.17 | \$7.07 | \$7.86 | \$0.00 | \$33.10 |
| 5 | 70 75 | | \$19,57 | \$7.07 | \$7.86 | \$0,00 | \$34,50 |
| - 6 | 7 <i>5</i> 80 | | \$20.96 | \$7.07 | \$7.86 | \$0.00 | |
| 7 | | | \$22.36 | \$7.07 | \$7.86 | \$0.00 | \$35,89 |
| | 85 | | \$23.76 | \$7.07 | \$7,86 | | \$37.29 |
| } | 90 | | \$25,16 | \$7.07 | | \$0.00 | \$38.69 |
| - | | · | | φ7.0/ | \$7.86 | \$0,00 | \$40.09 |
| lotes: | 04 7 7 . | | | | | | |
| | % Machine Sten 18201 | d After 10/1/17; 45/4 | 5/55/55/70/70/80/80 | | | | 1 |
| | CION TORY OF | 9,65/ 3&4 \$27,19/ 5. teyworker Ratio:1:5 | &6 \$34 50/ 7&8 \$27 20 | | | | i |

CEMENT MASONRY/PLASTERING
BRICKLAYERS LOCAL 3 (LOWELL)

07/01/2019 \$43.99 \$12.75 \$22.41 01/01/2020 \$45.23 \$12.75 \$22.41

\$0.62 \$0.62

\$79,77 \$81,01

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

| Effec Step | tive Date - | 07/01/2019 | r - Lowell | | | | |
|-----------------|---------------|--|----------------------|-----------------|---------|--------------------------------------|----------------------|
| 1 | percent 50 | Аррг | rentice Base Wag | e Health | Pension | Supplemental Unemployment | Total Rate |
| 2 | 50 60 | | \$22,00 | \$12,75 | \$15,41 | \$0,00 | \$50.16 |
| 3 | 65 | | \$26,39 | \$12.75 | \$17.41 | \$0,62 | \$57.17 |
| 4 | 70 | | \$28,59 | \$12.75 | \$18.41 | \$0.62 | \$60.37 |
| 5 | 75 | | \$30.79 | \$12,7 <i>5</i> | \$19.41 | \$0.62 | \$63.57 |
| б | 80 | | \$32,99 | \$12.75 | \$20.41 | \$0,62 | \$66.77 |
| 7 | 90 | | \$35,19 | \$12.75 | \$21.41 | \$0.62 | \$69.97 |
| | | | \$39.59 | \$12.75 | \$22.41 | \$0.62 | \$75,37 |
| Effecti Step | ive Date ~ | 01/01/2020 | | | | | |
| 1 | percent 50 | Appre | ntice Base Wage | Health | Pension | Supplementa <u>i</u> Unemployment | Total Rate |
| 2 | 60 | | \$22,62 | \$12,75 | \$15.41 | \$0,00 | \$50.78 |
| 3 | 65 | | | \$12.75 | \$17.41 | \$0.62 | \$57. 9 2 |
| 4 | 70 | | \$29.40 | \$12.75 | \$18.41 | \$0.62 | \$61.18 |
| 5 | 75 | | | \$12.75 | \$19.41 | \$0.62 | \$64.44 |
| 6 | 80 | | **** | \$12,75 | \$20,41 | \$0.62 | \$67.70 |
| 7 | 90 | | | \$12.75 | \$21,41 | \$0.62 | \$70.96 |
| ST. (| | · Harrier Samuel | φ 40./1 ; | \$12.75 | \$22.41 | \$0.62 | \$76.49 |
| Notes: | Steps 3.4 are | 500 her All -di | | | | | |
| | _ | 500 hrs. All other steps are 1,000 | hrs. | | | | |
| Apprent | ice to Journ | eyworker Raffort 43 | | | | | |

The figure of the control of the con

| | Effective Date | Base Wage | Health | Pension | Supplementat Unemployment | Total Rate |
|--|--|---|---------------------------------------|--|---|--|
| Classification CHAIN SAW OPERATOR LABORERS - ZONE 2 | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | \$34.20 \$34.31 \$35.20 \$36.09 | \$7.85 \$8.10 \$8.10 \$8.10 | \$14.88 \$15.38 \$15.38 \$15.38 | \$0.00 | \$56.93 \$57.79 \$58.68 \$59.57 \$60,49 |
| | 06/01/2021 12/01/2021 | \$37.01 \$37.92 | \$8.10 \$8.10 | \$15.38 \$15.38 | \$0.00 | \$61.40 \$76.78 |
| For apprentice rates see "Apprentice- LABORER" CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 | \$51.98 \$53.08 | \$12. \$12. | 50 \$15.7 50 \$15.5 50 \$15.5 50 \$15.5 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$77.93 \$79.03 \$80.18 \$81.28 \$82.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/201 12/01/201 06/01/202 12/01/20 06/01/20 | 9 \$32.2 9 \$32.4 20 \$33.3 20 \$34. | 7 \$12 22 \$12 30 \$1 75 \$1 | 2.50 \$15 2.50 \$15 2.50 \$1 2.50 \$1 | | \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74 |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2 | 07/01/20 01/01/2 07/01/2 01/01/2 | 020 \$50 020 \$50 | 1,96 \$ 2,06 \$ | 8.20 \$ 8.20 \$ | 21.45 \$0.00 22.10 \$0.00 22.10 \$0.00 322.10 \$0.00 | 16 |

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| Classification | | | | | | | |
|---|---------------------|-------------|------------------|--------------|---------------------|------------------------------|----------|
| · | Effect | ive Date B | us Wage 1 | Tealth] | Pension | Supplemental Unemployment | Total Ra |
| Apprentice - PAINTER Local 35 - BRIDO | FES/TANDE | | | | | | |
| - 07/01/2019 | TAIVE I | | | | | | |
| Step percent | Apprentice Base W | age Health | Pens | | upplementai | | |
| 1 50 2 55 | \$25,33 | \$8,20 | | | mployment | Total Rate | |
| 3 60 | \$27.86 | \$8.20 | | .00 | \$0.00 | \$33.53 | |
| 4 65 | \$30.40 | \$8.20 | \$5, | | \$0.00 | \$41,84 | |
| 5 | \$32.93 | \$8.20 | \$6. | | \$0,00 | \$44.90 | |
| 70 | \$35.46 | \$8.20 | \$6. | | \$0.00 | \$47.96 | |
| 7.5 | \$38.00 | \$8.20 | \$18.3 | | \$0.00 | \$61.96 | |
| 40 | \$40.53 | | \$18.8 | | \$0.00 | \$65.03 | |
| 8 90 | \$45,59 | \$8.20 | \$19.3 | | \$0.00 | \$68.08 | |
| Effective Date - 01/01/2020 | 4 10105 | \$8,20 | \$20.4 | 0 | \$0.00 | \$74.19 | |
| Step percent | | | | | | | |
| 1 50 | Apprentice Base Wag | e Health | Pension | Տաթր Աշտո | lemenini loyment | 77 | |
| 2 55 | \$25.48 | \$8.20 | \$0.00 | | | Total Rate | |
| 3 60 | \$28.03 | \$8.20 | \$5.94 | | \$0.00 | \$33,68 | |
| 4 65 | \$30.58 | \$8.20 | \$6,48 | | \$0.00 | \$42.17 | |
| 5 70 | \$33,12 | \$8.20 | | | \$0.00 | \$45.26 | |
| 6 75 | \$35.67 | \$8.20 | \$7.02 | | \$0.00 | \$48.34 | |
| 7 80 | \$38.22 | \$8.20 | \$18.51 | : | \$0.00 | \$62.38 | |
| 00 | \$40.77 | \$8.20 | \$19.05 | , | 0.00 | \$65.47 | |
| 8 90 | \$45.8 <i>6</i> | \$8.20 | \$19.59 | \$ | 0.00 | \$68.56 | |
| Notes: | | Ψ0.20 | \$20.67 | \$ | 0.00 | \$74,73 | |
| Steps are 750 hrs. | | | | | | | |
| <u> </u> | | | | | | 1 | |
| Apprentice to Journeyworker Ratio:1:1 DEMO: ADZEMAN | | | | · | | 1 | |
| ABORERS - ZONE 2 | 05/01/02/ | | | | | | |
| | 06/01/2019 | \$39.30 | \$7.85 | \$15.85 | \$0.0 | 0 000 | |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2019 | \$39.30 | \$8.10 | \$16.60 | | | |
| EMO: BACKHOE/LOADER/HAMMER OPERATOR ABORERS - ZONE 2 | 06/01/2019 | | | | | ⁰ \$64.00 | J |
| For apprentice rates see "Approntice- LABORER" | 12/01/2019 | \$40,30 | \$7.85 | \$15.85 | \$0.00 | \$64.00 | |
| EMO: BURNERS | 12/01/2019 | \$40.30 | \$8.10 | \$16,60 | \$0.00 | | |
| BORERS - ZONE 2 | 06/01/2019 | \$40.00 | A | | | | |
| Por apprentice rates see "Apprentics- LABORER" | 12/01/2019 | \$40.05 | \$7.85 | \$15,85 | \$0.00 | \$63,75 | |
| MO; CONCRETE CULTER (1) | | \$40.05 | \$8.10 | \$16.60 | \$0.00 | | |
| | 06/01/2019 | \$40.30 | \$7 ar | 41.7.7 | | | _ |
| For apprentice rates see "Apprentice-LABORER" | 12/01/2019 | \$40.30 | \$7.85 \$9.10 | \$15.85 | \$0.00 | \$64,00 | |
| MO: JACKHAMMED ODER LEIGH | - | W. COLLEGE | \$8.10 | \$16.60 | \$0.00 | \$65.00 | |
| ONE 1 20AB 1 | 06/01/2019 | \$40.05 | \$7.85 | \$15.85 | | | |
| For apprentice rales see "Apprentice-LABORER" | 12/01/2019 | \$40.05 | \$8,10 | | \$0.00 | \$63.75 | - |
| MO: WRECKING LABORER ORERS - ZONE 2 | | | TOITU | \$16.60 | \$0.00 | \$64.75 | |
| | 06/01/2019 | \$39.30 | \$7.85 | \$15.85 | ድስ ለላ | | |
| For apprentice rates see "Apprentice-LABORER" | 12/01/2019 | \$39.30 | \$9.10 | 445.65 | \$0,00 | \$63,00 | |

Issue Date: 11/27/2019 Wage Request Number: 20191127-003 and the consideration of the control of the control

\$39.30

\$8.10

\$16.60

\$0.00

\$64.00

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For apprentice rates see "Apprentice- LABORER"

| and the second of the second o | Effective Date | | Health | | Supplemental Unemployment | Total Rate | |
|--|----------------|---|----------|----------|------------------------------|---|--|
| assification | | \$47.69 | \$12.00 | \$15,60 | \$0.00 | \$75.29 | |
| RECTIONAL DRILL MACHINE OPERATOR | 06/01/2019 | \$48.23 | \$12.50 | \$15,70 | \$0.00 | \$76.43 | |
| ERATING ENGINEERS LOCAL 4 | 12/01/2019 | • | \$12.50 | \$15.70 | \$0.00 | \$77.51 | |
| | 06/01/2020 | \$49,31 | \$12.50 | \$15.70 | \$0.00 | \$78.65 | |
| | 12/01/2020 | \$50.45 | _ | \$15.70 | \$0.00 | \$79.74 | |
| | 06/01/2021 | \$51.54 | \$12,50 | \$15.70 | \$0.00 | \$80.88 | |
| | 12/01/2021 | \$52.68 | \$12.50 | \$13.10 | φυ | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | #D 00 | \$21.15 | \$0,00 | \$99.57 | |
| TVER | 08/01/2019 | \$68.52 | \$9.90 | ΨΑΚΙΙΟ | T : | | |
| FILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |
| For apprentice rates see "Apprentice-PILE DRIVER" | | \$48.94 | \$9,90 | \$21.15 | \$0.00 | \$79.99 | |
| OTVER TENDER | 08/01/2019 | φ40.27 | Ψ | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |
| For apprentice rates see "Apprentice-PILE DRIVER" | 08/01/2019 | \$73.41 | \$9.90 | \$21.15 | \$0.00 | \$104.46 | |
| DIVER TENDER (EFFLUENT) | 00/01/2015 | • | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | \$133.83 | |
| For apprentice rates see "Apprentice-PILE DRIVER" | 08/01/2019 | \$102.7 | 8 \$9,90 | \$21.15 | 5 \$0.00 | \$133.03 | |
| DIVER/SLURRY (EFFLUENT) | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE I) For apprentice raies see "Apprentice-PILE DRIVER" | | | | \$18.8 | 8 \$0.00 | \$82.98 | |
| DRAWBRIDGE OPERATOR (Construction) | 03/01/201 | 9 \$51.10 | \$13.0 | 0 2:rg's | 30 maio | • | |
| DRAWBRIDGE OF ERATOR (COMMENT) | | | | | | | |
| For apprentice rates see "Apprentice-ELECTRICIAN" | | | \$13.0 | o \$18,8 | 8 \$0.00 | \$82.98 | |
| BLECTRICIAN | 03/01/201 | 9 \$51.10 | 3 912.0 | O #2010 | - | | |
| ELECTRICIANS LOCAL 103 | | | | | | | |

| Effect | ye Date - | <i>ECTRICIAN - Local 103</i> 03/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|--|-----------|--|----------------------|-----------|-------------|------------------------------|------------|------------|
| Step | percent | | | \$13.00 | \$0,61 | \$0.00 | \$34.05 | |
| 1 | 40 | | \$20.44 | \$13.00 | \$0.61 | \$0.00 | \$34.05 | |
| 2 | 40 | | \$20.44 | \$13.00 | \$14.34 | \$0.00 | \$50.34 | |
| 3 | 45 | | \$23.00 | • | \$14.34 | \$0.00 | \$50.34 | |
| 4 | 45 | | \$23.00 | \$13.00 | \$14.76 | \$0.00 | \$53.31 | |
| 5 | 50 | | \$25.55 | \$13.00 | | \$0.00 | \$56.28 | |
| 6 | 55 | | \$28.11 | \$13.00 | \$15.17 | \$0.00 | \$59.24 | |
| 7 | 60 | | \$30.66 | \$13,00 | \$15.58 | \$0.00 | \$62.22 | |
| 8 | 65 | | \$33.22 | \$13.00 | \$16.00 | \$0.00 | \$65.17 | |
| 9 | 70 | | \$35.77 | \$13.00 | \$16.40 | \$0,00 | \$68.15 | |
| 10 | 75 | | \$38.33 | \$13.00 | \$16.82 | \$0.00 | | |
| Note | | | | | | | | |
| 1,700 | App Pr | ior 1/1/03; 30/35/40/45/50/ | 55/65/70/75/80 | | | | | |
| \ | | Journeyworker Ratio:2:3* | ** | | | | \$0.00 | \$92,56 |
| | | 01/01/20 |)19 \$5 | 9,47 \$15 | | | \$95.56 | |
| ATOR CONSTRUCTOR TOR CONSTRUCTORS LOCAL 4 | | 01/01/2 | 020 \$6 | 1,42 \$15 | | \$0,00 | \$98.66 | |
| MION COMME | | | 01/01/2 | :021 \$6 | 63.47 \$15. | | \$0.00 | \$101.86 |
| | | | 01/01/2 | 022 \$6 | 55.62 \$16 | .03 \$20.21 | \$0.00 | \$101,60 |
| | | | |)1127-003 | | | | Page 11 of |

| Apprentice - ELEVATOR CONSTRUCE Effective Date - 01/01/2019 Step percent 1 50 | TOR - Local 4 | | | | Unemploymen | Total Rate f |
|--|----------------------|------------------|--------------------|------------------------------|-----------------|--------------------|
| 1 50 | | | | | | |
| 50 | Apprentice Base Wag | e Health | Pension | Supplement Unemployme | | |
| | \$29.74 | \$15.58 | \$0.00 | \$0.0 | 20121 2 | |
| 2 55 | \$32.71 | \$15.58 | \$17.51 | \$0.0 \$0.0 | _ | |
| 3 65 | \$38.66 | \$15.58 | \$17.51 | \$0.0 \$0.0 | 400 | |
| 4 70 | \$41,63 | \$15.58 | \$17.51 | | - Ψ/1. | |
| 5 80 | \$47.58 | \$15.58 | \$17.51 | \$0.00 | 41.1 | |
| Effective Date - 01/01/2020 | | | 427.51 | \$0.00 | \$80. | 67 |
| Step percent 1 50 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | l † Total Ra | te. |
| 2 55 | \$30.71 | \$1 <i>5</i> .73 | \$0.00 | \$0,00 | | |
| 3 65 | \$33.78 | \$15.73 | \$18.41 | \$0.00 | Ψ.υ. | |
| 4 70 | \$39.92 | \$15.73 | \$18.41 | \$0.00 | \$74.0 | |
| 5 80 | \$42,99 | \$15.73 | \$18.41 | \$0,00 | \$77,1 | |
| 5 80 | \$49.14 | \$15.73 | \$18.41 | \$0.00 | \$83.2 | |
| Notes; | | | | | Ψυσ | , |
| Steps 1-2 are 6 mos.; Steps 3-5 are | l year | | | | | |
| Apprentice to Journeyworker Ratio:1:1 | | | | | | |
| ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2019 | \$41.63 | | | | |
| | 01/01/2020 | \$42,99 | \$15.58 | \$17.51 | \$0.00 | \$74.72 |
| | 01/01/2021 | \$44.43 | \$15.73 \$15.88 | \$18,41 | \$0.00 | \$77.13 |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | 01/01/2022 | \$45.93 | \$16.03 | \$19.31 | \$0.00 | \$79.62 |
| FENCE & GUARD RAIL ERECTOR | | | \$10.03 | \$20.21 | \$0.00 | \$82.17 |
| LABORERS - ZONE 2 | 06/01/2019 | \$34.20 | \$7.85 | \$14.88 | \$0.00 | \$56.00 |
| | 12/01/2019 | \$34.31 | \$8.10 | | \$0.00 | \$56.93 \$57.79 |
| | 06/01/2020 | \$35.20 | \$8.10 | | \$0.00 | \$58,68 |
| | 12/01/2020 | \$36.09 | \$8.10 | | \$0.00 | \$59.57 |
| | 06/01/2021 | \$37.01 | \$8.10 | **= | to no | \$60,49 |
| For apprentice rates see "Apprentice-LABORER" | 12/01/2021 | \$37.92 | \$8.10 | | ha | \$61,40 |

11/01/2019

05/01/2020

11/01/2020

05/01/2021

11/01/2021

05/01/2022

\$44.18

\$45.33

\$46.33

\$47.48

\$48.48

\$49,63

\$12.00

\$12.00

\$12.00

\$12.00

\$12.00

\$12,00

\$15.60

\$15.60

\$15.60

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\$15.60

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\$0.00

-\$0,00

\$0.00

\$0,00

\$0.00

\$0.00

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

OPERATING ENGINEERS LOCAL 4

Issue Date: 11/27/2019 Wage Request Number: 20191127-003

\$71.78

\$72.93

\$73.93

\$75.08

\$76.08

\$77,23

| and the second property of the contract of the second property of the second of the se | and the second second second second | المناعظ فالمسأطان أوالتاهم | سويشك سنة السكاية. | ealth | Pension | Supp | plemental mployment | Total Rate |
|--|-------------------------------------|----------------------------|--------------------|---------------|---------|---------------|------------------------|------------|
| | Effective Date | DE39 11 | | 12,00 | \$15.6 | | 0.00 | \$73.28 |
| Classification The STE HVY/HWY | 11/01/2019 | \$45.6 | | | \$15.6 | | 0.00 | \$74.43 |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY | 05/01/2020 | \$46. | | \$12.00 | \$15.6 | - | 00.00 | \$75.44 |
| OPERATING ENGINEERS LOCAL 4 | 11/01/2020 | \$47. | ~ - | \$12.00 | \$15.6 | | \$0.08 | \$76.60 |
| | 05/01/2021 | \$49. | | \$12.00 | | | \$0,00 | \$77.61 |
| | 11/01/2021 | \$50 | .01 | \$12.00 | \$15. | ,,, | \$0.00 | \$78.77 |
| | 05/01/2022 | \$51 | .17 | \$12.00 | \$15. | 60 | \$0.00 | |
| THE PARTY OF THE P | | | | | \$15 | 60 | \$0.00 | \$50.17 |
| For apprendice rates see "Apprendice- OPERATING ENGINEERS" | 11/01/2019 | \$22 | 2.57 | \$12.00 | | | \$0.00 | \$50.84 |
| THE DENGROD PERSON-BLDG, SITE, HV 1711 V | 05/01/2020 | \$2 | 3.24 | \$12.00 | | | \$0.00 | \$51.43 |
| OPERATING ENGINEERS LOCAL 4 | 11/01/2020 | | 3,83 | \$12.00 | | 5,60 | \$0.00 | \$52.11 |
| | 05/01/2021 | | 4.51 | \$12.00 | • | 5.60 | | \$52.71 |
| | 11/01/202 | | 25.11 | \$12.0 |) \$1 | 5.60 | \$0.00 | \$53.38 |
| | 05/01/202 | - | 25.78 | \$12.0 | 0 \$1 | 5,60 | \$0.00 | - تاریک |
| | Q3/01/202 | | | | | | \$0.00 | \$82.98 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 03/01/201 | 9 \$ | 51.10 | \$13.0 | 10 20 | 88.8 | 30,0a | |
| FIRE ALARM INSTALLER | | | | | | | | |
| | | | | \$13. | no \$ | 16.82 | \$0.00 | \$68.15 |
| For apprentice rates see "Apprentice-BLECTRICIAN" | 03/01/20 | 19 | 38.33 | Φ1⊃. | UU - | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS | | | | | | | | |
| LOCAL 103 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNI | CIAN" | | | \$12 | 00 : | \$15.60 | \$0.00 | \$67.14 |
| For apprentice rates see "Apprentice" | | *** | \$39.54 | \$12 | ,,,,, | \$15.70 | \$0.00 | \$68.09 |
| FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 | 12/01/2 | 019 | \$39.89 | | | \$15.70 | \$0.00 | \$69.00 |
| OPERATING ENGLY. | 06/01/2 | 020 | \$40.80 | | 200 | \$15,70 | \$0,00 | \$69.95 |
| | 12/01/2 | 020 | \$41.75 | | U.J. | \$15.70 | \$0,00 | \$70.86 |
| | 06/01/2 | 021 | \$42.66 | | 2,24 | \$15.70 | 00 | \$71.81 |
| | 12/01/2 | 2021 | \$43.61 | Į \$ 1 | 2.50 | Φ12.10 | | |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | | | #00 F | 0 \$' | 7,85 | \$14.88 | \$0.00 | \$45.23 |
| For apprentice rates see "Apprentice" | 06/01/ | | \$22.5 | | 8.10 | \$15.38 | 8 \$0.00 | \$46.98 |
| FLAGGER & SIGNALER LABORERS - ZONE 2 | 12/01/ | | \$23.5 | ٠. | 8,10 | \$15.3 | . 40.00 | \$46,98 |
| DABUKERO - 2001- | 06/01 | | \$23.5 | | | \$15.3 | | \$47.98 |
| | 12/01 | /2020 | \$24.5 | - | 8.10 | \$15.3 | | \$47.98 |
| | 06/01 | /2021 | \$24.: | - | 8,10 | \$15.3 | | \$47.98 |
| | 12/01 | /2021 | \$24. | 50 | \$8.10 | <u>-اديني</u> | | |
| * 4 T.A BORER! | | | | 25 | \$9.40 | \$19. | 25 \$0.00 | |
| For apprentice rates see "Apprentice-LABORER" | | 1/2019 | \$46 | | \$9.40 | \$19. | | \$75.70 |
| FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I | 03/0 | 1/2020 | \$47 | • | | \$19. | | o \$76.50 |
| FLOORCOVEREAG DO GAZ | 09/0 | 1/2020 | \$47 | | \$9.40 | \$19. | | A ### 00 |
| | 03/ | 1/2021 | \$48 | 3.65 | \$9.40 | \$19 | | eno 10 |
| | 1 | 01/2021 | e 40 | 9,45 | \$9.40 | 212 | Party Care | 30 \$78.90 |

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| | Effecti | ve Date Ra | se Wage 1 | Iealth 1 | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|-----------|---------------|---------------------|------------------------------|-------------|
| Apprentice - FLOORCOVERER - Lo | ocal 2168 Zone I | | | | | | |
| Effective Date - 09/01/2019 Step percent | | | | | | | |
| I 50 | Apprentice Base Wa | go Health | Pens | ion II | ppplcmeniai | | |
| 20 | \$23,13 | \$9.40 | | | employment | Total Rate | |
| 200 | \$25.44 | \$9.40 | \$1 | | \$0.00 | \$34.32 | |
| 4 | \$27.75 | \$9.40 | \$1, | | \$0,00 | \$36.63 | |
| | \$30.06 | \$9.40 | \$13. | | \$0.00 | \$51.03 | |
| 70 | \$32.38 | \$9.40 | \$13. | | \$0.00 | \$53.34 | |
| , ru | \$34.69 | \$9.40 | \$15.6 | | \$0.00 | \$57.45 | |
| 0 | \$37.00 | \$9.40 \$9.40 | \$15,6 | | \$0.00 | \$59.76 | |
| 8 85 | \$39.31 | | \$17.4 | | \$0.00 | \$63.86 | |
| Effective Date - 03/01/2020 | | \$9.40 | \$17.4 | 6 | \$0,00 | \$66,17 | |
| Step percent | | | | | | • | |
| 1 50 | Apprentice Base Wage | Health | Pension | Sирр Илопи | lemonial loyment | m. e. i m | |
| 2 55 | \$23.53 | \$9.40 | \$1.79 | | | Total Rate | |
| 3 ₆₀ | \$25.88 | \$9.40 | \$1.79 | | \$0.00 | \$34.72 | |
| 4 65 | \$28.23 | \$9.40 | \$13.88 | | \$0,00 | \$37.07 | |
| 5 70 | \$30.58 | \$9.40 | \$13.88 | | \$0.00 | \$51.51 | |
| 6 75 | \$32.94 | \$9.40 | \$15,67 | | \$0.00 | \$53.86 | |
| 7 80 | \$35.29 | \$9.40 | \$15.67 | | \$0,00 | \$58.01 | |
| 8 85 | \$37.64 | \$9.40 | \$17.46 | | \$0.00 | \$60.36 | |
| | \$39.99 | \$9.40 | \$17.46 | | \$0.00 | \$64.50 | |
| Notes: Steps are 750 hrs. | | | Ψ17,70 | ð | 60.00 | \$66,85 | |
| % After 09/1/17; 45/45/55/55/70/70/ Step 1&2 \$32.00/ 3&4 \$22.70/ 3 | /80/80 (1500hr Stens) | | | | | ; | |
| Step 1&2 \$32.00/3&4 \$38.36/5&6 Apprentice to Journeyworker Ratio:1:1 | \$57.45/ 7&8 \$63,86 | | | | | Į Į | |
| ORK LIFT/CHERRY PICKED | | | | · | | | |
| PERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$48.18 | *** | | | | |
| | 12/01/2019 | \$48.73 | \$12.00 | + | 7.0.0 | 0 \$75.7 | 8 |
| | 06/01/2020 | \$49.83 | \$12,50 | • | , | \$76,93 | 3 |
| | 12/01/2020 | \$50,98 | \$12.50 | \$15.70 | 4-700 |) \$78.03 | 3 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | , , | Ψ/3.10 | ł |
| For apprendice rates see "Apprendice- OPERATING ENGINEERS" | 12/01/2021 | \$53,23 | \$12.50 | \$15.70 | 75.00 | φου. Συ | |
| SUCKATOR/LIGHTING DE ADERSON | | لكبريب | \$12,50 | \$15.70 | \$0.00 | \$81.43 | |
| PERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$32.28 | \$12.00 | \$15.60 | #A == | | - |
| | 12/01/2019 | \$32,47 | \$12.50 | \$15,70 | \$0.00 | \$59.88 | |
| | 06/01/2020 | \$33.22 | \$12.50 | \$15.70 | \$0.00 | \$60.67 | |
| | 12/01/2020 | \$34.00 | \$12.50 | \$15.70 | \$0.00 | \$61.42 | |
| | 06/01/2021 | \$34.75 | \$12.50 | \$15.70 | \$0.00 | \$62.20 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$35,54 | \$12.50 | \$15.70 | \$0.00 | \$62.95 | |
| AZIER (GLASS PLANK/AIR BARRIER/INTERIOR STEMS) | | | | Ψ±3./U | \$0,00 | \$63.74 | |
| STEMS) ZIERS LOCAL 35 (ZONE 2) | 07/01/2019 | \$40.16 | \$8.20 | \$21.45 | \$0.00 | A.c | |
| , | 01/01/2020 | \$40.46 | \$8.20 | \$22.10 | \$0.00 | \$69.81 | |
| | 07/01/2020 | \$41,56 | \$8.20 | \$22,10 | \$0.00 | \$70.7 <i>6</i> | |
| Date: 11/27/2019 Wage Request N | 01/01/2021 | \$42.66 | \$8.20 | \$22.10 | \$0.00 | \$71.86 | |

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数据的数据,1970年代的一种企业的企业的数据的企业的。1970年代,1970年代的1970年代的1970年代的1970年代的1970年代,1970年代,1970年代的1970年代,1970年代,1970年代,1970年代

| Appren Effectiv | e Date - | AZIER - Local 35 Zone 2 07/01/2019 | Apprentice Base Wage | Health | Pensio | | Supplemental Incorployment | Total Rate | |
|--------------------|---|---------------------------------------|----------------------|----------|--------|---------|-------------------------------|------------|-----|
| Step | percent | | \$20,08 | \$8,20 | \$0.0 | 0 | \$0.00 | \$28.28 | |
| 1 | 50 | | \$22.09 | \$8.20 | \$5.7 | 8 | \$0.00 | \$36.07 | |
| 2 | 55 | | \$24.10 | \$8.20 | \$6.3 | 0 | \$0.00 | \$38.60 | |
| 3 | 60 | | \$24.10 \$26.10 | \$8.20 | \$6.8 | | \$0,00 | \$41.13 | |
| 4 | 65 | | • | \$8.20 | \$18.3 | | \$0.00 | \$54.61 | |
| 5 | 70 | | \$28.11 | \$8.20 | \$18. | | \$0.00 | \$57.15 | |
| 6 | 75 | | \$30.12 | • | \$19. | | \$0.00 | \$59.68 | |
| 7 | 80 | | \$32.13 | \$8.20 | \$20. | | \$0,00 | \$64.74 | |
| 8 | 90 | | \$36.14 | \$8.20 | \$20. | 40 | φοίοο | | |
| Effect | ive Date - | 01/01/2020 | Apprentice Base Wag | e Health | Pensi | on | Supplemental Unemployment | Total Rate | |
| Step | percent | | | \$8.20 | \$0 | .00 | \$0.00 | \$28,43 | |
| 1 | 50 | | \$20.23 | \$8.20 | • | ,94 | \$0.00 | \$36.39 | |
| 2 | 55 | | \$22,25 | \$8.20 | - | .48 | \$0.00 | \$38.96 | |
| 3 | 60 | | \$24.28 | \$8.20 | • | ,02 | \$0.00 | \$41.52 | |
| 4 | 65 | | \$26.30 | \$8.20 | | 3.51 | \$0.00 | \$55.03 | |
| 5 | 70 | | \$28.32 | | | 0.05 | \$0.00 | \$57.60 | |
| 6 | 75 | | \$30.35 | \$8.20 | | 9.59 | \$0.00 | \$60.16 | |
| 7 | 80 | | \$32.37 | \$8.20 | |),67 | \$0.00 | \$65.28 | |
| 8 | 90 | | \$36.41 | \$8.20 | Φ21 | | | | |
| Note | Steps | are 750 hrs. | | | | | - | | |
| | | Journeyworker Ratio:1:1 | 06/01/2 | 2019 \$ | 48.18 | \$12.00 | \$15.60 | \$0.00 | \$7 |
| ENGINE Engineer | ER/CRAI E <i>LOCAL 4</i> | NES/GRADALLS | 12/01/3 | | 48.73 | \$12.50 | \$15,70 | \$0.00 | \$7 |
| THEFT | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | 06/01/ | | 49.83 | \$12.5 | 0 \$15.70 | \$0.00 | \$7 |
| | | | 12/01/ | | 50.98 | \$12.5 | 0 \$15.70 | \$0.00 | \$7 |
| | | | 06/01/ | | 52.08 | \$12.5 | 0 \$15.70 | \$0.00 | \$8 |
| | | | 12/01/ | | 53.23 | \$12.5 | | \$0.00 | \$8 |

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12/01/2021

en estrener de minimum estre en 19 endestas de la completación destas de completación en 19 en 19 de destas de

| Classification | | | | Effective | Date Base | Wage Heald | a Pension | | plemental mployment | Total) |
|--------------------------------|--------------------------|---------------------|---------------------------------------|----------------------|-----------|-------------|---------------------------------------|---------------|------------------------|---------------|
| | Effect | ive Date - | PERATING ENGINEERS 06/01/2019 | - Local 4 | | | м | | | |
| | Step 1 | percent | · · · · · · · · · · · · · · · · · · · | Apprentice Base Wag | e Health | Pension | Supplem Unemploy | | Total Rate | |
| | 2 | 55 | | \$26.50 | \$12.00 | \$0.00 | \$(| 0.00 | \$38.50 | |
| | 3 | 60 67 | | \$28.91 | \$12.00 | \$15.60 | | 0.00 | \$56,51 | |
| | 4 | 65 | | \$31.32 | \$12.00 | \$15.60 | | .00 | \$58.92 | |
| | 5 | 70 | | \$33.73 | \$12.00 | \$15.60 | | .00 | \$61.33 | |
| | 6 | 75 | | \$36,14 | \$12.00 | \$15.60 | | .00 | \$63.74 | |
| | 7 | 80 | | \$38. <i>5</i> 4 | \$12.00 | \$15.60 | | .00 | \$66.14 | |
| | 8 | 85 | | \$40,95 | \$12.00 | \$15.60 | \$0. | | \$68.55 | |
| | ٥ | 90 | | \$43.36 | \$12.00 | \$15.60 | \$0. | | \$70.96 | |
| - | Step | e Date - percent | 12/01/2019 | Apprentice Base Wage | Health | Pension | Supplemen Unemploym | utel | | |
| | 1 | 55 | — | \$26.80 | \$12.50 | \$0.00 | · · · · · · · · · · · · · · · · · · · | | Total Rate | |
| | 2 | 60 | | \$29.24 | \$12.50 | \$15.70 | \$0.0 | | \$39.30 | |
| | 3 | 65 | | \$31.67 | \$12.50 | \$15.70 | \$0,0 \$0,0 | | \$57.44 | |
| | 4 | 70 | | \$34.11 | \$12.50 | \$15.70 | \$0.0 | | \$59.87 | |
| | 5 | 75 | | \$36,55 | \$12.50 | \$15.70 | \$0,0 \$0.0 | | \$62,31 | |
| | 6 | 80 | • | \$38.98 | \$12.50 | \$15.70 | \$0,0 \$0. 0 | | \$64.75 | |
| | 7 | 85 | | \$41.42 | \$12.50 | \$15,70 | \$0.0 | | \$67.18 | |
| 8 | 8 | 90 | | | \$12,50 | \$15.70 | \$0.0 | | \$69.62 \$72.06 | |
| [N | Totes: | , | . — — — — — | | | | | | | |
| | | ice to Journ | neyworker Rafio:1:6 | | | | | | j | |
| AC (DUCTWO TMETAL WORKS | DRK) <i>Bry Loc</i> a | L 17-A | | 08/01/2019 | \$48.10 | \$13.20 | \$24,12 | \$2.56 | φn | 7.98 |
| | | | | 02/01/2020 | \$49.75 | | \$24.12 | \$2.61 | 7- | 9.68 |
| | | | | 08/01/2020 | \$51.35 | | \$24.12 | \$2,66 | | 1.33 |
| | | | | 02/01/2021 | \$53.00 | | \$24.12 | \$2.71 | *- | 3.03 |
| | | | | 08/01/2021 | \$54.75 | | \$24.12 | \$2.76 | • - | 3.u.s 4.83 |
| or apprentice rates | s sec ►Ар <u>г</u> | orentics-SHEE | T METAL WORKER" | 02/01/2022 | \$56.50 | | \$24.12 | \$2.81 | ** | 6.63 |
| .C (ELECTRIC TRICIANS LOCAL | CAL CC | ONTROLS) | | 03/01/2019 | \$51.10 | \$13,00 | \$18.88 | \$0,00 | | 2.98 |
| or apprentice rates | | | | | | | | | | |
| C (TESTING . IMETAL WORKE) | AND B. WLOCA | ALANCIN L17-4 | G - AIR) | 08/01/2019 | \$48,10 | \$13.20 | \$24,12 | ₹ 2 ₹£ | | |
| | | | | 02/01/2020 | \$49.75 | \$13.20 | \$24.12 | \$2.56 | \$87 | |
| | | | | 08/01/2020 | \$51.75 | # # # J # U | 44-1114 | \$2.61 | \$89 | .68 |

Issue Date: 11/27/2019 Wage Request Number: 20191127-003 Page 16 of 47

For apprentice rates see "Apprentice- SHEET METAL WORKER"

08/01/2020

02/01/2021

08/01/2021

02/01/2022

\$51.35

\$53,00

\$54.75

\$56.50

\$13.20

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| | e en | . 2006 (1024) | ا المنطق <u>معلومة بود.</u> | Boncion | Supplemental | Total Rate |
|--|---|---|---|--|--|--|
| Classification TVAC (TESTING AND BALANCING -WATER) | 09/01/2019 03/01/2020 | \$54.69 \$56.19 \$57.69 | \$10.95 \$10.95 \$10.95 | \$19.74 \$19.74 \$19.74 | \$0.00 \$0.00 \$0.00 | \$85.38 \$86.88 \$88.38 \$89.88 |
| PIPERTITIEKS LOCKE 33. | 09/01/2020 03/01/2021 | \$59.19 | \$10.95 \$10.95 | \$19.74 \$19.74 | \$0.00 | \$85.38 |
| For apprentice rates see "Apprentice- 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 | \$19.74 \$19.74 | | \$86.88 \$88.38 \$89.88 |
| For apprentice rates see "Apprentice-PIPHFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS LABORERS - ZONE 2 | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/202 | \$34.81 \$35.70 \$36.50 1 \$37.5 | \$8.10 0 \$8.10 9 \$8.10 1 \$8.1 | \$15.3 \$15.3 0 \$15.3 0 \$15.3 | 8 \$0.00 88 \$0.00 88 \$0.00 38 \$0.00 38 \$0.00 | \$57.43 \$58.29 \$59.18 \$60.07 \$60.99 \$61.90 |
| For apprentice rates see "Apprentice- LABORHR" INSULATOR (PIPES & TANKS) A PROPERTY OF THE P | 09/01/20 | 19 \$48. | 44 \$12 | 2.80 \$16 | ,40 \$0.00 | \$77.64 |

HEAT & FROST INSULATORS LOCAL 6 (BOSTON)

| Apprentice - ASBESTOS INSULATOR (Piper Effective Date - 09/01/2019 Step percent 1 50 2 60 3 70 4 80 Notes: | Apprentice Base Wage \$24.22 \$29.06 \$33.91 \$38.75 | Health \$12.80 \$12.80 \$12.80 \$12.80 | Pension \$11.90 \$12.80 \$13.70 \$14.60 | Supplemental Unemployment \$0.00 \$0.00 \$0.00 | Total Rate \$48.92 \$54.66 \$60.41 \$66.15 | |
|---|--|--|---|--|--|---------|
| Steps are 1 year Apprentice to Journeyworker Ratio:1:4 IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA) | 03/16/2 | 019 \$46 | 5.66 \$8.00 | \$23.50 | \$0.00 | \$78.16 |

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[Issue Date: 11/27/2019

| | | | | | | TT 10-31 7-4 4 44 44 44 | 7 | | | |
|--|------|---|--------------|--|--|---|--|--|--|------------------|
| Classification | ւքիւ | entice - IRONWORKI | FP - Fac-Jan | Effective I | Date Br | ase Wage - He | ealth Pen | i nole | Supplemental Juemployment | Total Ra |
| | tep | percent 60 70 75 80 85 | | \$28.00 \$32.66 \$35.00 \$37.33 \$39.66 | Health \$8.00 \$8.00 \$8.00 \$8.00 \$8.00 | \$23.5 \$23.5 \$23.50 \$23.50 \$23.50 | n Unempl | \$0.00 \$0.00 \$0.00 0.00 0.00 | Total Rate \$59.50 \$64.16 \$66.50 \$68.83 \$71.16 \$73.49 | |
| App JACKHAMMER & P LABORERS - ZONE 2 | rent | ** Structural 1:6; Omar ice to Journeyworker I ING BREAKER OPER | | 05/01/2019 | \$34, | 20 \$7.00 | | · , | | |
| For apprentice rates see LABORER ABORERS - ZONE 2 | 'Арр | realice- LABORER" | | 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$34.3 \$35.2 \$36.0 \$37.0 \$37.92 | \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 | \$14.88 \$15.38 \$15.38 \$15.38 \$15.38 \$15,38 | \$0.0 \$0.0 \$0.0 \$0.0 \$0.0 | 00 \$58 00 \$58 0 \$59 0 \$60, | .68 .57 49 |
| | | , | | 10/01/000 | \$33,95 \$34.06 \$34.95 \$35.84 \$36.76 \$37.67 | 41100 | \$14.88 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$57,5 | 4 3 2 |

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| Effective Date Rase Wage Health Pension Supplemental Total Rate Unemployment |
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| Appr | entic Hve | ce - LAE Date - | 3ORER - Zone 2 06/01/2019 | | e Base Wage | Health | Pensio | _ | piemental ployment | Total Rate | |
|---------------------------------------|--------------|----------------------|---------------------------------------|-----------|---------------|------------------|---------|------------------|---------------------------|------------|---------|
| Step | | ercent | | Apprentic | | \$7.85 | \$14.8 | 8 | \$0.00 | \$43.10 | |
| 1 | | 60 | · · · · · · · · · · · · · · · · · · · | | \$20.37 | | \$14.8 | | \$0,00 | \$46.50 | |
| 2 | | 70 | | | \$23.77 | \$7.85 | \$14.8 | | \$0.00 | \$49.89 | |
| 3 | | 80 | | | \$27.16 | \$7.85 | | | \$0.00 | \$53.29 | |
| | | 90 | | | \$30.56 | \$7.85 | \$14.5 | 50 | 44.1 | | |
| 4 | | | 12/01/2019 | | | | Pensi | | ipplemental employment | Total Rate | |
| Effe Ste | | e Date - percent | 12/01/2012 | Apprenti | ice Base Wage | Health \$8.10 | \$15 | | \$0.00 | \$43.92 | |
| 1 | | 60 | | | \$20.44 | | \$15 | | \$0.00 | \$47.32 | |
| 2 | | 70 | | | \$23.84 | \$8.10 | | | \$0,00 | \$50.73 | |
| 3 | | 80 | | | \$27.25 | \$8.10 | | 5,38 | \$0.00 | \$54.13 | |
| 4 | | 90 | | | \$30.65 | \$8.10 | \$15 | ος,,ο | · | | |
| N | otes: | | | | | | | | | | |
| ` } <u>_</u> | | enfice to | Journeyworker Ratio:1:5 | | | | | AZ 05 | \$14.88 | \$0.00 | \$56,68 |
| ORER: CARPENTER TENDER DRESS - ZONE 2 | | | 06/01/2 | | \$33.95 | \$7,85 | \$15.38 | \$0.00 | \$57.54 | | |
| | | | 12/01/3 | 2019 | \$34.06 | \$8.10 | \$15.38 | \$0.00 | \$58.43 | | |
| | | 06/01/202 | | 2020 | \$34.95 | \$8,10 | ***** | \$0.00 | \$59.32 | | |
| | | | | | 12/01/ | 12/01/2020 | | \$8.10 | ***** | \$0.00 | \$60.24 |
| | | | | | 06/01/ | 2021 | \$36.76 | \$8.10 | \$15.38 | \$0.00 | \$61.15 |
| | | | | | 12/01/ | 2021 | \$37.67 | \$8.10 | \$13,3G | | |
| | .tau co | ¹ Annceat | LCE- LABORER" | | | | | \$7.85 | \$14.88 | \$0.00 | \$56.68 |
| For apprendice in | VE V | T FINIS | HER TENDER | • | 06/01 | | \$33.95 | \$7.85 \$8,10 | \$15.38 | \$0.00 | \$57,54 |
| ORERS - ZONE | 2 2 | | | | | /2019 | \$34.06 | \$8.10 | \$15.38 | \$0.00 | \$58.43 |
| | | | | | 06/01 | /2020 | \$34.95 | \$8,10 | \$15.38 | \$0.00 | \$59.32 |
| | | | | | - | L/2020 | \$35.84 | \$8.10 | \$15,38 | \$0.00 | \$60.24 |
| | | | | | | 1/2021 | \$36.76 | | \$15.38 | \$0.00 | \$61.15 |
| | | | | | 12/0 | 1/2021 | \$37.67 | \$8,10 | Ψ.Σ " | | |
| w#- | mire | see "Appres | nlice-LABORER" | | | | 02415 | \$7.85 | \$14.83 | \$0.00 | \$56.83 |
| ror apprenance | 174 | RDOUS | WASTE/ASBESTOS REI | MOVER. | | 1/2019 | \$34.15 | \$8,10 | \$15,44 | \$0.00 | \$57.69 |
| BORERS - ZON | E 2 | | | | 12/0 | 1/2019 | \$34.15 | MO110 | | | |
| For apprentice | ; rate: | see "Appre | ntics- LABORER" | | 200 | 01/2019 | \$34.20 | \$7.85 | \$14.88 | \$0.00 | \$56.93 |
| ABORER: M | AS(| ON TENI | DER | | | | \$34.31 | \$8.10 | A1 C 40 | \$0.00 | \$57.79 |
| BORERS - ZON | E 2 | | | | | 01/2019 | \$35.20 | \$8.10 | A4 5 50 | \$0.00 | \$58,68 |
| | | | | | | 01/2020 | \$36.09 | \$8.10 | 61630 | \$0.00 | \$59.57 |
| | | | | | | 01/2020 | \$37.01 | | A . P . T . | \$0.00 | \$60.45 |
| | | | | | 06 | /01/2021 | 10.1CG | Amir T. | | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice-LABORER"

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propriod to the contract with the contract of

| LABORER: MULTI-TRADE TENDER | Effective Dat | 11 E | e Health | Pension | Supplemental Unemploymen | Total Rate |
|---|--|------------------|--------------------|--------------------|-----------------------------|------------|
| LABORERS - ZONE 2 | 06/01/2019 | \$33,95 | \$7.85 | \$14.88 | | |
| | 12/01/2019 | \$34.06 | \$8.10 | \$15.38 | | \$56.68 |
| | 06/01/2020 | \$34.95 | \$8.10 | \$15.38 | \$0.00 | \$57.54 |
| | 12/01/2020 | \$35.84 | \$8.10 | _ | \$0.00 | \$58.43 |
| | 06/01/2021 | \$36,76 | \$8.10 | \$15.38 | \$0.00 | \$59,32 |
| For apprentice rates see "Apprentice-LABORER" | 12/01/2021 | \$37.67 | \$8.10 | \$15,38 | | \$60.24 |
| LABORER: TREE REMOVED | | | | 01.00 | \$0.00 | \$61.15 |
| LABORERS - ZONE 2 | 06/01/2019 | \$33,95 | \$7.85 | \$14.88 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$34.06 | \$8,10 | \$15.38 | \$0.00 | |
| | 06/01/2020 | \$34.95 | \$8.10 | \$15.38 | \$0.00 | \$57.54 |
| | 12/01/2020 | \$35.84 | \$8.10 | \$15.38 | \$0.00 | \$58.43 |
| • | 06/01/2021 | \$36.76 | \$8.10 | \$15.38 | የ ባ ባሳ | \$59.32 |
| This classification applies to all tree work associated with the removal of standin a utility company for the purpose of operation, maintenance or repair of utility or ASER BEAM OPER ATOR | 12/01/2021 | \$37.67 | \$8.10 | | \$0.00 \$0.00 | \$60.24 |
| a utility company for the purpose of operation, maintenance or repair of utility on ASER, BEAM OPERATOR | g uces, and frimming and rom impuny equipment. For approx | oval of branches | and limbs wi | on the work is n | of done for | \$61.15 |
| BORERS - ZONE 2 | 06/01/2019 | \$34.20 | \$7.85 | TROKEK | | |
| | 12/01/2019 | \$34.31 | \$8.10 | \$14.88 | \$0.00 | \$56,93 |
| | 06/01/2020 | \$35,20 | | \$15.38 | \$0.00 | \$57.79 |
| | 12/01/2020 | \$36.09 | \$8.10 | \$15.38 | \$0.00 | \$58.68 |
| | 06/01/2021 | \$37.01 | \$8.10 | \$15,38 | \$0.00 | \$59,57 |
| For apprentice rates see "Apprentice-LABORER" | 12/01/2021 | \$37.92 | \$8.10 | \$15.38 | \$0.00 | \$60,49 |
| ARBLE & TILE FINISHERS | | Φ3 1.9 <u>Z</u> | \$8.10 | \$15,38 | \$0.00 | \$61.40 |
| CKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2019 | \$41.49 | \$10.75 | \$10.01 | A | |
| | 02/01/2020 | | \$10.75 | \$19.61 \$19.61 | \$0.00 | \$71.85 |
| | 08/01/2020 | . | \$10.75 | | \$0.00 | \$72.36 |
| | 02/01/2021 | * | | \$19.76 | \$0.00 | \$73.59 |
| | | 410103 | \$10.75 | \$19.76 | \$0.00 | \$74.10 |
| | 00/04/04 | | @10.75 | m10.0- | | 41 1120 |
| | 08/01/2021 | \$44.71 | \$10.75 \$10.75 | \$19,92 \$19,92 | ሰለ ለ። | \$75,38 |

Issue Date: 11/27/2019. Wage Request Number: 20191127-003 Page 20 of 47

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| Effectiv | e Date - | BLE & TILE FINISHER - I 08/01/2019 | Apprentice Base Wage | Health | Pension \$19.61 | Supplemental Unemployment \$0.00 | Total Rate \$51.11 | |
|---|--|---|--|---|--|---|---|---|
| Step 1 2 3 4 | 50 60 70 80 | | \$20.75 \$24.89 \$29.04 \$33.19 \$37.34 | \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 | \$19.61 \$19.61 \$19.61 \$19.61 | \$0.00 \$0.00 \$0.00 \$0.00 | \$55,25 \$59,40 \$63,55 \$67,70 | |
| Effect Step 1 2 3 4 5 | 90 Sive Date- percent 50 60 70 80 90 | 02/01/2020 | Apprentice Base Wag \$21.00 \$25.20 \$29.40 \$33.60 \$37.80 | ** Health \$10.75 | Pension \$19.61 \$19.61 \$19.61 \$19.6 | \$0.00 \$0.00 \$0.00 | Total Rate \$51.36 \$55.56 \$59.76 \$63.96 \$68.16 | |
| Ap Ap SLE MASON Ayers local | prentice to | Journeyworker Ratio:1:3 TERS & TERRAZZO MEC | 08/01 02/01 08/0 | /2020 | \$55.05 \$ \$56.40 \$ \$57.04 \$ | 10.75 \$21.30 10.75 \$21.30 10.75 \$21.45 510.75 \$21.45 \$10.75 \$21.61 \$10.75 \$21.61 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$86.47 \$87.10 \$88.60 \$89.24 \$90.86 \$91.3 |

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Ussue Date: 11/27/2019 Wage Request Number: 20191127-003

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| Classification | |

Effective Date Base Wage Health Pension Supplemental Uncomplemental Uncomplemental

| | Арр | rentice - | MARBLE-TILE-TE | RRAZZO MECHANIC - Local | 7 15-11 a w | t | | | |
|--|--|---|---|--|---|--|---|--|--|
| | | | | Docar | Agarote & T | ile | | | |
| | Step 1 | percent | | Apprentice Base W | ace Uantal | | Sup | plementat | |
| | | 50 | | \$27.21 | | Pensic | ot Unom | ployment | Total Rate |
| | 2 | 60 | | \$32.65 | \$10.75 | \$21.3 | 0 | \$0.00 | \$59,26 |
| | 3 | 70 | | | \$10.75 | \$21.3 | 0 | \$0.00 | \$64.70 |
| | 4 | 80 | | \$38.09 | \$10.75 | \$21.3 | מ | \$0.00 | \$70.14 |
| | 5 | 90 | | \$43,54 | \$10.75 | \$21.30 |) | \$0.00 | \$75.59 |
| | F#Fon4 | ve Date - | | \$48.98 | \$10.75 | \$21.30 | • | \$0.00 | \$81.03 |
| | Step | | 02/01/2020 | | | | | | φ01.03 |
| | 1 | percent 50 | | Apprentice Base Was | e Health | Pension | Supple | mental | |
| | 2 | | | \$27.53 | \$10.75 | | Unemplo | yment | Total Rate |
| | 3 | 60 | | \$33,03 | \$10.75 | \$21.30 | 3 | 00.00 | \$59.58 |
| | 4 | 70 | | \$38,54 | \$10.75 | \$21.30 | \$ | 00,00 | \$65.08 |
| | 5 | 80 | | \$44.04 | \$10.75 | \$21.30 | \$ | 0.00 | \$70,59 |
| | 5 | 90 | | | φ10,/3 | \$21.30 | \$ | 0.00 | \$76.09 |
| | | | | \$49.55 | 610.00 | | | | ቀ70,09 |
| j | Notes: | | | \$49.55 — — — — — — | \$10,75 | \$21.30 — — — | | 0,00 | \$81.60 |
| wr.cu. 2MRRhi | Apprenti | ATTON CO. | eyworker Ratio:1: | 5 | | \$21,30 | | | |
| ww.cu. 2 MRRhi | Apprenti | ATTON CO. | eyworker Ratio:1: | 06/01/2015 | \$47.69 | \$21.30 | \$0 | 0.00 | \$81,60 |
| ww.cu. 2 MRRhi | Apprenti | ATTON CO. | neyworker Ratio:1 | 06/01/2019 12/01/2019 | \$47.69 \$48.23 | | \$0 | \$0.00 | \$81.60 |
| ATTOTAL DARKED | Apprenti | ATTON CO. | eyworker Ratio:1: | 06/01/2019 12/01/2019 06/01/2020 | \$47.69 \$48.23 | \$12.00 | \$15.60 \$15.70 | \$0.0 | \$81.60 |
| wr.cu. 2 MRRhi | Apprenti | ATTON CO. | eyworker Ratio:1 CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | \$47.69 \$48.23 | \$12.00 \$12.50 | \$15.60 \$15.70 \$15.70 | \$0.0 \$0.0 \$0.0 | \$81,60 |
| MISCH, SWESP OPERATING ENGIN, | Apprenti ER OPER | ATOR (O) L 4 | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 | \$47.69 \$48.23 \$49.31 | \$12.00 \$12.50 \$12.50 | \$15.60 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rate | Apprenti | ATOR (ON | eyworker Ratio:1, I CONST, SITES) ATING ENGINEERS | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | \$47.69 \$48.23 \$49.31 \$50.45 | \$12.00 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rate ECHANICS MA | Apprenti | ATOR (ON | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rate ECHANICS MA | Apprenti | ATOR (ON | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 | \$81,60 |
| Por apprentice rate | Apprenti | ATOR (ON | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 06/01/2021 06/01/2019 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 \$47.69 \$48.23 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rate | Apprenti | ATOR (ON | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 06/01/2021 06/01/2019 12/01/2020 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 \$47.69 \$48.23 \$49.31 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rate | Apprenti | ATOR (ON | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 \$47.69 \$48.23 \$49.31 \$50.45 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 20 \$75.29 20 \$76.43 20 \$77.51 30 \$78.65 30 \$79.74 30 \$80.88 \$75.29 \$76.43 \$77.51 |
| Por apprentice rates | Apprenti ER OPER VEERS LOCAL AINTENA ERS LOCAL | ATOR (ON LL 4 | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2021 06/01/2019 06/01/2020 12/01/2020 06/01/2020 06/01/2021 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rates For apprentice rates LWRIGHT (70) | Apprenti ER OPER JEERS LOCAL AINTENA ERS LOCAL | ATOR (ON LL 4 entice- OPERA fice- OPERA | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 \$47.69 \$48.23 \$49.31 \$50.45 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |
| Por apprentice rate ECHANICS MA PERATING ENGINEE | Apprenti ER OPER JEERS LOCAL AINTENA ERS LOCAL | ATOR (ON LL 4 entice- OPERA fice- OPERA | CONST, SITES) | 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2021 06/01/2019 06/01/2020 12/01/2020 06/01/2020 06/01/2021 | \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 \$52.68 \$47.69 \$48.23 \$49.31 \$50.45 \$51.54 | \$12.00 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 | \$15.60 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$81.60 |

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| المستوي المستوي والمستوي والمستوين والمستوين والمستوين والمستوي والمستوي والمستوي والمستوية والمستوية والمستوين والم | The second Health | Pension + |
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| Classification | | |
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| | Apprer | tice - MILLWRIGHT - Local 1121 | Zone 2 | | | | Supplemental | | |
|---------------------------|------------------|---|---------------------|----------|-----------------|---------|--------------|------------|---------|
| | Effecti | ve Date - 04/01/2019 | Apprentice Base Wag | e Health | Pen | | nemployment | Total Rate | |
| | Step | percent | \$21.38 | \$9.90 | | 5.31 | \$0.00 | \$36,59 | |
| | 1 | 55 | | \$9.90 | | 5.13 | \$0.00 | \$50.30 | |
| | 2 | 65 | \$25.27 | \$9.90 | | 6.10 | \$0.00 | \$55.15 | |
| | 3 | 75 | \$29.15 | | | 17.06 | \$0.00 | \$60.00 | |
| | 4 | 85 | \$33.04 | \$9.90 | | | | | |
| | Notes | | | | | | | | |
| | 1 | Steps are 2,000 hours | | | | | | | |
| | Appr | entice to Journeyworker Ratio:1:5 | | | | | | | |
| ORTAR MI | | | 06/01/2 | 019 \$ | 34.20 | \$7.85 | \$14,88 | \$0.00 | \$56.93 |
| ABORERS - ZOI | NE 2 | | 12/01/2 | 019 \$ | 34.31 | \$8.10 | \$15.38 | \$0.00 | \$57.79 |
| | | | 06/01/2 | .020 \$ | 35,20 | \$8.10 | \$15.38 | \$0.00 | \$58.68 |
| | | | 12/01/2 | 020 \$ | 36.09 | \$8.10 | \$15,38 | \$0.00 | \$59.57 |
| | | | 06/01/2 | .021 \$ | 37.01 | \$8.10 | \$15,38 | \$0.00 | \$60.49 |
| | | | 12/01/2 | 2021 \$ | 37.92 | \$8.10 | \$15.38 | \$0.00 | \$61.40 |
| For apprent | ica rates se | "Appressice- LABORER" | | | | 448.00 | \$15.60 | \$0.00 | \$50.71 |
| DILER (OTF | IER THA | IN TRUCK CRANES, GRADALLS) | 06/01/2 | | \$23.11 | \$12,00 | | \$0.00 | \$51.28 |
| PERATING EN | IGINEERS | LOCAL 4 | 12/01/ | | \$23.08 | \$12.50 | \$15.70 | \$0.00 | \$51.83 |
| | | | 06/01/ | | \$23,63 | \$12,50 | \$15.70 | \$0.00 | \$52.40 |
| | | | 12/01/ | | \$24.20 | \$12.50 | \$15.70 | \$0.00 | \$52.95 |
| | | | 06/01/ | 2021 | \$24.75 | \$12.50 | \$15.70 | | \$53.53 |
| | | | 12/01/ | 2021 | \$25,33 | \$12.50 | \$15.70 | \$0.00 | دد.دده |
| | | *Apprentice- OPERATING ENGINEERS | 0.6/01 | 2010 | \$27.57 | \$12.00 | \$15.60 | \$0.00 | \$55.17 |
| OILER (TRI OPERATING E | UCK CR | ANES, GRADALLS) | 06/01/ | | \$27.64 | \$12,50 | \$15.70 | \$0.00 | \$55.84 |
| OPERATING E | мезмери | ECCAD 7 | 12/01 | | \$28.29 | \$12.50 | | \$0.02 | \$56.49 |
| | | | 06/01 | | \$28,97 | \$12.50 | | \$0.00 | \$57.17 |
| | | | 12/01 | | \$29.61 | \$12.50 | | \$0.00 | \$57.81 |
| | | | 06/01 | | \$30.29 | \$12.50 | | \$0.00 | \$58.49 |
| | | " A TOTAL ATOM ENGINEERS" | 12/01 | /£U#1 | <i>-</i> 2.υ.μ. | μιωσο | | | · |
| For appre | olice rates e | es "Apprentice- OPERATING ENGINEERS" | 06/01 | /2019 | \$47.69 | \$12,00 | \$15.60 | \$0.00 | \$75.29 |
| OTHER PO | WEK DI WEK DI | RIVEN EQUIPMENT - CLASS II S LOCAL 4 | _ | /2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| Of Distants : | | | | /2020 | \$49,31 | \$12.50 | | \$0.00 | \$77.51 |
| | | | | /2020 | \$50.45 | \$12.50 | | \$0.00 | \$78.65 |
| | | | | 1/2021 | \$51,54 | \$12.50 | | \$0.00 | \$79.74 |
| | | | | 1/2021 | \$52,68 | \$12.50 | | \$0.00 | \$80,88 |
| 10 | lina rales | see "Apprentice- OPERATING ENGINEERS" | | | | | | | 4 |
| | | ES/TANKS) | 07/0 | 1/2019 | \$50.66 | \$8.20 | \$21.45 | \$0.00 | \$80.31 |
| PAINTERS LO | CAL 35 - 2 | ZONE 2 | 01/0 | 1/2020 | \$50.96 | \$8.20 | \$22.10 | \$0.00 | \$81.26 |
| | | | | 1/2020 | \$52.06 | \$8.20 | \$22,10 | \$0.00 | \$82.30 |
| | | | | 1/2021 | \$53,16 | \$8.20 | \$22.10 | \$0.00 | \$83.4 |

Issue Date: 11/27/2019

Classification The same of the sa

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| | | | | | • | |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |

| Step | percent | · · · · · · · · · · · · · · · · · · · | Apprentice Base Wage | Health | Pension | Supplemental Unscoployment | Total Rat |
|--------|--------------|---------------------------------------|-------------------------|---------------------|---------|-------------------------------|-----------------|
| 1 | 50 | | \$25,33 | \$8.20 | \$0.00 | \$0,00 | \$33.5 |
| 2 | 55 | | \$27.86 | \$8.20 | \$5,78 | \$0,00 | \$41.84 |
| 3 | 60 | | \$30.40 | \$8.20 | \$6.30 | \$0.00 | \$44.9 |
| 4 | 65 | | \$32.93 | \$8,20 | \$6.83 | \$0.00 | \$47.9 |
| 5 | 70 | | \$3 <i>5</i> ,46 | \$8.20 | \$18.30 | \$0.00 | \$61.90 |
| 6 | 75 | | \$38.00 | \$8,20 | \$18.83 | \$0.00 | \$65,03 |
| 7 | 80 | | \$40.53 | \$8.20 | \$19.35 | \$0.00 | \$68.08 |
| 8 | 90 | | \$45,59 | \$8.20 | \$20.40 | \$0.00 | \$74.19 |
| 1 | 50 | | \$25,48 | \$8,20 | \$0.00 | \$0.00 | Total Rate |
| Step | percent | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Wat-f mar- |
| 2 | 55 | | \$28,03 | \$8,20 | \$5.94 | | \$33,68 |
| 3 | 60 | | \$30,58 | \$8,20 | | \$0.00 | \$42.17 |
| 4 | 65 | | \$33.12 | \$8,20 | \$6.48 | \$0.00 | \$45.26 |
| 5 | 70 | | \$35.67 | \$8,20 | \$7.02 | \$0.00 | \$48.34 |
| 6 | 75 | | \$38.22 | \$8.20 | \$18.51 | \$0.00 | \$62.38 |
| 7 | 80 | | \$40.77 | \$8.20 | \$19.05 | \$0.00 | \$65.47 |
| 8 | 90 | | \$45.86 | \$8.20 | \$19.59 | \$0,00 | \$68.56 |
| | | | ф т Ј.6 С | φΔ.ZU | \$20.67 | \$0.00 | \$74.7 3 |
| Notes: | Steps are 75 | 50 hrs. | | — — —, , | , | | |
| l | | neyworker Ratio:1:1 | | | | | |

Issue Date: 11/27/2019

Wage Request Numbers 20101127, 002 Wage Request Number: 20191127-003

The following the confidence of the control of the

| A consequence of the second | and the second second | المنطقة والشائد الشدادي | عقبيث الرسطان ليت فيمالهم | السنا والمستون والمالية والم | a lomental | مَّنِينَ مَنْ مُنْ مُنْ مُنْ مُنْ مُنْ مُنْ مُنْ مُ |
|---|-----------------------|-------------------------|---------------------------|---|---------------------|---|
| ىسىدىدەن دەرىدىنى ئىكىكىدۇك ئەخلىدىدىدەن ئىلىدىدىدىن ئىلىدىدىدىدىدىدىدىدىدىدىدىدىدىدىدىدىدىدى | Effective Date | | | Pension | Unemployment | THE KALL |
| Classification | | | | | | |
| Apprentice - PAINTER SIGN - Local 35 Zone 2 | | | | Supplemen | tai ent Total Ra | nto. |
| Effective Date - 06/01/2013 | ntice Base Wage | Health | Pension | Unemploym | 010 | |
| Step percent August | \$12.91 | \$7.07 | \$0.00 | \$0. \$0. | 601 | • |
| 1 50 | \$14.20 | \$7.07 | \$2.45 | - | .00 \$25 | 3.01 |
| 2 55 | ¢15 49 | \$7.07 | \$2.45 | ų. | | . 30 |

| Appren | itice - PA | INTER SIGN - Local 33 Zui | (IC # | | Doneion | Supplemental Unemployment | Total Rate | |
|------------------------|----------------------------|--|--|--|--|--|--|--|
| Effective Step 1 2 3 4 | percent 50 55 60 65 | 06/01/2013 | \$12.91 \$14.20 \$16.78 \$18.07 | ### ################################## | \$0.00 \$2.45 \$2.45 \$2.45 \$7.05 | \$0.00 \$0.00 \$0.00 \$0.00 | \$19.98 \$23.72 \$25.01 \$26.30 \$32.19 \$33.48 | |
| 5 6 7 8 9 | 70 75 80 85 90 | | \$19.36 \$20.65 \$21.94 \$23.23 | \$7.07 \$7.07 \$7.07 \$7.07 | \$7.05 \$7.05 \$7.05 \$7.05 | \$0.00 | \$34.77 \$36.06 \$37.35 | |
| VIER (SPRAY | Steps prentice to | o Journeyworker Ratio:1:1 DBLAST, NEW) * to be painted are new construction of the painted are new construction of the painters LOCAL 35 - ZONE 2 | 0/1021 | 2020 \$ | 41.86 \$ | 3.20 \$21.45 3.20 \$22.10 8.20 \$22.10 | \$0.00 \$0.00 \$0.00 \$0.00 | \$71.21 \$72.16 \$73.26 \$74.36 |

PAR NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 07/01/2020 \$74.36 \$0.00 \$22.10 \$8.20 \$44.06 01/01/2021

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Classification Effective Date Base Wage Health Supplemental Pension

| Step percent 1 50 | Apprentice Base Wa | go Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------------|----------------------|------------|---------------|------------------------------|----------------------|
| 2 55 | \$20.78 | \$8,20 | \$0.00 | \$0.00 | |
| 3 60 | \$22.86 | \$8.20 | \$5,78 | \$0.00 | \$28,98 |
| 4 65 | \$24.94 | \$8.20 | \$6.30 | \$0.00 | \$36.84 |
| 5 70 · | \$27.01 | \$8.20 | \$6.83 | \$0.00 | \$39.44 |
| 6 ₇₅ | \$29.09 | \$8.20 | \$18.30 | \$0.00 | \$42.04 |
| 7 80 | \$31.17 | \$8.20 | \$18.83 | | \$55. 5 9 |
| 8 90 | \$33,2 5 | \$8.20 | \$19.35 | \$0,00 | \$58.20 |
| | \$37.40 | \$8,20 | \$20.40 | \$0.00 | \$60.80 |
| Effective Date - 01/01/2020 | | | 4~U.7U | \$0.00 | \$66,00 |
| Step percent | Anneantles Decree | | | Supplemental | |
| 1 50 | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 2 ₅₅ | \$20.93 | \$8.20 | \$0.00 | \$0,00 | \$29.13 |
| 3 60 | \$23.02 | \$8.20 | \$5.94 | \$0.00 | \$29.13 \$37.16 |
| 4 65 | \$25.12 | \$8.20 | \$6.48 | \$0,00 | \$39.80 |
| 5 70 | \$27.21 | \$8,20 | \$7.02 | \$0.00 | |
| 6 75 | \$29.30 | \$8.20 | \$18,51 | \$0.00 | \$42.43 |
| 7 80 | \$31.40 | \$8.20 | \$19.05 | \$0.00 | \$56.01 |
| 8 90 | \$33.49 | \$8.20 | \$19.59 | \$0.00 | \$58.65 |
| | \$37.67 | \$8.20 | \$20,67 | \$0.00 | \$61,28 |
| Notes: | . —, —, —, — — — — | | | Ψ0.00 | \$66.54 |
| Steps are 750 hrs. | | | _ | | |
| Apprentice to Journeyworker Ratio:1:1 | · | | | | I I |
| LEK (SPRAY OR SANDOY A CO. | | <u>-</u> - | | | |
| ERS LOCAL 35 - ZONE 2 | 07/01/2019 | \$39.62 | \$8.20 | \$21 AC | |
| | 01/01/2020 | \$39,92 | | \$21.45 \$0.00 | φυ σ. 47 |
| | 07/01/2020 | \$41.02 | 4 | \$22,10 \$0,00 | \$70,22 |
| | 01/01/2021 | \$42.12 | | \$22.10 \$0.00 | \$71.32 |
| | | T | φα. υ | \$22.10 \$0,00 | \$72.42 |

Issue Date: 11/27/2019 Wage Request Number: 20191127-003

Total Rate

Unemployment

| Appren Effecti | ve Date = | <u> 11NTER Local 35 Zo</u> ne 2 - S <u>p</u> 07/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|-----------------------------------|--------------------------|--|----------------------|-----------|-----------------|------------------------------|-----------------|---------|
| Step | percent | | \$19.81 | \$8.20 | \$0.00 | \$0,00 | \$28.01 | • |
| 1 | 50 | | \$21.79 | \$8,20 | \$5.78 | \$0,00 | \$35.77 | |
| 2 | 55 | | • | \$8,20 | \$6.30 | \$0,00 | \$38.27 | |
| 3 | 60 | | \$23.77 | \$8,20 | \$6.83 | \$0.00 | \$40.78 | |
| 4 | 65 | | \$25.75 | \$8.20 | \$18,30 | \$0.00 | \$54.23 | |
| 5 | 70 | | \$27.73 | | \$18.83 | \$0.00 | \$56.75 | |
| 6 | 75 | | \$29.72 | \$8,20 | \$19.35 | \$0.00 | \$59 .25 | |
| 7 | 80 | | \$31.70 | \$8.20 | \$20.40 | \$0.00 | \$64.26 | |
| 8 | 90 | | \$35.66 | \$8.20 | \$ 20.40 | • | | |
| | ctive Date | - 01/01/2020 | | ge Health | Pension | Supplemental Unemployment | Total Rate | |
| Step | | | Apprentice Base Wa | | \$0.00 | \$0.00 | \$28.16 | |
| 1 | 50 | · · · · · · · · · · · · · · · · · · · | \$19.96 | \$8.20 | \$5.94 | An 00 | \$36.10 | |
| 2 | 55 | | \$21.96 | \$8,20 | \$6.41 | 60.00 | \$38.63 | |
| 3 | 60 | | \$23.95 | \$8.20 | | 42.40 | \$41.17 | |
| | 65 | | \$25.95 | \$8,20 | \$7.0 | * *** | \$54.65 | |
| 4 | 70 | | \$27.94 | \$8.20 | \$18.5 | Δ | \$57.19 | |
| 5 | | | \$29.94 | \$8.20 | \$19.0 | | \$59.73 | |
| 6 | 75 | | \$31.94 | \$8.20 | \$19.5 | 40.00 | \$64.80 | |
| 7 | 80 | | \$35.93 | \$8.20 | \$20.6 | 57 \$0.00 | | |
| 8 | 90 | | | | | | | |
| No | otes: Step | s are 750 hrs. | | | _ — — – | | | |
| 1 <u></u> | nnrentice | to Journeyworker Ratio:1: | | | | 7.85 \$14.88 | \$0.00 | \$56.68 |
| TER (TRAF) | | | 09/0 | | ~- | 446.00 | \$0.00 | \$57.54 |
| TER (TRAF) <i>ERS - ZONE 2</i> | LIC MARKET | | | 1,20 | φ | | \$0.00 | \$58.43 |
| | | | | | ψ± 1.2- | 10,10 | \$0.00 | \$59.32 |
| | | | | 21, | 42 | 01500 | \$0.00 | \$60.24 |
| | | | 06/0 | 1/2021 | ψ,,,,, | PO-120 | \$0.00 | \$61.1 |
| | | | 12/9 | 1/2021 | \$37.67 | \$8.10 \$15.38 | | |
| | des see ^a Àma | gentice- LABORER" | | , | | \$8.20 \$21.45 | \$0.00 | \$69.8 |
| | | 177 %1011ΩΛ # | | 01/2019 | • • • • • | 400 10 | \$0.00 | \$70.7 |
| | | | ruction, 01/ | 01/2020 | \$40.46 | And 10 | \$0.00 | \$71.8 |
| W paint rate s | hall be use | ed. PAINTERS LOCAL 35 - ZONE 2 | 07/ | 01/2020 | \$41.56 | + 10 | \$0.00 | \$72.9 |
| - | | | 0.1 | 01/2021 | \$42.66 | \$8.20 \$22,10 | - · | |

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01/01/2021

High Colors with a construction of the constru A CARACTER STORY OF THE SECOND STORY OF THE SE

| Classification |
|----------------|

Effective Date Bass Wage Health Supplemental Total Rate Unemployment

| Effective Date - 07/01/2019 Step percent | Apprentice Base Wa | ua Health | ъ. | Supplemental | |
|--|----------------------|-----------|--------------|------------------------------|---------------------|
| 1 50 | \$20.08 | | Pension | Unemployment | Total Rate |
| 2 55 | \$22,09 | \$8,20 | \$0.00 | \$0.00 | \$28.28 |
| 3 60 | \$22.09 \$24.10 | \$8.20 | \$5.78 | \$0.00 | \$36.07 |
| 4 65 | \$24.10 \$26.10 | \$8.20 | \$6.30 | \$0.00 | \$38.60 |
| 5 70 | | \$8.20 | \$6.83 | \$0,00 | \$41,13 |
| 6 75 | \$28,11 | \$8.20 | \$18.30 | \$0.00 | \$54.61 |
| 7 80 | \$30,12 | \$8.20 | \$18.83 | \$0.00 | \$57,15 |
| 8 ₉₀ | \$32.13 | \$8.20 | \$19.35 | \$0.00 | \$59,68 |
| 77.00 | \$36.14 | \$8,20 | \$20.40 | \$0.00 | \$64,74 |
| Effective Date - 01/01/2020 Step percent | | | | | |
| Step percent 1 50 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rafe |
| 2 55 | \$20.23 | \$8.20 | \$0.00 | \$0.00 | |
| 3 60 | \$22.25 | \$8.20 | \$5,94 | \$0.00 | \$28.43 |
| 4 65 | \$24.28 | \$8,20 | \$6.48 | \$0.00 | \$36,39 |
| 5 70 | \$26.30 | \$8,20 | \$7.02 | \$0.00 | \$38,96 |
| 6 75 | \$28,32 | \$8,20 | \$18.51 | \$0.00 | \$41.52 \$55.03 |
| 7 80 | \$30.3 <i>5</i> | \$8.20 | \$19.05 | \$0.00 | \$57.60 |
| 8 90 | \$32,37 | \$8,20 | \$19.59 | \$0.00 | \$60.16 |
| | \$36,41 | \$8.20 | \$20.67 | \$0.00 | \$65.28 |
| Notes: | | | - | | |
| Steps are 750 hrs. | | | | | |
| Apprentice to Journeyworker Raffo:1:1 | | | | | Ī |
| R/TAPER (BRIISH PHDAINED) | | | | · | — — <u> </u> |
| LOCAL 35 - ZONE 2 | 07/01/2019 | \$38.22 | \$8.20 | \$21.45 \$0. | 00 000 |
| | 01/01/2020 | \$38.52 | \$8,20 | \$22.10 \$0. | Ψ07.07 |
| | 07/01/2020 | \$39.62 | \$8.20 | \$22.10 \$0. | φυσιας. |
| | 01/01/2021 | \$40.72 | \$8.20 | \$22,10 \$0. | φ0 3 .92 |

\$0.00

\$71.02

Issue Date: 11/27/2019 Wage Request Number: 20191127-003 Page 28 of 47

| Apprentice Effective I | ₃ - <i>PA</i> .)ate - | INTER Local 35 Zone 2 - BRI 07/01/2019 | Apprentice Ba | se Wage I | lealth | Pension | Supple Unemple | pyment | Total Rate | |
|--|--|---|---|---|--|--|--|---|--|--|
| Step pt 1 5 2 5 3 4 5 5 | 60 60 60 60 65 | | \$19 \$2 \$2 \$2 \$2 \$2 | | \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 | \$0.00 \$5.78 \$6.30 \$6.83 \$18.30 \$18.83 | | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$27.31 \$35.00 \$37.43 \$39.87 \$53.25 \$55.70 \$58.13 | |
| 6 7 8 | 75 80 90 | | | 30.58 34,40 | \$8.20 \$8.20 | \$20,4 |) ვ იე | \$0,00 pplemental mployment | \$63,00 Total Rate | |
| Step 1 2 3 4 5 6 7 8 | 50 55 60 65 70 75 80 90 | | | Base Wage \$19.26 \$21.19 \$23.11 \$25.04 \$26.96 \$28.89 \$30.82 \$34.67 | \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 | | 00 94 48 02 51 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$27.46 \$35.33 \$37.79 \$40.26 \$53.67 \$56.14 \$58.61 \$63.54 | |
| App EL & PICKUP ISTERS JOINT COL | Step prentice TRUCK | s are 750 hrs. to Journeyworker Ratio:1:1 S DRIVER 10 ZONE B | | 08/03 12/03 06/0 08/0 12/0 | | \$34.08 \$34.08 \$34.98 \$34.98 \$35.78 \$35.78 \$35.78 \$48.94 | \$12.41 \$12.41 \$12.41 \$12.91 \$12.91 \$12.91 \$13.41 \$13.41 \$9.90 | \$12.70 \$13.72 \$13.72 \$13.72 \$14.82 \$14.82 \$14.82 \$16.01 \$21.15 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$59.19 \$60.21 \$61.11 \$61.61 \$62.71 \$63.51 \$64.01 \$65.20 |
| E DRIVER LOCAL For apprentice rat | | I) Prentice-PILB DRIVER" | | 08/ | 01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.9 |

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Wage Request Number: 20191127-003

| Classification | | | | | | |
|----------------|---|--|----------------|-----------|--------|---|
| | • | | Effective Date | Base Wage | Health | , |

Supplemental Pension Total Rate Unemployment Apprentice - PILE DRIVER - Local 56 Zone 1 Effective Date -08/01/2019 Step percent Apprentice Base Wage Health Supplemental Unemployment 1 Pension 50 Total Rate \$24,47 2 \$9.90 60 \$21.15 \$0.00 \$55.52 \$29.36 3 \$9.90 70 \$21.15 \$0.00 \$60.41 \$34,26 4 \$9.90 75 \$21.15 \$0.00 \$65.31 \$36.71 5 \$9,90 80 \$21.15 \$0.00 \$67.76 \$39.15 б \$9.90 \$21.15 80 \$0,00 \$70.20 \$39.15 7 \$9.90 90 \$21.15 \$0.00 \$70.20 \$44.05 8 \$9.90 90 \$21.15 \$0.00 \$75.10 \$44.05 \$9.90 \$21.15 \$0.00 \$75,10 Notes: Apprentice to Journeyworker Ratio:1:5 PIPEFITTER & STEAMFITTER 09/01/2019 \$54.69 \$10.95 \$19.74 ደብ ባለ \$85.38

| PIPERTTERNICOUS DICALVIETI IER | | _ | | | |
|--------------------------------|--|------------------------|--|-------------|------------------------------|
| PIPEFITTERS LOCAL 537 | 09/01/2019 \$54 03/01/2020 \$56 09/01/2020 \$57. 03/01/2021 \$59. | \$10.95 .69 \$10.95 | \$19.74 \$19.74 \$19.74 \$19.74 | \$0.00 \$86 | 5.38 6.88 8.38 9.88 |
| A | | | | | |

| Apprentice - | PIPEFITTER - Local 537 |
|----------------|------------------------|
| Effective Date | - 09/01/2019 |

| TATEC | tive Date - | 09/01/2019 | | | | | |
|----------|-------------|------------|----------------------|-----------|--------------------------|------------------------------|------------------|
| Step | percent | | A | | | S | |
| 1 | 40 | | Apprentice Base Wa | ge Health | Pension | Supplemental Unemployment | Tally . |
| 2 | 45 | | \$21,88 | \$10.95 | \$8.00 | | Total Rate |
| 3 | 60 | | \$24.61 | \$10.95 | \$19.74 | \$0.00 | \$40.83 |
| 4 | 70 | | \$32,81 | \$10.95 | \$19.74 | \$0.00 | \$55,30 |
| 5 | 80 | | \$38.28 | \$10.95 | | \$0.00 | \$63,50 |
| | ou | | \$43,75 | \$10,95 | \$19.74 | \$0.00 | \$68.97 |
| Effectiv | ve Date - | 03/01/2020 | | Ψ10,33 | \$19.74 | \$0.00 | \$74.44 |
| Step | percent | 05/01/2020 | | | | | |
| 1 | 40 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | M . t m . |
| 1 | 45 | | \$22.48 | \$10.95 | \$8.00 | | Total Rate |
| | 60 | | \$25.29 | \$10.95 | \$19.74 | \$0.00 | \$41.43 |
| | 70 | | \$33,71 | \$10,95 | \$19.74 | \$0.00 | \$ <i>55.</i> 98 |
| | 70 | | \$39,33 | \$10.05 | ф19./4 ф 15.5/ | \$0.00 | \$64.40 |

\$10.95

\$10,95

The comment of the property of the comment of the c

\$19.74

\$19.74

\$0,00

\$0.00

\$44.95

Notes:

80

5

Issue Date: 11/27/2019

\$70.02

\$75,64

^{** 1:3; 3:15; 1:10} thereafter / Steps are 1 yr.

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

| and the second of the second o | خرمت فارتداعه | أعمامه كألم عادرتك | e de proposition de la company de la comp La company de la company d | المهاز أكروب سناء أوالاروان | | Base Wage | Health | Pension | Supplemen Unemploy | ment | Rate |
|--|--------------------|--------------------|--|-----------------------------|-------------------|---|---------|---------|-----------------------|---------------|---------|
| Classification | | | the state of the s | -1-1 | | \$34.20 | \$7.85 | \$14.88 | \$0.00 | \$56 | 5.93 |
| | | | | | 1/2019 | | \$8.10 | \$15.38 | \$0.00 | | 7.79 |
| PIPELAYER LABORERS - ZONE 2 | | | | | 1/2019 | \$34.31 | \$8.10 | \$15.38 | \$0.00 | | 8.68 |
| <u>Indicate</u> | | | | | 1/2020 | \$35.20 | \$8.10 | \$15,38 | | \$5 | 9.57 |
| | | | | | 1/2020 | \$36.09 | | \$15,38 | | \$6 | 50.49 |
| • | | | | 06/0 | 01/2021 | \$37.01 | \$8.10 | \$15.38 | 4-00 | \$6 | 51.40 |
| | | | | 12/0 | 01/2021 | \$37.92 | \$8,10 | Ψ,2,2,2 | | | |
| For apprentice rates | ann II Amo | ventice-LAF | ORER" | | | 257.60 | \$11.82 | \$17.0 | 1 \$0.00 | \$ | 86.52 |
| PLUMBERS & GA | SEITT | ERS | | | 01/2019 | \$57.69 | | | 1 \$0.00 |) \$ | 88.02 |
| PLUMBERS & GASFIT | ERS LO | CAL 12 | | | /01/2020 | \$59.19 | | | | o \$ | 89.52 |
| I Dominana | | | | | /01/2020 | \$60.69 | -44.5 | · | | 0 5 | 91.02 |
| | | | | 03 | /01/2021 | \$62.1 | , 311.0 | 4 | | | |
| | | un PL | UMBER/GASFITTER - Loc | al 12 | | | | Supple | emental | | |
| A T | .ppreni .ppreni | e Date - | 09/01/2019 | Apprentice Ba | ne Wage | Health | Pension | Unempl | oyment | Total Rate | |
| | | percent | | | | \$11.82 | \$6.16 | | \$0.00 | \$38,17 | |
| - | 1 | 35 | | \$20 | | | \$6.99 | | \$0.00 | \$41.89 | |
| | 2 | 40 | | | 3.08 | \$11.82 | \$9.53 | | \$0.00 | \$53.08 | ı |
| | | 55 | | | 1.73 | \$11.82 | \$11.18 | | \$0.00 | \$60.50 |) |
| | 3 | - | | \$3 | 7,50 | \$11.82 | | | \$0.00 | \$67.97 | 1 |
| | 4 | 65 | | \$4 | 3.27 | \$11.82 | \$12.8 | 5 | φ | | |
| | 5 | 75 | • | | | | | Sup | piemental | en 4 1 70 - 4 | |
| | Tiffert | ive Date - | 03/01/2020 | Apprentice l | อากุล W ag | e Health | Pensio | n Upen | aployment | Total Rat | |
| | Step | percent | | | | \$11.82 | \$6.1 | 6 | \$0.00 | \$38.7 | |
| | 1 | 35 | | - | 20.72 | \$11.82 | \$6.9 | | \$0.00 | \$42.4 | 19 |
| | 2 | 40 | | | 23.68 | | \$9. | 53 | \$0.00 | \$53.9 | 90 |
| | 3 | 55 | | \$ | 32.55 | \$11.82 | \$11. | | \$0.00 | \$61. | 47 |
| | | 65 | | - | 38,47 | \$11.82 | \$12. | | \$0.00 | \$69. | 09 |
| | 4 | | | 5 | \$44_39 | \$11.82 | \$12. | .80 | | | |
| | 5 | 75 | | | | | | | | | |
| | Note | <u></u> | | | | | | | | | 1 |
| | Non | | ; 2:6; 3:10; 4:14; 5:19/Step | are 1 yr Esta 1 67 | | | | | | | |
| | 1 | m1 | in lics64.20. 01cp- wise. | | | | | | | 00.00 | \$85.38 |
| | Apr | prentice to | Journeyworker Ratio:** | | 09/01/ | 2019 | 54.69 | \$10.95 | \$19.74 | \$0.00 | \$86,88 |
| PNEUMATI | C CON | TROLS (| EMP.) | | 03/01/ | | | \$10.95 | \$19.74 | \$0,00 | \$88,38 |
| PIPEFITTERS L | OCAL 53 | 17 | | | 09/01 | | | \$10.95 | \$19.74 | \$0,00 | \$89.86 |
| | | | | | 03/01 | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | \$10.95 | \$19.74 | \$0.00 | 997.00 |
| | | | — | n state transeren | 03/01 | 12021 | | | <u></u> | #0. A0 | \$56.93 |
| Por aparer | dice raies | see "Appren | tice- PIPEFITTER" or "PLUMBE | OLITEDIAL TIME | 06/01 | /2019 | \$34.20 | \$7.85 | \$14.88 | \$0.00 | \$57.79 |
| PNEUMAT | IC DRI | IT/LOOF | OPERATOR | | | 1/2019 | \$34.31 | \$8.10 | \$15.38 | \$0.00 | \$58.68 |
| LABORERS - 2 | ONE 2 | | | | | 1/2020 | \$35,20 | \$8,10 | \$15.38 | \$0.00 | |
| | | | | | | | \$36.09 | \$8.10 | \$15.38 | \$0.00 | \$59.57 |
| | | | | | | 1/2020 | \$37.01 | \$8.10 | \$15.38 | \$0.00 | \$60.49 |
| | | | | | | 1/2021 | \$37.92 | \$8,10 | \$15.38 | \$0.00 | \$61.40 |
| | | | | | 12/0 | 1/2021 | \$31.32 | 444 | | | |

Tesue Date: 11/27/2019 Wage Request Number: 20191127-003 Page 31 of 47

The control of the first state of the control of th

and the second of the second o

| POWDERMAN & BLASTER LABORERS - ZONE 2 | Effectiv | | Base Wag | е Нез | lth Per | | Supplemental | Total Rate |
|--|------------------------------|---------|-----------------------|----------|------------------|---|-------------------------|--------------------|
| LABORERS - ZONE 2 | 06/01/ | | \$34.95 | \$7. | .85 \$7 | 4.88 | Unemploymen: \$0.00 | <u> </u> |
| | 12/01/ | | \$35.06 | | | 5.38 | \$0.00 | \$57.68 |
| | 06/01/3 | 020 | \$35,95 | \$8. | | 5.38 | | \$58.54 |
| | 12/01/2 | 020 | \$36,84 | \$8, | | 5.38 | \$0.00 | \$59,43 |
| | 06/01/2 | 021 | \$37.76 | \$8. | | | \$0.00 | \$60.32 |
| For apprentice rates see "Apprentice-LABORER" | 12/01/2 | 021 | \$38.67 | \$8.1 | | 5.38 | \$0.00 | \$61,24 |
| POWER SHOVELDER RICK TERRORS | | | 400007 | φο.1 | :O \$13 | 5.38 | \$0.00 | \$62.15 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2 | 19 | \$48.18 | \$12. | 00 \$15 | 60 | 60.00 | |
| | 12/01/20 | 19 | \$48,73 | \$12. | | | \$0.00 | \$75,78 |
| | 06/01/20 | | \$49.83 | | | | \$0.00 | \$76.93 |
| | 12/01/20 | | \$50.98 | \$12. | | | \$0.00 | \$78.03 |
| | 06/01/20 | | | \$12,5 | | | \$0.00 | \$79.18 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/20 | | \$52.08 | \$12.5 | | - | \$0.00 | \$80,28 |
| PUMP OPERATOR (CONCRETE) | | -1 | \$53,23 | \$12.5 | 0 \$15, | 70 (| 0.00 | \$81.43 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/201 | 9 | 240 10 | 4 | | | | |
| | 12/01/201 | | \$48.18 | \$12.0 | | • | 0.00 | \$75.78 |
| | 06/01/202 | _ | 148.73 | \$12.50 | , | 0 \$ | 0.00 | \$76.93 |
| | 12/01/202 | | 49.83 | \$12.50 | | 0 \$ | 0.00 | \$78.03 |
| | | | 50.98 | \$12.50 | \$15.70 | 0 \$0 | 0.00 | \$79.18 |
| For armonitae | 06/01/202 | | 52,08 | \$12.50 | \$15.70 |) \$(| 0.00 | \$80,28 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$: | 53.23 | \$12,50 | \$15,70 | \$0 | 1.00 | \$81.43 |
| PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4 | 06/01/2019 | | | <u>-</u> | | | | ф61. 43 |
| | | | | \$12.00 | \$15,60 | \$0 | .00 | \$59.88 |
| | 12/01/2019 | \$3 | 2.47 | \$12.50 | \$15.70 | \$0. | 00 | \$60.67 |
| | 06/01/2020 | \$3 | 3,22 | \$12.50 | \$15.70 | | ^^ | \$61.42 |
| | 12/01/2020 | \$3 | 4.00 | \$12,50 | \$15.70 | \$0. | * | |
| _ | 06/01/2021 | \$3 | 4.75 | \$12.50 | \$15,70 | \$0, | 00 | 62,20 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$3. | 5.54 § | 12.50 | \$15.70 | \$0.0 | Ψ | 62.95 |
| READY-MIX CONCRETE DRIVER EAMSTERS 170 - Dauphinais (Bellingham) | | | | | | Ψ0,, | 50 \$ | 63.74 |
| Sellingham) | 01/01/2019 | \$23 | .75 \$ | 10.56 | \$2.50 | \$0.0 | 00 60 | 2601 |
| | 12/01/2019 | \$24 | .00 \$ | 10.56 | \$2.50 | \$0.0 | Ψ. | 36.81 |
| ECLAIMERS | 01/01/2020 | \$24 | .00 \$ | 11.01 | \$2.50 | \$0.0 | η. - Δ | 7.06 |
| PERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$47. | | 12.00 | \$15.60 | | Ψ | 7.51 |
| | 12/01/2019 | \$48, | _ | 2.50 | \$15.70 | \$0.00 | 4, | 5.29 |
| | 06/01/2020 | \$49. | | 2.50 | | \$0,00 | Ψ7. | 6,43 |
| | 12/01/2020 | \$50. | | 2.50 | \$15.70 | \$0.00 | Ψ/ | 7.51 |
| | 06/01/2021 | \$51.5 | | | \$15.70 | \$0.00 | \$78 | 3.65 |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | 12/01/2021 | | | 2.50 | \$15.70 | \$0.00 | \$79 | .74 |
| UE-UN MOTORIZED RUGGY OPER LEGE | | \$52,6 | 18 2I | 2.50 | \$15.70 | \$0,00 | \$80 | .88 |
| GORERS - ZONE 2 | 06/01/2019 | \$34,2 | 0 ## | | | | | _ |
| | 12/01/2019 | | | | \$14.88 | \$0.00 | \$56. | .93 |
| | 06/01/2020 | \$34.3 | 4 | | \$1 <i>5</i> .38 | \$0.00 | \$57, | 79 |
| | 12/01/2020 | \$35.20 | 7-1. | | \$15.38 | \$0.00 | \$58. | |
| | | \$36.09 | | | \$1 <i>5</i> .38 | \$0.00 | \$59.5 | |
| For environtion | 06/01/2021 | \$37.01 | , | 0 \$ | 15.38 | \$0.00 | \$60,4 | |
| For apprentice rates are "Apprentice-LABORER" | 12/01/2021 | \$37.92 | \$8.1 | 0 \$ | 15.38 | \$0.00 | | |
| | | | | | | | \$61, <i>4</i> | |
| | | | | | | | | |
| Date: 11/27/2019 | ********* | • | | | | | | |
| rrage Request Numbe | **************************** | | distance make making. | | | عبدة بأبات | মিট্টুলীকী উচ্চল প্ৰভাৱ | · |
| - Case a Cost of Company Cost Cost 製物 Cost of Cost の Cost Cost の Cost Cost の Cost Cost Cost Cost Cost Cost Cost Cost | | | ; | | et germann | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | Page 32 | of 47 |
| and the second s | | _ | | | 5 10 Lagrand | | | 7 mm 2 mm |

more and the first provided by the second of the second provided by the second of the

| • | والإنجاز والمنافض والمنافض والمرافق والمرافق والمرافض وال | and the second seco | and the second | The second s | and the second s | The supplement of | 737 J. 1773 |
|--|--|--|----------------------------|--|--|-------------------|--|
| The second secon | Control of the Contro | 19 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1) | in the second | Sur | plemental | Total Rate | |
| | the state of the s | ise Wage He | ealth Pe | ension Un | so.00 | \$75.29 | entre de la partir de la companya de |
| The state of the s | Ellective | \$47.69 | | φ12.01 | \$0.00 \$0.00 | \$76.43 | |
| | 06/01/2013 | Det 1 *** | \$12.50 | \$17.10 | \$0.00 | \$77.51 | |
| TI DOR MULCINIO | 12/01/2015 | D-7-1 | \$12.50 | \$15.70 | \$0.00 | \$78.65 | |
| ROLLER/SPREATION OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$79.74 | |
| , | 12/01/2020 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$80.88 | |
| | 06/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | | |
| ŕ | 12/01/2021 | | | \$15.90 | \$0.00 | \$72.04 | |
| A TING ENGINEERS" | 08/01/2019 | \$44.64 | \$11.50 | \$15.90 \$15.90 | \$0.00 | \$73.32 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 08/01/2019 | \$45.92 | \$11,50 | +45.00 | \$0.00 | \$74.75 | |
| POORER (Inc. Rooter Water) | 02/01/2020 | \$47.35 | \$11.50 | 44 - 65 | \$0.00 | \$76.18 | |
| ROOFERS LOCAL 33 | 08/01/2020 | \$48.78 | \$11.50 | | 0 | \$77.61 | |
| | | 01 | \$11.50 | | | \$79.04 | |
| | 08/01/2021 02/01/2022 | | | 0 \$15.90 | • | | |
| | 02/01/2022 | • | | | | | |
| | | | | | | | |
| • | | | | Supple | mental | awa ta | |
| Apprentice - ROOFER - Local 33 Apprentice - 08/01/2019 | | | Pension | 1 | yment | Total Rate | |
| Apprentice - ROUTE | Apprentice Base Wage | e Health | | | \$0.00 | \$37.51 | |
| Effective Date | \$22.32 | \$11.50 | \$3.6 | | \$0.00 | \$54.18 | |
| | \$26.78 | \$11.50 | \$15.9 | | \$0,00 | \$56.42 - | |
| * | \$29.02 | \$11.50 | \$15.9 | | \$0.00 | \$60.88 | |
| | \$33.48 | \$11.50 | \$15. | | \$0.00 | \$65.34 | |
| | \$37.94 | \$11.50 | \$15 | ,90 | | | |
| | 4 | | | Su | pplemental | Total Rate | |
| - | | Wealth | Pen | sion Une | mployment | \$38.15 | - |
| Effective Date - 02/01/2020 | Apprentice Base V | \$11,50 | 3 . \$ | 3.69 | \$0.00 | \$54.95 | |
| Step percent | \$22.96 | | | 15,90 | 00,02 | \$57.25 | |
| 1 50 | \$27.55 | | | 15.90 | \$0.00 | \$61.84 | |
| 2 60 | \$29.85 | | | 15.90 | \$0.00 | \$66.43 | |
| 3 65 | \$34.44 | 244 | ou · | \$15.90 | \$0.00 | | |
| 4 75 | \$39.0 | 3 \$11. | | | | | |
| 5 85 | | | | | | 1 | |
| Notes: ** 1:5, 2:6-10, the 1:10; Reroot | fing: 1:4, then 1:1 | | | | | | |
| Notes: ** 1:5, 2:6-10, the 1:10; Rerool Step 1 is 2000 hrs.; Steps 2-5: Step 1 is 2000 hrs.; Steps 2-5: | are 1000 ms. | ER) | | | | | \$72.29 |
| Notes: ** 1:5, 2:6-10, the 1:10, Ker- Step 1 is 2000 hrs.; Steps 2-5; (Hot Pitch Mechanics' receive | ** | | 01100 | \$11.50 | \$15.90 | \$0.00 | \$73.57 |
| Tourneyn Value | | 08/01/2019 | \$44.89 \$46.17 | | \$15.90 | 00.02 | \$75.00 |
| ROOFER SLATE / TILE / PRECAST CONCRETE | (| 02/01/2020 | \$40.1 <i>1</i> \$47.60 | *** 50 | \$15.90 | \$0.00 | \$76.43 |
| ROOFER SLAXED ROOFERS LOCAL 33 | | 08/01/2020 | \$47.00 \$49.02 | | \$15.90 | 00.02 | \$77.86 |
| A0 | | 02/01/2021 | | - 4415 | 0 \$15.90 | | \$79.29 |
| 1.00 A TO THE ACT OF T | | 08/01/2021 | | | | \$0,00 | |
| NAMES OF THE PROPERTY OF THE P | | 02/01/2022 | , <u>\$</u> 21.0 | • | | | |
| - approxi | | | | | | | |
| For apprentice rules see "Apprentice- ROOFER" | | | | | | | |
| For Lie | | | | | | | |

Issue Date: 11/27/2019 Wage Request Number: 20191127-003 Page 33 of 4

| Classification | | | , | | | | |
|---|---------------------|----------------|-------------------|----------|--------------------------|--------------|-----------|
| | | | | | | | |
| SHEETMETAL WORKER HEETMETAL WORKERS LOCAL 17 - A | | Effective Date | Day. 200 | | | | |
| STATE AS LOCAL 17-A | | 08/01/2019 | Base Wage | Health | Pension | Supplemental | 77 |
| | | 02/01/2020 | \$48.10 | \$13.20 | \$24.12 | Unemployment | Total R |
| | | 08/01/2020 | \$49.75 | \$13.20 | \$24.12 | | \$87.98 |
| | | 02/01/2021 | \$51.35 | \$13,20 | \$24.12 | 42.01 | \$89.68 |
| | | 08/01/2021 | \$53.00 | \$13.20 | \$24.12 | \$2.66 | \$91,33 |
| | | 2/01/2022 | \$54.75 | \$13,20 | \$24.12 | \$2.71 | \$93.03 |
| | _ | -,01/2022 | \$56.50 | \$13.20 | \$24.12 | \$2.76 | \$94.83 |
| Apprentice - SHEET METAL | | | | | | \$2.81 | \$96.63 |
| Effective Date - 08/01/2010 | ORKER - Local 17-A | | | | | | |
| Step percent | | | | | | | |
| 1 42 | Apprentice Base | Wage Health | _ | s | upplementat | | |
| ² 42 | \$20.20 | \$13.20 | | OH Ohe | mbjohment -thrementat | Total Rate | |
| 3 47 | \$20,20 | 442.ZU | \$5.8 | | \$0.00 | | |
| 4 47 | \$22.61 | 417.20 | \$5.8 | 9 | \$0.00 | \$39.29 | |
| 5 52 | \$22.61 | \$13.20 | \$11.1 | 3 | \$1,41 | \$39.29 | |
| 6 52 | \$25.01 | \$13,20 | \$11.13 | } | \$1.41 | \$48.35 | |
| 7 ₆₀ | \$25.01 | \$13,20 | \$12.08 | | \$1.51 | \$48.35 | |
| ⁸ 65 | \$28.86 | \$13.20 | \$12,33 | | \$1.52 | \$51.80 | |
| 9 75 | \$31,27 | \$13.20 | \$13.70 | | \$1.67 | \$52.06 | |
| 10 ₈₅ | \$36,08 | \$13.20 | \$14.65 | | \$1.77 | \$57,43 | |
| · · | \$40,89 | \$13.20 | \$16.56 | | \$1.98 | \$60.89 | |
| Effective Date - 02/01/2020 Step percent | | \$13.20 | \$17.96 | | 2.16 | \$67.82 | |
| Dercent 1 | A | | | 4 | -140 | \$74.21 | |
| 3 | Apprentice Base Wag | e Health | Pension | Supplem | cutal | | |
| 44 | \$20.90 | \$13.20 | | Unemploy | | Total Rate | |
| 4/ | \$20,90 | \$13.20 | \$5,89 | \$0 | .00 | \$39,99 | |
| 4 47 5 | \$23,38 | \$13.20 | \$5,89 \$17.12 | \$0. | .00 | \$39.99 | |

| Effective Date - Step percent | 02/01/2020 | \$40.89 | \$13.20 | \$16.56 \$17.96 | \$1.98 \$2.16 | \$60.89 \$67.82 \$74.21 |
|--|------------|---|---|--|--|--|
| 1 42 2 42 3 47 4 47 5 52 6 52 60 65 75 85 | | \$20.90 \$20.90 \$23.38 \$23.38 \$25.87 \$25.87 \$25.87 \$29.85 \$32.34 \$37.31 \$42.29 | \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 | \$5,89 \$5,89 \$11,13 \$11,13 \$12,08 \$12,33 \$13,70 \$14,65 \$16,56 \$17,96 | \$0,00 \$0,00 \$0,00 \$1,43 \$1,43 \$1,53 \$1,54 \$1,70 \$1,82 \$2,01 | \$39.99 \$39.99 \$49.14 \$49.14 \$52.68 \$52.94 \$58.45 \$62.01 \$69.08 \$75.65 |

Apprentice to Journeyworker Ratio:1:4

Date: 11/27/2019 Wage Request Number: 20191127-003 and the state of t Page 34 of 47

| | Effective Date | Base Wage | Health | | Supplemental Unemployment \$0.00 | Total Rate |
|---|--------------------------|--------------------|----------------------|--------------------|----------------------------------|--------------------|
| | 08/01/2019 | \$34.54 | \$12.41 | | \$0.00 | \$60.67 |
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | 12/01/2019 | \$34.54 | \$12.41 | \$13.72 \$13.72 | \$0.00 | \$61.57 |
| SPECIALIZED BARCHT INO. 10 ZONE B TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 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 \$12.91 | \$14.82 | \$0.00 | \$63.97 |
| | 06/01/2021 | \$36.24 | \$12.51 | | \$0.00 | \$64.47 |
| | 08/01/2021 | \$36.24 \$36.24 | 44.44 | | \$0.00 | \$65,66 |
| | 12/01/2021 | | | | \$0.00 | \$59.94 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS | 08/01/2019 | | | | | \$60.96 |
| SPECIALIZED EARTH IND. 10 ZONE B TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2019 | | *** | *** | 2 \$0.00 | \$61.86 |
| (Inches | 06/01/2020 | · · · · · · | | *** | | \$62,36 \$63,46 |
| | 08/01/2020 12/01/2020 | | | 1 \$14.8 | | \$63.40 \$64.26 |
| | 06/01/202 | | | | | \$64.76 |
| | 08/01/202 | - | | | | \$65.95 |
| | 12/01/202 | | 53 \$13. | | | \$89.55 |
| | 10/01/20 | | 48 \$9.4 | | | \$89,55 |
| SPRINKLER FITTER | 01/01/20 | | | *** | | \$91.05 |
| SPRINKLER FITTERS LOCAL 550 - (Seation A) Zone I SPRINKLER FITTERS LOCAL 550 - (Seation A) Zone I | 03/01/20 | 20 \$61 | | A10 | | 202 55 |
| | 10/01/20 | | .48 \$9. .98 \$9. | -31 -51 | 9,60 \$0.00 | 60 4 05 |

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ongainement to the true of the community of the constraints of the constraints of the constraint of the constraints of the cons

| | | | · · | | | |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
| Classification | | | | | | |
| | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |

| Step percent 1 35 | Apprentice Base W | age Health | Pens | sion - | Supplemental | |
|---|--|--------------------|--------------|---------------|---------------------|--|
| 2 40 | \$21.17 | \$9.47 | | .15 | employment | Total Rate |
| 3 45 | \$24.19 | \$9.47 | 7 | | \$0.00 | \$41.79 |
| 4 50 | \$27,22 | \$9.47 | \$11 \$12 | | \$0.00 | \$45.46 |
| 5 55 | \$30.24 | \$9.47 | \$13. | | \$0.00 | \$49.14 |
| 6 60 | \$33.26 | \$9.47 | | | \$0.00 | \$52,81 |
| 7 65 | \$36.29 | \$9.47 | \$13, | | \$0.00 | \$56.48 |
| 8 70 | \$39.31 | \$9.47 | \$14.4 | | \$0.00 | \$60.16 |
| 9 75 | \$42,34 | \$9.47 | \$15.0 | | \$0.00 | \$63.83 |
| 10 80 | \$45,36 | \$9,47 | \$15.7 | | \$0.00 | \$67.51 |
| 40 | \$48.38 | \$9,47 | \$16.3 | | \$0.00 | \$71.18 |
| Effective Date - 01/01/2020 | | φ2. 4 7 | \$17.0 | 0 | \$0.00 | \$74.85 |
| Step percent | • | | | | | , |
| 1 35 | Apprentice Base Wage | Health | Pension | Տարր Մուտո | lemental loyment | 77 |
| 2 40 | \$21.02 | \$9.68 | \$11.35 | | | Total Rate |
| 3 45 | \$24.03 | \$9.68 | \$12.00 | | \$0,00 | \$42.05 |
| 4 50 | \$27.03 | \$9.68 | \$12.65 | | \$0.00 | \$45.71 |
| 5 55 | \$30.04 | \$9.68 | \$13,30 | | \$0.00 | \$49.36 |
| 6 60 | \$33.04 | \$9.68 | \$13.95 | | \$0.00 | \$53.02 |
| 7 65 | \$36.04 | \$9.68 | \$14.60 | | \$0.00 | \$56.67 |
| 8 70 | \$39.05 | \$9,68 | \$15.25 | | 0.00 | \$60,32 |
| 9 75 | \$42.05 | \$9.68 | | | 00,00 | \$63.98 |
| 10 80 | \$45.05 | \$9.68 | \$15.90 | \$ | 0.00 | \$67,63 |
| _ | \$48.06 | \$9.68 | \$16.55 | | 0.00 | \$71.28 |
| Notes: Apprentice entered prior 9/30/10: | | | \$17,20 | \$0 | 0.00 | \$74.94 |
| 1 70/43/30/33/60/65/70/75/80/8* | | | | | | |
| i siepa are 850 hours | | | | | | |
| Apprentice to Journeyworker Ratio:1:3 EAM BOILER OPERATOR | | | | | | 1 |
| ERATING ENGINEERS LOCAL 4 | 06/01/2019 | 0.40.00 | | | | |
| | 12/01/2019 | \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| | 06/01/2020 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$7 <i>6.</i> 43 |
| | 12/01/2020 | \$49.31 | \$12,50 | \$15.70 | \$0.00 | \$77.51 |
| | 06/01/2021 | \$50.45 | \$12,50 | \$15.70 | \$0.00 | \$78.65 |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | 12/01/2021 | \$51,54 | \$12.50 | \$15,70 | \$0.00 | \$79.74 |
| THE CALL SELECTION OF THE CO. | | \$52,68 | \$12,50 | \$15.70 | \$0.00 | \$80.88 |
| RATING ENGINEERS LOCAL 4 | 06/01/2019 | \$47.69 | Pin e- | 6. – | | |
| | 12/01/2019 | \$48.23 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$77 . 51 |
| | 06/01/2021 | \$61.64 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| or apprentice rates see "Apprentice-OPERATING PMOTATION | 12/01/2021 | \$52.68 | | \$15,70 | \$0.00 | \$79.74 |
| or apprentice rates see "Apprentice-OPERATING ENGINEERS" | The second secon | m25'08 | | \$15.70 | \$0.00 | \$9A on |
| Date: 11/27/2019 Wage Request Nu | | ******* | | | | The second secon |

| | and the second s |
|--|--|
| and the second | Supplemental Total Rate Wage Health Pension Unemployment |
| ر الاستان في مساويله ولي الله عن الدول الله الله الله الله الله الله الله ال | Effective Date Base Wage Health Pension Unemployment Supplemental Total Rate Effective Date Base Wage Health Pension Unemployment \$68.15 |
| the real of the second | Health Pension Linemployment |
| Mary and the second of the sec | Effective Date Base Wage Health Pension Unemployment \$68.15 |
| | 03/01/2019 \$38.33 \$13.00 \$10.02 |
| | 03/04/2-1- |
| TELECOMMUNICATION TECHNICIAN | |
| ELECTRICIANS LOCAL 103 | |
| ELECTRICIANS BOOKED | |

| Apprentice - TELECOMMUNICATION TECHNICIAN Effective Date - 03/01/2019 Step percent Apprentic 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75 | F-Local 103 CE Base Wage \$15.33 \$15.33 \$17.25 \$17.25 \$19.17 \$21.08 \$23.00 \$24.91 \$26.83 \$28.75 | Health \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 | Pension \$0.46 \$0.46 \$13.42 \$13.73 \$14.03 \$14.34 \$14.66 \$14.96 | \$upplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$28.79 \$28.79 \$43.67 \$43.67 \$45.90 \$48.11 \$50.34 \$52.57 \$54.79 \$57.02 | |
|--|---|--|---|--|--|--|
| Apprentice to Journeyworker Ratio:1:1 TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01 08/0 02/0 08/0 | 1/2020 1/2020 1/2021 | \$53.98 \$1 \$55.33 \$1 \$55.97 \$: \$57.37 \$ | 0.75 \$21.30 0.75 \$21.30 10.75 \$21.45 10.75 \$21.45 10.75 \$21.61 310.75 \$21.61 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$85.39 \$86.03 \$87.53 \$88.17 \$89.73 \$90.32 |

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Wage Request Number: 20191127-003

Tasue Date: 11/27/2019

| Classification | | tive Date I | Base Wage | Health | Pension | Supplemental Unemployment | Total Rat |
|--|------------------------|-----------------|------------------|----------|-----------------------|------------------------------|-------------|
| Apprentice - TERRAZZO FINISHER Effective Date - 08/01/2019 Step percent | -Local 3 Marble & Tile | | | | | | |
| 1 50 | Apprentice Base V | Vage Healt | h b | nsion Un | Supplemental | | |
| 2 60 | \$26.67 | \$10.75 | | | employment | Total Rate | |
| 3 70 | \$32,00 | \$10.75 | | 1.30 | \$0.00 | \$58.72 | |
| 4 80 | \$37.34 | \$10.75 | Ψ4, | 1.30 | \$0.00 | \$64,05 | |
| 5 90 | \$42,67 | \$10.75 | Ψ~. | 1.30 | \$0.00 | \$69.39 | |
| | \$48.01 | \$10.75 | 7 | 1.30 | \$0,00 | \$74.72 | |
| Effective Date - 02/01/2020 | | 4-0(12 | \$21 | .30 | \$0,00 | \$80.06 | |
| Step percent | Annesia | | | _ | | | |
| 1 50 | Apprentice Base Way | ge Health | Pensi | On Unem | picmental ployment | W-4.1- | |
| 2 60 | \$26.99 | \$10.7 <i>5</i> | \$21.3 | | \$0.00 | Total Rate | |
| 3 70 | \$32,39 | \$10.75 | \$21.3 | 30 | \$0.00 | \$59.04 | |
| 4 80 | \$37.79 | \$10.75 | \$21.3 | 0 | \$0.00 | \$64.44 | |
| 5 90 | \$43.18 | \$10.75 | \$21.3 | 0 | \$0.00 | \$69,84 | |
| Notes: | \$48,58 | \$10.75 | \$21.30 |) | \$0,00 | \$75.23 | |
| Tibles. | | | | | Ψ0,00 | \$80.63 | |
| <u> </u> | | | | | | | |
| Apprentice to Journeyworker Ratio:1:3 | | <u> </u> | | | | 1 | |
| TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE | | | | | | | |
| WARNINE | 06/01/2019 | 4,0.5 | 0 \$7.85 | 5 \$16.0 | 5 600 | | · |
| | 12/01/2019 | 7.000 | 98.10 | | + 0.0 | φ04 . 4 | |
| | 06/01/2020 | \$41.49 | \$8.10 | | 70,00 | արդ. <u>4</u> (| |
| | 12/01/2020 | \$42,47 | \$8.10 | | 40,00 | φοο <u>.3</u> 5 | |
| For apprentice rates see "Apprentice-LABORER" | 06/01/2021 | \$43.49 | \$8.10 | | , | φυ/,5 / | |
| ADDI DUKING DDITT TO THE TOTAL | 12/01/2021 | \$44,50 | \$8.10 | \$16.80 | \$0.00 | 409.39 | |
| ABORERS - FOUNDATION AND MARINE | 06/01/2019 | . | | | 40.00 | \$69,40 | |
| | 12/01/2019 | \$39.22 | \$7.85 | \$16,05 | \$0,00 | \$63.12 | |
| | 06/01/2020 | \$39.22 | \$8.10 | \$16.80 | \$0.00 | \$64.12 | |
| | 12/01/2020 | \$40.21 | \$8,10 | \$16.80 | \$0.00 | \$65.11 | |
| | 06/01/2021 | \$41,19 | \$8.10 | \$16.80 | \$0.00 | \$66,09 | |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$42.21 | \$8.10 | \$16,80 | \$0.00 | \$67.11 | |
| SOI BURING LARODED | | \$43.22 | \$8.10 | \$16.80 | \$0.00 | \$68.12 | |
| BORERS - FOUNDATION AND MARINE | 06/01/2019 | \$39.10 | \$7.00 | 0+ | | +001,12 | |
| | 12/01/2019 | \$39.10 | \$7.85 \$8.10 | \$16.05 | \$0.00 | \$63.00 | |
| | 06/01/2020 | \$40.09 | \$8.10 | \$16.80 | \$0.00 | \$64.00 | |
| | 12/01/2020 | \$41.07 | \$8.10 | \$16,80 | \$0.00 | \$64,99 | |
| Year and the second sec | 06/01/2021 | \$42.09 | \$8.10 | \$16.80 | \$0.00 | \$65.97 | |
| For apprentice rates see "Apprentice-LAHORER" | 12/01/2021 | \$43.10 | \$8.10 \$8.10 | \$16.80 | \$0.00 | \$66,99 | |
| | | | φο.ΤΩ | \$16.80 | \$0.00 | \$68.00 | |

Issue Date: 11/27/2019 Wage Request Number: 20191127-003 ANIOLIST AND tita a li unit a dana industria di culturi i en li etti en la contrata contrata de escenti

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| | wer was Tage P | na Wage | medili | Pension T | upprementation Translavment | Total Rate |
|---|----------------|-----------|------------------|-----------------------|--------------------------------|--------------------|
| Classification | | Mic fing- | | \$15.60 . | _\$0.00 | \$75.29 |
| TRACTORS/PORTABLE STEAM GENERATORS | | | | \$15.70 | \$0.00 | \$76.43 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$48.23 | 4.22.00 | \$15,70 | \$0.00 | \$77.51 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 12/01/2020 | \$50.45 | \$12.50 | | \$0.00 | \$79.74 |
| | 06/01/2021 | \$51.54 | \$12,50 | \$15.70 | \$0.00 | \$80.88 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.0¢ | W0010- |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | | | ~~~ 41 | \$12,70 | \$0.00 | \$60.23 |
| TRAILERS FOR EARTH MOVING EQUIPMENT | 08/01/2019 | \$35.12 | \$12.41 | \$13.72 | \$0.00 | \$61.25 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2019 | \$35.12 | \$12.41 | \$13.72 | \$0.00 | \$62.15 |
| | 06/01/2020 | \$36.02 | \$12.41 | | \$0.00 | \$62.65 |
| | 08/01/2020 | \$36.02 | \$12.91 | \$13.72 | \$0.00 | \$63.75 |
| | 12/01/2020 | \$36.02 | \$12.91 | \$14.82 | • | \$64.55 |
| | 06/01/2021 | \$36,82 | \$12.91 | \$14.82 | \$0.00 | \$65.05 |
| | 08/01/2021 | \$36.82 | \$13.41 | \$14.82 | \$0.00 | \$65.03 \$66.24 |
| | 12/01/2021 | \$36.82 | \$13,41 | \$16.01 | \$0.00 | |
| TO THE DOUBLE ATE | 06/01/2019 | \$51.38 | \$7.85 | \$16.45 | \$0.00 | \$75.68 |
| TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR) | 12/01/2019 | \$51.38 | \$8.10 | \$17.20 | \$0.00 | \$76.68 |
| LABURERO (CODE INC.) | 06/01/2020 | \$52.37 | \$8.10 | \$17.20 | \$0.00 | \$77.67 |
| | 12/01/2020 | \$53.35 | \$8.10 | \$17.20 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$54.37 | \$8.10 | \$17.20 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$55.38 | \$8,10 | \$17.20 | \$0.00 | \$80.68 |
| usthought | 124041-0 | | | | | 420 CO |
| For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) | 06/01/2019 | \$53.38 | \$7.85 | \$16.45 | | \$77.68 |
| TUNNEL WORK - COMPRESSED AIR (TELEPINAL LABORERS (COMPRESSED AIR) | 12/01/2019 | \$53.38 | \$8.10 | | | \$78.68 \$78.67 |
| Motorn (22.22. | 06/01/2020 | \$54.37 | \$8.10 | \$17.20 | | \$79.67 |
| | 12/01/2020 | | \$8.10 | \$17.20 | | \$80.65 |
| | 06/01/2021 | | \$8.10 | \$17.20 | | \$81.67 |
| | 12/01/2021 | | | \$17.20 | 0 \$0.00 | \$82.68 |
| " 4 TAPORER" | AM F.D. | | | | | ACT 75 |
| For apprentice rates see "Apprentice-LABORER" | 06/01/2019 | \$43.45 | 5 \$7.85 | | | \$67.75 |
| TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL) | 12/01/2019 | | 5 \$8.10 | | | \$68.75 |
| EADURANCE (| 06/01/2020 | | 4 \$8.10 | | | \$69.74 |
| | 12/01/2020 | | 2 \$8.10 | 317.2 | | \$70.72 |
| | 06/01/2021 | | 4 \$8.10 | 0 \$17.2 | | \$71.74 |
| | 12/01/2021 | | | 0 \$17.2 | 20 \$0.00 | \$72.75 |
| A HORER | | | | | 40.00 | 060.75 |
| For apprentice tales see "Apprentice- LABORER" TUNNEL WORK - FREE AIR (HAZ, WASTE) | 06/01/201 | 9 \$45.45 | \$7.85 \$7.85 | | | \$69.75 |
| TUNNEL WORK - FREE AIR (FIAM: WILLIAM) LABORERS (FREE AIR TUNNEL) | 12/01/201 | | 45 \$8.10 | | | \$70.75 |
| LABORERO (12000 | 06/01/202 | | 44 \$8.10 | 0 \$17.3 | | \$71.74 |
| | 12/01/202 | | 42 \$8.1 | 10 \$17. | .20 \$0.00 | \$72.72 |
| | 06/01/202 | | | 10 \$17. | .20 \$0.00 | \$73.74 |
| | 12/01/202 | | | 10 \$17. | ,20 \$0,00 | \$74.75 |

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| VAC-HAUL, | Effective Dat | | | Pension | Supplemental Unemploymen | Total Ra t |
|---|---------------|----------------|-----------------|----------------|--------------------------|-----------------|
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 08/01/2019 | | \$12.4 | 1 \$12.7 | | \$59.65 |
| | 12/01/2019 | \$34.54 | \$12.4 | 1 \$13.7 | 2 \$0.00 | \$60.67 |
| | 06/01/2020 | \$35.44 | \$12.4 | 1 \$13.72 | \$0.00 | \$61,57 |
| | 08/01/2020 | \$35.44 | \$12.9 | 1 \$13.72 | \$0,00 | \$62.07 |
| | 12/01/2020 | \$35.44 | \$12,9 | 1 \$14.82 | \$0.00 | \$63.17 |
| | 06/01/2021 | \$36.24 | \$12.9 | 1 \$14.82 | \$0.00 | \$63.97 |
| | 08/01/2021 | \$36.24 | \$13.41 | 1 \$14.82 | \$0.00 | \$64.47 |
| WAGON DRILL OPERATOR | 12/01/2021 | \$36,24 | \$13,41 | \$16.01 | | \$65.66 |
| LABORERS - ZONE 2 | 06/01/2019 | \$34.20 | \$7.85 | \$14,88 | \$0.00 | \$56,93 |
| | 12/01/2019 | \$34.31 | \$8.10 | \$15.38 | \$0.00 | |
| | 06/01/2020 | \$35.20 | \$8.10 | \$15,38 | \$0.00 | \$57.79 |
| | 12/01/2020 | \$36.09 | \$8.10 | \$15.38 | \$0.00 | \$58.68 |
| | 06/01/2021 | \$37,01 | \$8.10 | \$15,38 | \$0.00 | \$59.57 |
| For apprentice rules see "Apprentice- LABORER" | 12/01/2021 | \$37.92 | \$8.10 | \$15.38 | \$0.00 | \$60.49 |
| WASTE WATER PUMP OPERATOR | | | Ψαιχο | 415,56 | φυ.συ | \$61.40 |
| PERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$48.18 | \$12,00 | \$15.60 | \$0.00 | 475.70 |
| | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$75.78 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$76,93 |
| | 12/01/2020 | \$50,98 | \$12,50 | \$15,70 | \$0.00 | \$78.03 |
| | 06/01/2021 | \$52,08 | \$12.50 | \$15,70 | \$0.00 | \$79.18 |
| For apprendice rules see "Approntice- OPERATING ENGINEERS" | 12/01/2021 | \$53,23 | \$12,50 | \$15.70 | \$0.00 | \$80.28 |
| ATER METER INSTALLER | | | 4-4,00 | 445.70 | φυ.ου | \$81.43 |
| UMBERS & GASFITTERS LOCAL 12 | 09/01/2019 | \$57.69 | \$11.82 | \$17,01 | \$0.00 | \$86.52 |
| | 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 |
| For apprentice rates see "Apprentice- PLUMBER/PREFITTER" or "PLUMBER/GASETI | 03/01/2021 | \$62.19 | \$11.82 | \$17.01 | \$0.00 | \$91.02 |
| ental of Equipment - East | TER | | | | 44.00 | φ 91, 02 |
| AXLE) DRIVER - EQUIPMENT | 0.000 | | | | | |
| AMSTERS JOINT COUNCIL NO. 10 ZONE B | 08/01/2019 | \$34.25 | \$12.41 | \$0.00 | \$0.00 | \$46.66 |
| | 12/01/2019 | \$34.25 | \$12.41 | \$0.00 | \$0.00 | \$46.66 |
| | 06/01/2020 | \$35,15 | \$12.41 | \$0.00 | \$0.00 | \$47.56 |
| | 08/01/2020 | \$35.15 | \$12,91 | \$0.00 | \$0.00 | \$48.06 |
| | 12/01/2020 | \$35,15 | \$12.91 | \$0.00 | \$0.00 | \$48.06 |
| | 06/01/2021 | \$35.95 | \$12.91 | \$0.00 | \$0.00 | \$48.86 |
| | 08/01/2021 | \$35.95 | \$13,41 | \$0,00 | \$0.00 | \$49.36 |
| AXLE) DRIVER - EQUIPMENT | 12/01/2021 | \$35.95 | \$13,41 | \$0.00 | | \$49.36 |
| MSTERS JOINT COUNCIL NO. 10 ZONE B | 08/01/2019 | \$34.32 | \$12.41 | \$0.00 | *** | \$46.73 |
| | 12/01/2019 | \$34.32 | \$12.41 | \$0.00 | *** | \$46.73 |
| | 06/01/2020 | \$35.22 | \$12.41 | \$0.00 | . | \$47.63 |
| | 08/01/2020 | | | \$0.00 | 64 | |
| | A - 1 1 | | | \$0.00 | ** | \$48.13 |
| | | <u>.</u> . | | \$0.00 | A | \$48.13 |
| | A | | | \$0.00 | *** | 48.93 |
| | | | _ | | A= | 49.43 |
| | | 9142 | ψ, T Ι (| ψ υ. υυ | \$0.00 \$ | 49.43 |

Issue Date: 11/27/2019 Wage Request Number: 20191127-003 Page 40 of 47

To the first the second second

| | بلك يا المدينات بالدين الأسارة التسافيعين مصطفح بالسطار بالمسيك | The Company | عبست فلأفضائه | | | | | Total Rate |
|--|--|------------------------|------------------|---------|--------------------|-------------------|------------|--|
| | Effective Date B | | | th P | Pension | Unemplo \$0.00 | oyment | \$46.85 |
| The state of the s | | \$34.44 | | 2.41 | \$0.00 | \$0.00 | | \$46.85 |
| Classification | 08/01/2019 | \$34.44 | | 2.41 | \$0.00 | | · · | \$47.75 |
| | 12/01/2019 | \$35.34 | | 2.41 | \$0.00 | \$0.00 | N. | \$48.25 |
| (4 & 5 AXLE) DRIVER - EQUINCE BY TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 06/01/2020 | \$35.34 | 7 | 12.91 | \$0.00 | \$0.00 | 30 | \$48.25 |
| | 08/01/2020 | | | 12.91 | \$0.00 | \$0.0 | | \$48.25 \$49.05 |
| | 12/01/2020 | \$35.34 | | 12.91 | \$0.00 | \$0.0 | 90 | • |
| | 06/01/2021 | \$36.1 | | \$13.41 | \$0.00 | \$0.0 | .00 | \$49.55 |
| | 08/01/2021 | \$36.1 | ٠. | | \$0.00 | | .00 | \$49,55 |
| | 12/01/2021 | \$36.1 | | \$13.41 | \$0.00 | | 0.00 | \$112.68 |
| | 08/01/2019 | \$102 | 2.78 | \$9,90 | ⊕010~ | | | |
| ADS/SUBMERSIBLE PILOT | 00,0 | | | | | | | |
| ADS/SUBMERSIBLE 1 TO PILE DRIVER LOCAL 56 (ZONE 1) | | | | \$12.00 | 0 \$0.00 | ,0 \$ | 00.00 | \$60.18 |
| For apprentice rates see "Apprentics-PILH DRIVER" For apprentice rates see "Apprentics-PILH DRIVER" | 06/01/2019 | | u, | | | | \$0.00 | \$61.23 |
| TITICONCRETE/CRUSHER | 12/01/2019 | | 8.73 | \$12.50 | | | \$0.00 | \$62,33 |
| ASPHALITONOCE SOCIETY OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | | 19.83 | \$12.5 | | | \$0.00 | \$63.48 |
| OPERALIN - | 12/01/2020 | | 50.98 | \$12.5 | | .00 | \$0.00 | \$64.58 |
| | 06/01/2021 | | 52.08 | \$12.5 | | ,,,,, | \$0.00 | \$65.73 |
| | | | 53.23 | \$12. | ,50 \$0 | 00,0 | \$0.00 | |
| | 12/01/202 | 1 - | | | | | \$0.00 | \$60,18 |
| OPERATING ENGINEERS" | 201/00 | 10 9 | \$48.18 | \$12. | 0,00 | 0.00 | | \$61.23 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 06/01/201 | | \$48.73 | \$12 | 2.50 \$0 | 00.00 | \$0.00 | \$62,33 |
| THE PROPERTY OF THE PARTY OF TH | 12/01/20 | | | | | 00,00 | \$0.00 | \$63.48 |
| BACKHOEFRON OPERATING ENGINEERS LOCAL 4 | 06/01/20 | وبالرق | \$49.83 | | | \$0.00 | \$0.00 | |
| | 12/01/20 | UZU | \$50.98 | | 12,50 | \$0.00 | \$0.00 | \$64.58 |
| | 06/01/20 | 021 | \$52,08 | | 12,50 | \$0.02 | \$0.00 | \$65.73 |
| | 12/01/2 | | \$53.23 | \$3 | 12,50 | \$U,t√ | | |
| | <u> </u> | | | | | \$0.00 | \$0.00 | \$59.69 |
| For apprentice sates see "Apprentics- OPERATING HNGINEERS" | 06/01/2 | 2019 | \$47.69 | • | , LZ.00 | \$0.00 | \$0.00 | \$60.73 |
| BULLDOZER/GRADER/SCRAPER BULLDOZER/GRADER/SCRAPER | 12/01/ | | \$48.23 | | 312.20 | | 00.02 | \$61.81 |
| BULLDOZER/GRADERSCION DE PROPERTING ENGINEERS LOCAL 4 | | | \$49.3 | 31 \$ | \$12.50 | \$0.00 | \$0.00 | \$62.95 |
| OPERATING BRIGHT | 06/01/ | | \$50.4 | | \$12.50 | \$0.00 | | ******* |
| | 12/01 | | \$51.5 | | \$12,50 | \$0.00 | \$0.00 | * * CE 19 |
| | | 1/2021 | | | \$12.50 | \$0.00 | \$0.00 | фине |
| | 12/01 | 1/2021 | \$52.6 | 58 | ٠ - | | | \$61.18 |
| A TIDICI FINGINEERS | | | *40 | - 10 | \$12.00 | \$0.00 | | v |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | S 06/0 | 1/2019 | \$49. | | \$12,50 | | \$0.00 | n (1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 |
| - CETTIRKY BUCKET | 12// | 01/2019 | \$49 | | \$12,50 \$12,50 | | | 00 \$63.33 |
| CLAM SHELLSISE LOCAL 4 OPERATING ENGINEERS LOCAL 4 | 06/ | 01/2020 | | 0.83 | | | _ | 00 \$64.48 |
| Va | | /01/2020 | \$5 ¹ | 1.98 | \$12.50 | | | 00 \$65.58 |
| | | /01/2021 | | 3,08 | \$12.50 | | | カクとガス |
| • | | /01/2021 | | 54,23 | \$12.50 | 0 \$0.00 | .0 - | |
| | 1.44 | (III Anne | | | | 0.0\$0.0 | 00 \$0. |),00 \$44.28 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | 6/01/2019 | o \$' | 32.28 | \$12.00 | | .o. | 0.00 \$44.97 |
| For apprentice rates see "Approximation approximation appr | | 6/01/2019 2/01/2019 | | 32.47 | \$12.5 | | ,uo .no | 0.00 \$45.77 |
| - PEROP OPERATOR | | | | \$33,22 | \$12.5 | 50 \$0. | | 0,00 |
| OPERATING ENGINEERS LOCAL 4 | | 6/01/2020 | | \$34.00 | | | ,,,,, | VV.VV |
| | | 12/01/202 | | | | A | י סעוט | 60.00 ****** |
| | | 06/01/202 | ~ ~ | \$34.75 | | | 0.00 \$1 | \$0.00 |
| | | 12/01/202 | 21 | \$35.54 | фас | ,,, | | |
| THE THE PROPERTY OF THE PROPER | | | | | | | | |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | | | | | | | , | Page |
| | | | | | , | ,- | | |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" 11/27/2019 Wage Ro | enuest Number: | 2019 | 1127-00. | 3 | | | | |
| Issue Date: 11/27/2019 Wage R | | | | | | | | |

ender og til strukturen film i ser serkum kommuner og en ender hand med til en former kannen er en en en en en

| DIVER | Effe | ctive Dat | - To | | | | | | |
|--|------------|------------------|---------|---------|---------------|--------|-------------|-----------------|---------------|
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | se Wage | Healf | i Pe | nsion Suppi | emental | Total Rat |
| For apprentice rates see "Apprentice-PILE DRIVER" DIVER TRAINER | 08/ | 01/2019 | \$ | 68.52 | \$9.9 | 3 \$6 | | ployment | TAM ISSUE |
| | | | | | | | 3.00 \$0.0 | JU | \$78.42 |
| PILE DRIVER LOCAL 56 (ZONE 1) | 00/0 | 1/2010 | | | | | | | |
| For apprentice tales see "Apprentice-PILE DRIVER" | . 00/0 | 1/2019 | \$4 | 8.94 | \$9.90 | \$0. | 00 000 | | |
| | | | | | | 7- | .00 \$0.0 | U | \$58.84 |
| ZELOCAL 56 (ZONE I) | ne/or | /0012 | | | | | | | |
| Por apprentice rates see "Apprentice-PILB DRIVER" | 00/01 | /2019 | \$73 | 3.41 | \$9.90 | \$0.0 | 00 00 | | |
| | | | | | | * | 00.00 | | \$83,31 |
| ZILZOCAL 30 (ZONE I) | 08/01/ | 2015 | | | | | | | |
| For apprentice rates see "Apprentice-PILE DRIVER" | 00/01/ | 2019 | \$10 | 2.78 | \$9.90 | \$0,0 |) fa aa | | |
| | | | | | | ,- | \$0.00 | | \$112,68 |
| LABORERS - ZONE 2 | 06/01/2 | 010 | | | | _ | | | |
| | | | \$22.5 | 50 g | 7.85 | \$0.00 | \$0.00 | | |
| | 12/01/2 | | \$23,5 | i0 \$1 | 8.10 | \$0.00 | 40.00 | \$ | 30.3 <i>5</i> |
| | 06/01/20 | | \$23,5 | | 3.10 | | +0.00 | \$ | 31.60 |
| | 12/01/20 | 20 | \$24.50 | | | \$0.00 | \$0.00 | \$: | 31.60 |
| For survey | 06/01/20 | | \$24.50 | Ψω | -10 | \$0.00 | \$0.00 | | 2.60 |
| FORK I DETACTION OF THE PROPERTY OF THE PROPER | 12/01/20 | | | | .10 | \$0.00 | \$0.00 | | 2.60 |
| FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 | <u> </u> | - | \$24.50 | \$8. | 10 | \$0.00 | \$0.00 | | |
| SAGINGERS LOCAL 4 | 06/01/201 | 0 0 | | | | | | \$3 | 2.60 |
| | 12/01/201 | 7 | \$48.18 | \$12 | .00 | \$0.00 | \$0.00 | A.c. | |
| | | | 48.73 | \$12. | .50 | \$0,00 | \$0,00 | \$60 | |
| | 06/01/2020 | | 49.83 | \$12, | | \$0.00 | | \$61 | |
| | 12/01/2020 | | 50,98 | \$12.5 | | 0.00 | \$0.00 | \$62. | 33 |
| For apprentice rates so- H s. | 06/01/2021 | \$5 | 2.08 | \$12.5 | ' | | \$0.00 | \$63. | 48 |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | 12/01/2021 | \$5 | 3,23 | | | 0.00 | \$0.00 | \$64, | 58 |
| ENERATOR/LIGHTING PLANT/HEATERS ERATING ENGINEERS LOCAL 4 | | _ | - 11-2 | \$12.5 | 0 \$ | 0.00 | \$0.00 | \$65.7 | |
| | 06/01/2019 | \$32 | 2.28 | 616.0 | | | | 403,7 | 3 |
| | 12/01/2019 | | 2.47 | \$12.00 | *- | ,00 | \$0.00 | \$44.2 | 0 |
| | 06/01/2020 | | | \$12.50 | | .00 | \$0.00 | | |
| | 12/01/2020 | \$33 | | \$12.50 | \$0. | .00 | \$0.00 | \$44.97 | |
| | | \$34, | | \$12.50 | \$0. | 00 | \$0.00 | \$45.72 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 06/01/2021 | \$34. | 75 | \$12,50 | \$0. | | | \$46.50 | |
| STING ENGINEER/CRANES/GRADALLS | 12/01/2021 | \$3 <i>5</i> .5 | 54 | \$12.50 | \$0.0 | | \$0.00 | \$47.2 <i>5</i> | |
| ATING ENGINEERS LOCAL 4 | 0.00 | | | | φ υ -(| ıu | \$0.00 | \$48.04 | |
| | 06/01/2019 | \$48.1 | .8 | \$12.00 | \$0.0 | | | | |
| | 12/01/2019 | \$48.7 | _ | \$12.50 | \$0.0 | . ' | 60.00 | \$60.18 | |
| | 06/01/2020 | \$49.8 | _ | | \$0.0 | * | 0,00 | \$61,23 | |
| | 12/01/2020 | \$50.98 | _ | \$12,50 | \$0.00 | Ψ | 0.00 | \$62.33 | |
| | 06/01/2021 | | | \$12.50 | \$0.00 | \$1 | 0.00 | | |
| | 12/01/2021 | \$52.08 | - | 12.50 | \$0.00 | | 1.00 | \$63,48 | |
| | -210112021 | \$53 <u>.2</u> 3 | \$ | 12.50 | \$0.00 | | 00 | \$64.58 | |
| | | | | | | φυ | .00 | \$65.73 | |

也是我们就是一个人,我们就是一个人,我们就是我们的人,我们就是一个人,我们就是一个人,我们就是一个人,我们就是一个人,我们就是一个人,我们就是一个人,我们就是不 第一个人,我们就是一个人,我们就是一个人,我们就是我们的人,我们就是我们的人,我们就是一个人,我们就是一个人,我们就是一个人,我们就是一个人,我们就是一个人,也不

Wage Request Number: 20191127-003

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|--|--|-------------------------|-------------------|------------------------|--------------------|------------|
| the state of the s | | | | | Supplemental | Total Rate |
| • • | Effective Date | Base Wage | Health | Pension | Unemployment | |
| Classification | | | | | | |

The complete and the first of the control of the companies and the control of the

| Effecti | ve Date- | ERATING ENGINEERS - L 06/01/2019 | Apprentice Base Wage | Health | Pe | nsion | Supplemental Unemployment | Total Rate | |
|-----------------------|---------------|-------------------------------------|----------------------|----------|---------|---------|------------------------------|------------|---------|
| Step | percent | <u> </u> | \$26.50 | \$12,00 | | \$0.00 | \$0.00 | \$38.50 | |
| 1 | 55 | | \$28.91 | \$12.00 | | \$0.00 | \$0.00 | \$40.91 | |
| 2 | 60 | | \$31.32 | \$12.00 | | \$0,02 | \$0.00 | \$43.32 | |
| 3 | 65 | | \$33.73 | \$12.00 | | \$0,00 | \$0.00 | \$45.73 | |
| 4 | 70 | | \$36.14 | \$12.00 | | \$0.00 | \$0.00 | \$48.14 | |
| 5 | 75 | | | \$12.00 | | \$0.00 | \$0.00 | \$50.54 | |
| 6 | 80 | | \$38.54 | | | \$0.00 | \$0.00 | \$52.95 | |
| 7 | 85 | | \$40.95 | \$12.00 | | \$0.00 | \$0.00 | \$55.36 | |
| 8 | 90 | | \$43.36 | \$12.00 | | 30.00 | φοισσ | | |
| | tive Date - | 12/01/2019 | Apprentice Base Wage | e Health | F | ension_ | Supplemental Unemployment | Total Rate | |
| Step | percent | | \$26.80 | \$12.50 | | \$0.00 | \$0,00 | \$39.30 | |
| 1 | 55 | | \$29.24 | \$12.50 | | \$0.00 | \$0.00 | \$41.74 | |
| 2 | 60 | | \$31.67 | \$12.50 | | \$0.00 | \$0,00 | \$44.17 | |
| 3 | 65 | | \$34.11 | \$12.50 | | \$0.00 | \$0.00 | \$46.61 | |
| 4 | 70 | | \$36.55 | \$12,50 | | \$0.00 | \$0,00 | \$49.05 | |
| 5 | 75 | | \$38,98 | \$12.50 | | \$0.00 | \$0.00 | \$51.48 | |
| 6 | 80 | | \$38.38 \$41.42 | \$12.50 | | \$0.00 | \$0.00 | \$53.92 | |
| 7 | 85 | | , \$43.86 | \$12.50 | | \$0.00 | \$0.00 | \$56.36 | |
| 8 | 90 | | | | | | | | |
| Note | | | | | | | | | |
| _ | | ourneyworker Ratio:1:6 | | | | | | | |
| | II CHEEC TO U | | 06/01/2 | 019 | \$33.95 | \$7.85 | 20.02 | \$0.00 | \$41.80 |
| R. - <i>ZONE 2</i> | | | 12/01/2 | | \$34.06 | \$8.10 | \$0.00 | \$0.00 | \$42.16 |
| | | | 06/01/2 | | \$34.95 | \$8.10 | \$0.00 | \$0.00 | \$43.05 |
| | | | 12/01/2 | - | \$35.84 | \$8.10 | \$0.00 | \$0,00 | \$43.94 |
| | | | 06/01/2 | | \$36.76 | \$8.10 | \$0.00 | \$0.00 | \$44.80 |
| | | | 12/01/2 | | \$37.67 | \$8.10 | | \$0.00 | \$45.7 |

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| Classification | | | | Effective 1) | ate Base W | age Health | Pension | Supplemental Unemployment | Total Rate |
|----------------------------------|----------------------|-------------------------------------|-------------------------------|----------------------|-----------------|------------|------------------------------|------------------------------|----------------|
| | | infice - L ive Date - percent | ABORER - Zone 2 06/01/2019 | Apprentice Base Wage | Wanith | Pension | Supplementa | | |
| | 1 | 60 | | \$20.37 | | | Unemployment | | |
| | 2 | 70 | • | - | \$7.85 | \$0.00 | \$0,00 | | |
| | 3 | 80 | | \$23,77 | \$7.85 | \$0.00 | \$0.00 | \$31.62 | |
| | 4 | 90 | | \$27.16 | \$7 . 85 | \$0.00 | \$0.00 | \$35.01 | |
| | | •• | | \$30.56 | \$7.8 <i>5</i> | \$0.00 | \$0.00 | \$38.41 | |
| | Step | ve Date - percent | 12/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | | |
| | 1 | 60 | | \$20,44 | \$8,10 | \$0.00 | \$0.00 | \$28,54 | |
| | 2 | 70 | | \$23.84 | \$8.10 | \$0.00 | \$0.00 | \$31,94 | |
| | 3 | 80 | | \$27.25 | \$8.10 | \$0.00 | \$0.00 | \$35.35 | |
| | 4 | 90 | • | \$30.65 | \$8.10 | \$0.00 | \$0.00 | \$38.75 | |
| | | | rneyworker Ratio:1:5 | | | | | | |
| OPERATING ENGIN | . I FLAIN EERS LO | TRUCK C CAL 4 | RANES,GRADALLS) | 06/01/2019 | \$23.11 | \$12,00 | \$0,00 | \$0.00 | 35,11 |
| | | | | 12/01/2019 | \$23.08 | \$12.50 | \$0.00 | | 35,58 |
| | | | | 06/01/2020 | \$23.63 | \$12.50 | \$0.00 | | 36.13 |
| | | | | 12/01/2020 | \$24,20 | \$12.50 | \$0.00 | | 36,70 |
| | | | | 06/01/2021 | \$24.75 | \$12.50 | \$0,00 | | 37.25 |
| | | | ERATING ENGINEERS" | 12/01/2021 | \$25,33 | \$12.50 | \$0.00 | | 37.83 |
| OILER (TRUCK OPERATING ENGINE | CRANE | S, GRAD. | ALLS) | 06/01/2019 | \$27,57 | \$12.00 | \$0.00 | \$0.00 \$ | 39.57 |
| | | T | | 12/01/2019 | \$27.64 | \$12,50 | | | 39.37 40.14 |
| | | | | 06/01/2020 | \$28,29 | \$12.50 | | 4. | |
| | | | | 12/01/0000 | **** | | | 40.00 | 40.79 |

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12/01/2020

06/01/2021

12/01/2021

06/01/2019

12/01/2019

06/01/2020

12/01/2020

06/01/2021

12/01/2021

For apprentice rules see "Apprentice- OPERATING ENGINEERS"

For apprendice rates see "Apprendice-OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II

OPERATING ENGINEERS LOCAL 4

\$28.97

\$29.61

\$30,29

\$47.69

\$48.23

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And the standard of the standa

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| the state of the s | The second s | 21. | J. 44 | | | | ئىنىد ەردىن. | | and help help the second |
|--|--|-----------------------------|---------|--------------------------|---------|---------|-------------------------|--------------|--------------------------|
| | and the second second | ستتنب سبتده سائسا أشأب فأعد | | ىخىلىنى ئىستىرى <u>ت</u> | | | plementa | l Total R | |
| The state of the s | Effective Date | Rage Wf | age J | Health | Pension | Une | mployme | nt \$46.4 | 9 |
| A CONTRACTOR OF THE PROPERTY O | Effective Date | \$34.0 | 10 | \$12.41 | \$0.00 | , | 00.00 | \$46.4 | |
| A PART - A P | 08/01/2019 | \$34.0 \$34.0 | _ | \$12.41 | \$0.0 | • | 00.02 | \$47. | |
| PANEL & PICKUP TRUCKS DRIVER | 12/01/2019 | | | \$12.41 | \$0.0 | Ю | \$0.00 | \$47. | |
| PANEL & PICKUP TRUCKS DE L'AMBIERS JOINT COUNCIL NO. 10 ZONE B | 06/01/2020 | \$34. | | \$12.91 | \$0.0 | 00 | \$0.00 | \$47 | |
| | 08/01/2020 | \$34 | | \$12.91 | \$0. | 00 | \$0.00 | \$48 | |
| | 12/01/2020 | \$34 | | \$12.91 | | .00. | \$0.00 | | 9.19 |
| | 06/01/2021 | - | 5.78 | \$13.4 | | .00 | \$0.00 | _ | |
| | 08/01/202 | 1 \$3 | 5.78 | | • | 00,0 | \$0.00 | | 9.19 |
| | 12/01/202 | | 35.78 | \$13.4 | | 0.00 | \$0.00 | | 50.18 |
| | 06/01/201 | | 48.18 | \$12.0 | | 0.00 | \$0.00 | ı | 61,23 |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE | 12/01/20 | | 48.73 | \$12. | 30 | 00.00 | \$0.00 | 3 | 62.33 |
| POWER SHOVEL/DERRICK/IREA | 06/01/20 | | \$49.83 | \$12. | | | \$0.0 | a | 63.48 |
| POWER SHOVELIDE AND OPERATING ENGINEERS LOCAL 4 | | | \$50.98 | 3 \$12 | ,,50 | \$0.00 | \$0.0 | | \$64.58 |
| ATING ENGINEERS" | 12/01/20 | 020 | \$52.0 | *** | 2.50 | \$0.00 | \$0.0 | | \$65.73 |
| | 06/01/2 | 021 | \$53.2 | | 2.50 | \$0.00 | \$0. | | |
| | 12/01/2 | 2021 | سەسى ب | | | | \$0. | 00 | \$60.18 |
| | | 2010 | \$48. | 18 \$1 | 2.00 | \$0.00 | | .00 | \$61.23 |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | 06/01/ | | \$48. | - | 12.50 | \$0.00 | m.c |),00 | \$62.33 |
| | 12/01/ | | \$49 | | 12.50 | \$0,00 | | | \$63.48 |
| PUMP OPERATOR CO. A. C. OPERATING ENGINEERS LOCAL 4 | 06/01 | | |).98 | 12.50 | \$0.00 | • | 0.00 | \$64.58 |
| | | /2020 | | ,,,,, | \$12.50 | \$0.0 | | 00,0 | \$65.73 |
| | | 1/2021 | - | 4,00 | \$12.50 | \$0.0 | 0 1 | 00.00 | ψ0= |
| | 12/0 | 1/2021 | \$5 | 3.23 | | | | <u></u> | \$44.28 |
| TAGNERRS | | | | 32.28 | \$12.00 | \$0.0 | UV | \$0.00 | \$44.97 |
| For appropriate rates see "Apprentice-OPERATING ENGINEERS" | | 01/2019 | | 32,47 | \$12.50 | | 00 | \$0.00 | \$45.72 |
| | | 01/2019 | | | \$12.5 | 4.0 | .00 | \$0.00 | \$46.50 |
| PUMP OPERATOR (224) OPERATING ENGINEERS LOCAL 4 | | /01/2020 | | 33.22 | \$12.5 | | 00,0 | \$0.00 | \$47.25 |
| • | 12 | /01/2020 | | \$34.00 | \$12.5 | | 00,0 | \$0.00 | \$48.04 |
| | 06 | 5/01/2021 | | \$34.75 | \$12. | | 0.00 | \$0,00 | \$40.v- |
| - mppell | 13 | 2/01/2021 | l | \$35.54 | \$15. | | | | \$59,69 |
| | | | | | \$12 | .00 5 | 00.00 | \$0.00 | \$60,73 |
| For apprendice trates see "Apprendice- OPERATING ENGINEERS" | | 6/01/201 | 9 | \$47.69 | \$12 | | \$0.00 | \$0.00 | \$61.81 |
| | | 12/01/201 | | \$48.23 | | 2.50 | \$0.00 | \$0,00 | \$62.95 |
| ROLLER/SPREADING LOCAL4 OPERATING ENGINEERS LOCAL4 | | 06/01/202 | | \$49.31 | | 2.50 | \$0.00 | \$0.00 | |
| | | 12/01/20 | | \$50.45 | | 2.50 | \$0.00 | \$0.00 | \$64.04 |
| | | 06/01/20 | | \$51.54 | | | \$0.00 | \$0.00 | \$65,18 |
| | | 12/01/20 | | \$52.68 | \$ \$1 | 12.50 | 4 | | \$46.9 |
| | | 12,0 | | | | 12.41 | \$0.00 | 00,02 | - |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | | 08/01/2 | 019 | \$34.5 | · . | | \$0.00 | \$0.00 | \$46.9 |
| For apprendice rates see APP MOVING EQUIP < 35 TONS | | 12/01/2 | | \$34.5 | • | 12.41 | \$0.00 | 00 | \$47.8 |
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | | 06/01/ | | \$35.4 | , , | \$12.41 | \$0,00 | 40.00 | \$48. |
| TEAMSTERS JOINT COOLS | | 08/01/ | | \$35. | ., . | \$12.91 | \$0.00 | 20.00 | \$48. |
| | | 12/01 | | \$35. | .44 | \$12.91 | 40.0 | መር ሰር |) \$ 49 |
| | | 06/01 | | | | \$12.91 | | | ይ አ ው |
| | | | | | 5.24 | \$13.41 | | ተለ ሰ | 0.45 |
| | | | 1/2021 | | 6.24 | \$13.41 | \$0.0 |)U \$0.0 | - |
| | | 12/0 | 1/202 | 1 J | - | | | | |

| SPECIALIZED HARDEN | | | | | | | | | |
|--|------------------------|--------------|-----------------|------------------------------|-------------|------------|--------|-----------------------|----------|
| SPECIALIZED HARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | Effective Date | | | Base Wage | | | | | |
| - SOUNCIL NO. 10 ZONE B | (| 08/01/201 | <u> </u> | | Heal | te Pe | nsion | Supplemental | Total R. |
| | | 2/01/201 | | \$34.83 | \$12 | 41 \$ | 0.00 | Unemploymen \$0.00 | · |
| | | | | \$34.83 | \$12, | 41 \$0 | 1.00 | | \$47.24 |
| | | 6/01/2020 | | \$35.73 | \$12,4 | | .00 | \$0.00 | \$47.24 |
| | | 8/01/2020 | | \$35,73 | \$12.9 | | | \$0.00 | \$48,14 |
| | | 2/01/2020 | | \$35.73 | \$12,9 | *- | | \$0.00 | \$48.64 |
| | 06 | /01/2021 | | \$36,53 | | 7-, | | \$0.00 | \$48.64 |
| TRACTORGE | 08/ | 01/2021 | | 36.53 | \$12.9 | | 00 | \$0.00 | |
| TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 | | 01/2021 | | | \$13,41 | 7-10 | 10 | \$0.00 | \$49,44 |
| | | 01/2019 | | 36.53 | \$13.41 | \$0.0 | ^ | \$0.00 | \$49.94 |
| | | | \$. | 47.69 | \$12.00 | \$0.0 | | | \$49,94 |
| | | 1/2019 | \$4 | 18.23 | \$12.50 | \$0,00 | . 4 | 50.00 | \$59.69 |
| | | 1/2020 | \$4 | | \$12,50 | | φ | 0.00 | \$60,73 |
| | | 1/2020 | \$50 | A | \$12,50 | \$0.00 | \$1 | 0.00 | \$61.81 |
| For apprentice rates and " | 06/01 | /2021 | | | | \$0.00 | \$0 | 0.00 | \$62.95 |
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" TRAILERS FOR EAPTH MOVE | 12/01, | | \$52 | | 12.50 | \$0.00 | \$0 | .00 | |
| TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | | | φ.1.2 | .08 \$ | 12.50 | \$0.00 | \$0. | 00 | \$64.04 |
| NO. 10 ZONE B | 08/01/ | 2019 | øa e | | | | 7.5 | ,50 | \$65,18 |
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| TREE TRIMMER | 08/01/20 | 01 . | 36.82 | **** | | 0.00 | \$0.00 | | 9.73 |
| OUTSIDE ELECTRICAL WORK | 12/01/202 | 11 . | | Ψ23. | | 0.00 | \$0,00 | | |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification | 01/11/00 | | 36.82 | ——— wr.J., | 41 s | 0.00 | 60.00 | Ψυ | |
| operating, maintaining, or repair | -,- 2,201 | .0 \$7 | 18.51 | \$3,55 | \$ \$0 | 0.00 | \$0.00 | \$50 | .23 |
| This classification applies only to tree work done; (a) for a utility company, R.E.A. c operating, maintaining, or repairing the utility company's equipment, and (c) by a per This classification does not apply to wholesale tree removal. REE TRIMMER GROUNDMAN UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | ooperative, or railroa | d or coal mi | ning or | | | | 40.00 | \$22. | 06 |
| REE TRIMMER GROUNDMAN UTSIDE ELECTRICAL BOODS. | and who is using han | id or mecha | nicai cu | impuny, and itting method | (b) for the | outpose of | | | |
| This I WORKERS - EAST LOCAL 104 | 01/21/2 | | | | | ton no Bro | ונטל | | |
| This classification applies only to free work done: (a) for a ntillfy company, R.E.A. coor operating, maintaining, or repairing the utility company's equipment, and (c) by a personal classification does not apply to wholesale tree removal. AC-HAUL/CATCH BASIN CLEANING MASTERS JOINT COUNCIL NO. 10 ZONE B | 01/31/2016 | \$16 | 5.32 | \$3,55 | \$0. | 20 | | | _ |
| classification does not apply to wholeval to utility company's equipment, and (c) to | perative, or railroad | Or coal -t. | | | 4-41 | , | \$0.00 | \$19.8 | 7 |
| AC-HAUL/CATCH BASIN CLEANING MASTERS JOINT COUNCIL NO. 10 701179. | on who is using hand | or mechani | ng com | pany, and (b |) for the p | irpose of | | | |
| MITTERS JOINT COUNCIL NO. 10 ZONE B | | | | TO MINITE | and is on E | he ground. | This | | |
| • | 00/01/2019 | \$34 | 54 | \$12,41 | | | | | |
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| | 08/01/2020 | | | \$12.41 | \$0.00 | \$0 | .00 | | |
| | 12/01/2020 | \$35.4 | | \$12,91 | \$0.00 | | .00 | \$47,8 <i>5</i> | |
| | 06/01/2021 | \$35,44 | | \$12.91 | \$0.00 | \$0. | | \$48.3 <i>5</i> | |
| | | \$36.24 | I | \$12.91 | \$0.00 | | | \$48,35 | |
| | 08/01/2021 | \$36.24 | | \$13.41 | | \$0,0 | | \$49,15 | |
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Wage Request Number: 20191127-003

Page 46 of 47

Supplemental Unemployment Effective Date Base Wage Health Classification

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, st. 148-111. Additional Apprentics Information:

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

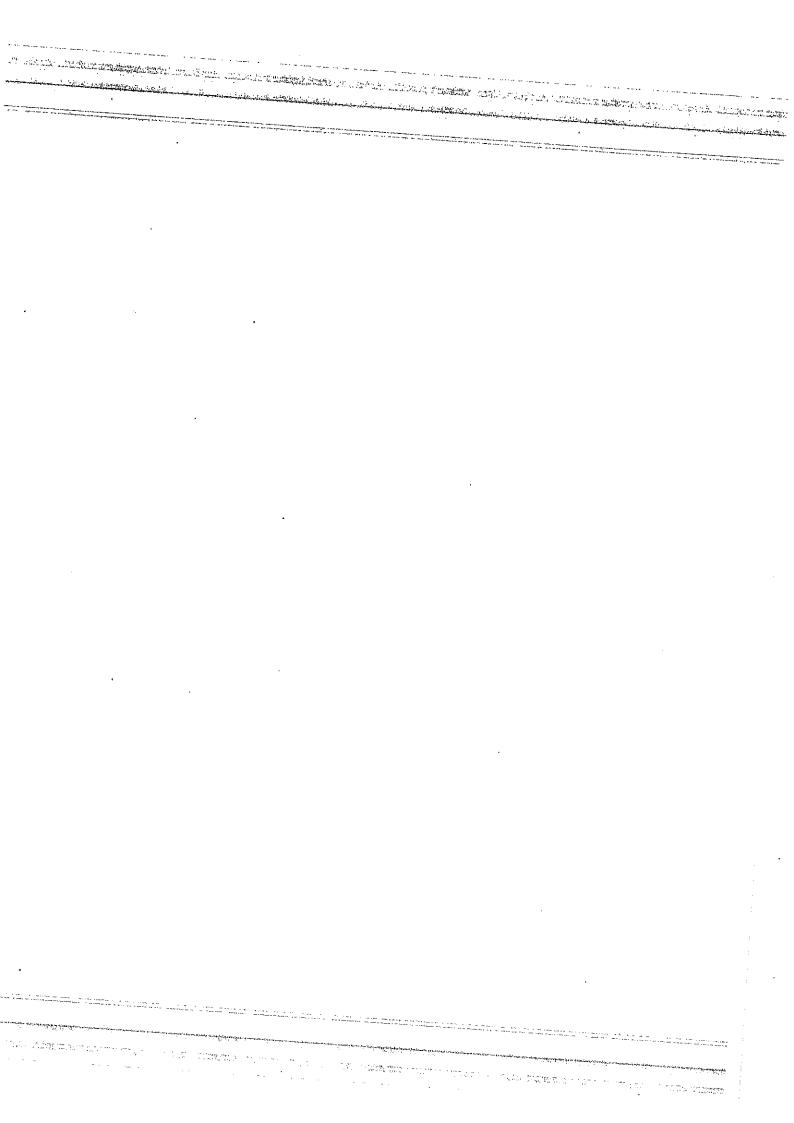
Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

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

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

Page 47 of 47 Wage Request Number: 20191127-003 Issue Date: 11/27/2019





Department of Labor Standards

Prevailing Wage Program

Confirmation

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

Please note the wage request number 20191127-003 for future inquires.

Request another official Wage Schedule

Return to Prevailing Wage Website

11/27/2019

Request Official Wage Schedule Website

Appendix 10 FORM OF CONTRACT

(SEE ATTACHED DOCUMENT.)



OWN OF THE ASSACHUSEUS FOR THE PROPERTY OF THE ASSACHUSEUS FOR THE PROPERTY OF THE PROPERTY OF

Plumbing Services in the Town of Natick

| This Contract is made this day of, 2019, by and etween the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 ast Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen ast Central Street, Natick, "the "Town," or the "Owner"), and, a nereinafter the "Town of Natick," the "Town," or the "Owner"), and, a principal office located at (hereinafter the "Contractor"). |
|--|
| principal office located to |

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 1.

In consideration of the obligations herein contained, the Contractor shall provide plumbing services in the Town of Natick, as set forth in the Invitation for Bids for Plumbing Services in the Town of Natick ("IFB"), issued by the Board of Selectmen of the Town of Natick, Massachusetts, which is incorporated herein by reference.

Standard of Care 2.

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.

The term of this Contract shall commence as of the date noted above and shall Term end one (1) year later. In the sole discretion of the Town, the term of this Contract may be extended for one (1) or two (2) additional one (1)-year terms.

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

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)

THE COMMENS TO THE STORY OF SECURITIES AND STORY OF SECURITIES WITHOUT THE SECURITIES OF SECURITIES AND SECURITIES.



____Contract for ____ Plumbing Services in the Town of Natick

Fourth Priority:

IFB

Fifth Priority:

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, §39K, the Town shall pay the Contractor the prices set forth in the Contractor's Bid, a copy of which is attached hereto and incorporated by reference.

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

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

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

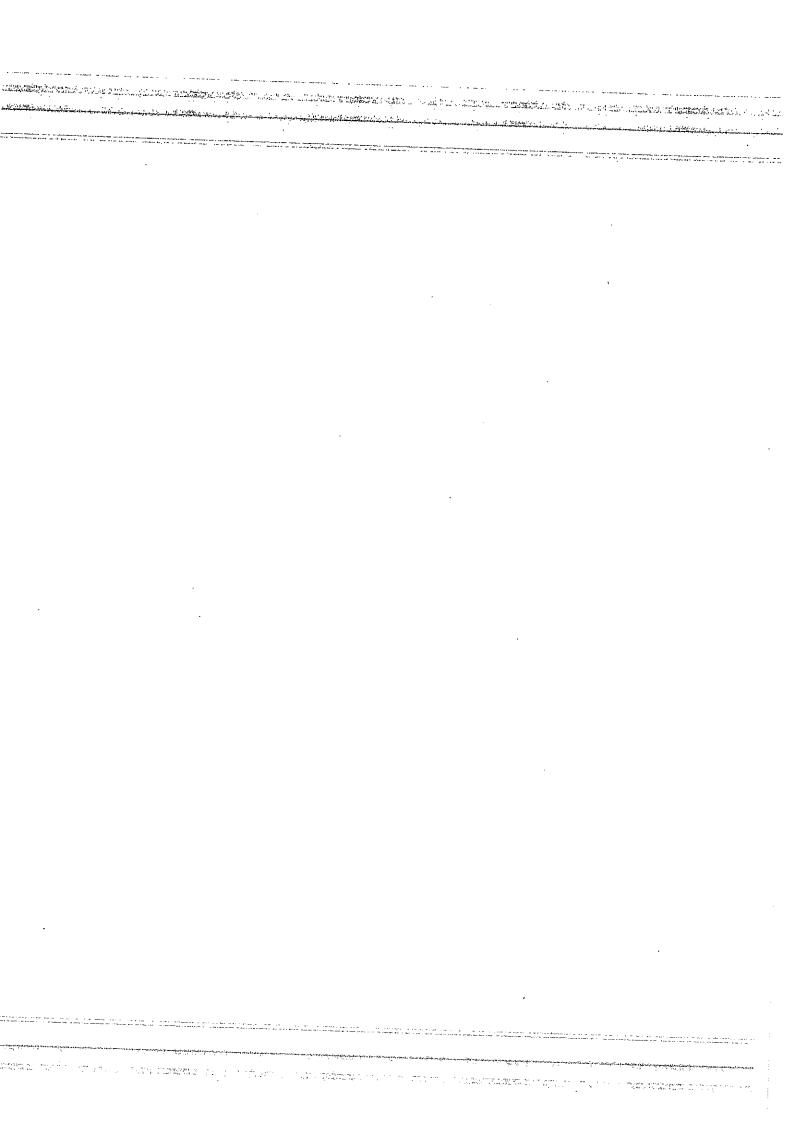
If the Town objects to all or part of any invoice, the Town shall notify the Contractor in writing within two (2) weeks of the date of receipt of the invoice, and shall pay that portion of the invoice not in dispute within thirty (30) days after the date of receipt of the invoice.

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

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

লোকে এক সমূহ কৰিছে কৰা কৰে। তেওঁ বিষয় প্ৰতিষ্ঠান কৰে। তেওঁ সমূহ কৰিছে কৰিছে কৰিছে কৰিছে কৰিছে আছে বিষয় কৰিছে কৰ



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-Contract for Plumbing Services in the Town of Natick

right of the Town under this Contract or a ratification by the Town of any breach hereof by the Contractor.

Warranty 6.

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.

Compliance with Laws 7.

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.

Insurance 8.

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.

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

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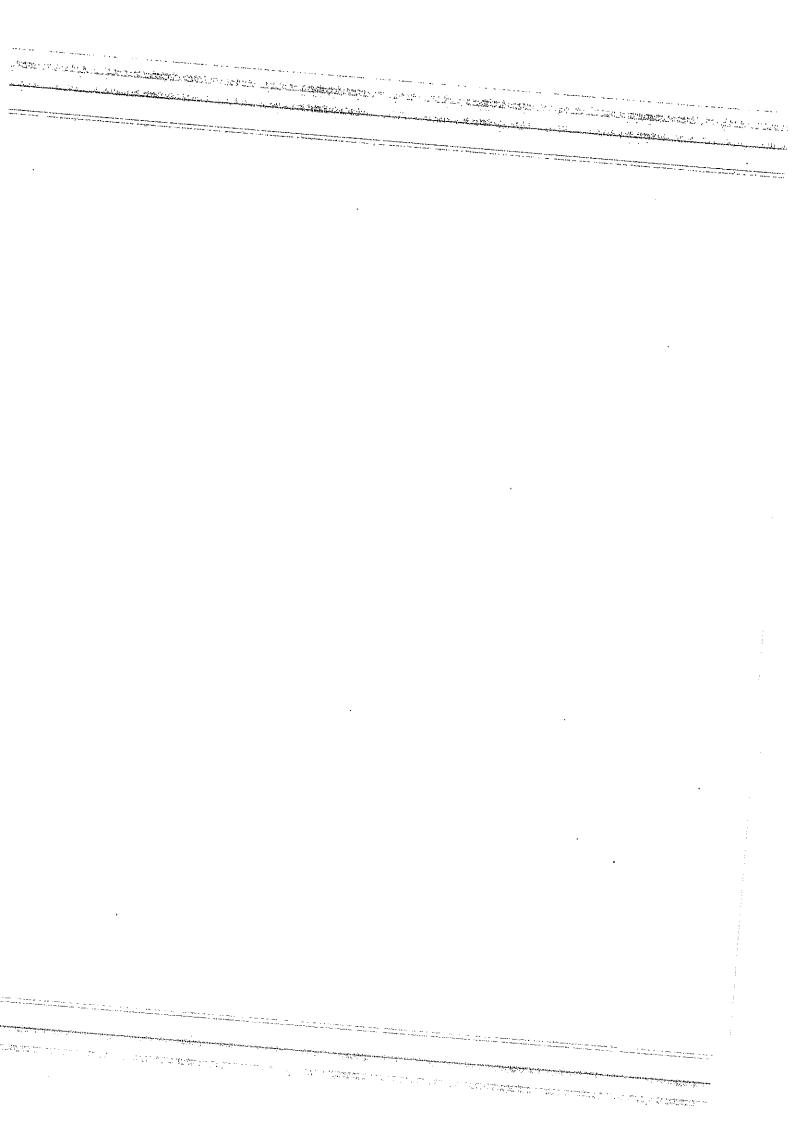


Plumbing Services in the Town of Natick

- 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. ъ.
 - 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 liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance. đ.
 - 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. e.
 - 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 Agreement. Such certificates shall not merely name the types of policy provided, but shall specifically refer to this Agreement and shall state that such insurance is as required by this g. Agreement. 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 Agreement.
 - 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 h. Town of Natick is named as an additional insured on each such policy.
 - No insurance shall be obtained from an insurer which: i.

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is not licensed to sell insurance in the Commonwealth of (1)



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Contract for Plumbing Services in the Town of Natick

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.

Performance Bond 12.

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

Labor and Materials Payment Bond 13.

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 calculated per the IFB), with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

Independent Contractor Status 14.

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.

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

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 Agreement and during all hours of work under this Agreement. 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 Agreement. Under such circumstances, the Contractor shall

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Plumbing Services in the Town of Natick

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 Agreement.

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. CORI/SORI Requirements

To the fullest extent permitted by law, the Town shall have the right to conduct a check of the Criminal Offender Record Information (CORI) maintained by the Massachusetts Criminal History Systems Board, and the Sex Offender Record Information (SORI) maintained by the Massachusetts Sex Offender Registry Board, for any officer or employee of the Contractor or for a subcontractor of the Contractor, or any person who will perform services under this Contract and who may have direct and unmonitored contact with children. Notwithstanding any other provision of this Contract, the Town may refuse to allow any such officer, employee, or other person to perform services under this Contract if the Town, in its sole discretion, determines that such officer, employee, or other person is not suitable for work under this Contract based upon the results of such CORI or SORI. The Town shall keep such information in a confidential file.

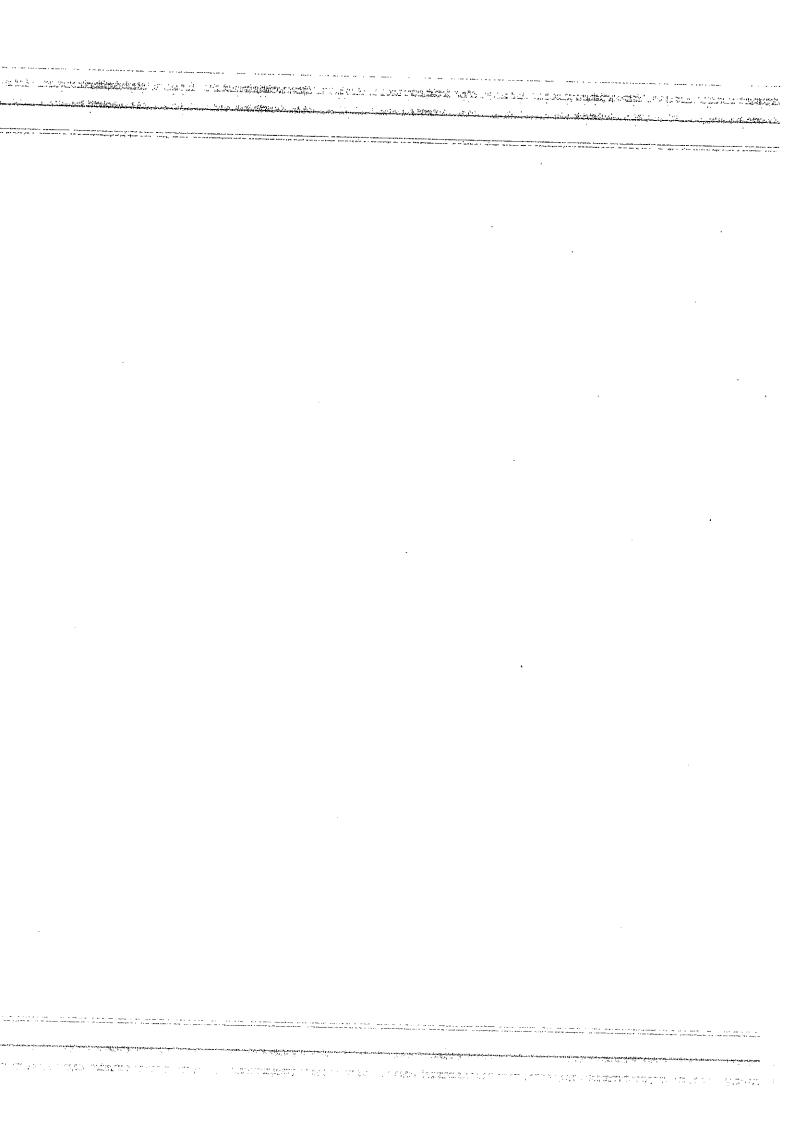
18. Delays/Force Majeure

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

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Contract for Plumbing Services in the Town of Natick

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

- 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 b. 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.
- The award of this Contract and the continued operation of this Contract are contingent upon appropriation by Natick Town Meeting of sufficient money c. 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. đ. 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) e. 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 nonperformance 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

CONTROL OF CONTROL OF



Contract for Plumbing Services in the Town of Natick

be given hereunder shall be in writing and shall be delivered by certified mail or registered mail, return receipt requested, to the parties at the following address or such other address or addresses as to which a party shall have notified the other party in accordance with this Section.

If to the Town:

William D. Chenard

Deputy Town Administrator - Operations

Natick Town Hall 13 East Central Street Natick, MA 01760

With copies to:

Karis L. North, Esq.

Murphy, Hesse, Toomey & 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 a. Middlesex County, MA, and in no other court or jurisdiction.
- 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, b. 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.
 - 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.
 - The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or d. representations not set forth in this instrument.

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Plumbing Services in the Town of Natick

- e. The Contractor shall maintain the confidentiality of information designated by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.
- f. The Contractor shall not represent or purport to represent that it speaks for the Town vis-à-vis the media or the public at-large without the Town's express, written consent in advance.
- g. Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an after-hours emergency.
- h. By entering into this Agreement, 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 Agreement, 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

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Town of Natick, Massachusetts Contract for

Plumbing Services in the Town of Natick

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.

- To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections m. in this agreement, any statutorily-mandated provisions contained herein shall control.
- The Contractor shall not assign or subconfract in whole or in part this Contract or in any way transfer any interest in this Contract without the prior n. express written approval of the Town.
- 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 O. 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. p.
- This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. q. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall r. not be employed in construing provisions of this Contract.
- 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 s.

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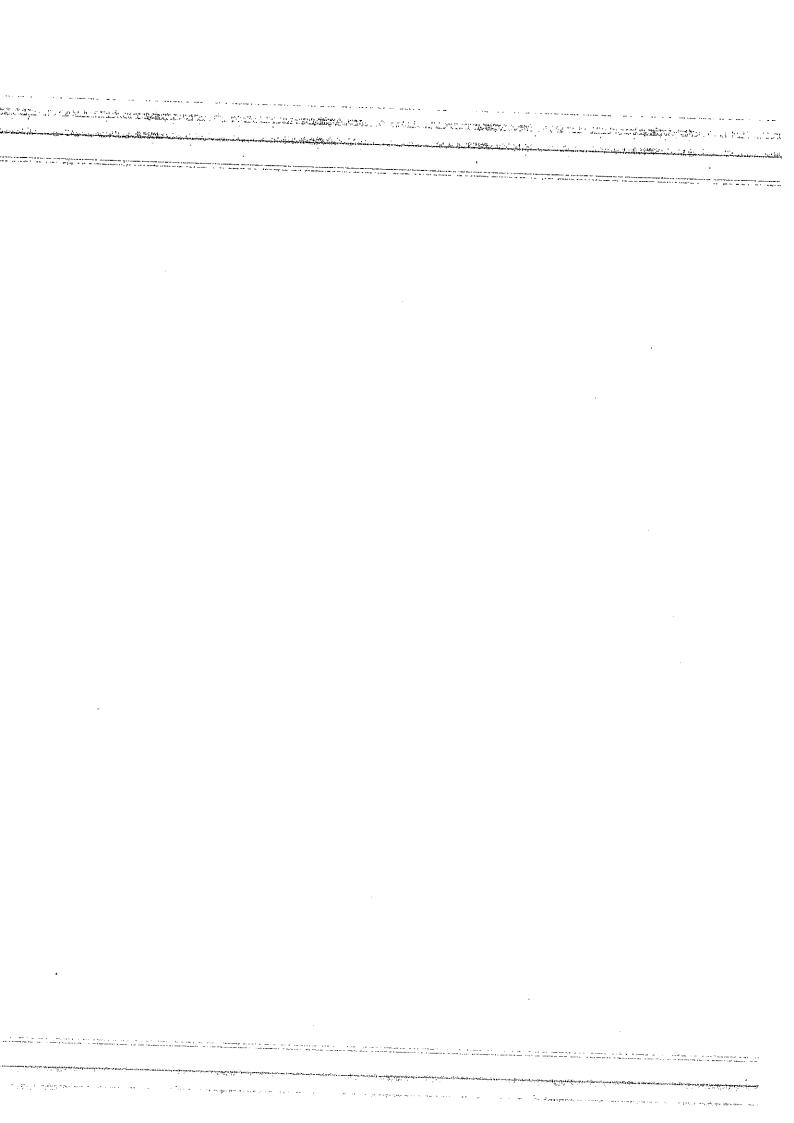


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Plumbing Services in the Town of Natick

jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.

- 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. t.
- This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law u. issues or principles.
- This Contract is executed in triplicate as a sealed instrument. ٧.



Contract for Plumbing Services in the Town of Natick

| The Town of Natick, Massachusetts | (Printed Name of Contractor) |
|--|------------------------------|
| by: the Natick Board of Selectmen | b у : |
| 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. | |
| The Natick Public Schools | |
| ъу: | |
| Dr. Anna P. Nolin Superintendent of Schools | |
| Dated: | Dated: |

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Town of Natick, Massachusetts Contract for

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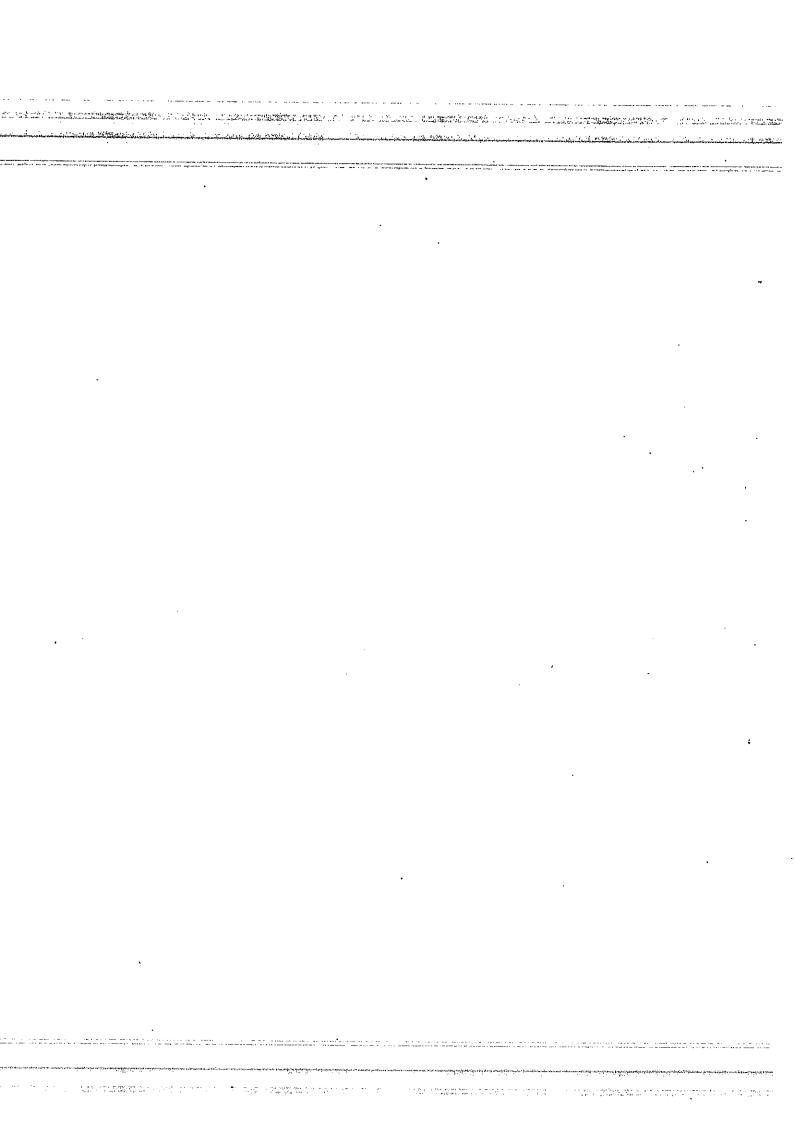
Plumbing Services in the Town of Natick

CERTIFICATE OF VOTE

| I,, hereby certify | | | fy |
|--------------------------------|--|---|-----------------------------------|
| (Clerk | /Secretary) | | |
| that I am the dul | y qualified and acting | (Title | of |
| (Corpora | tion Name) | (IIII) | , |
| held on | ify that at a meeting of the Dir 20, at which meeting te was unanimously passed: | rectors of said Corporation 1g all Directors were preser | duly called and at and voting, |
| VOTED: To aut | horize and empower either | | |
| (Name) | (Title) ; or | | |
| , , | (Title) | | |
| (Name) | (Title), | | |
| any or Corporation. | ne acting singly, to execute all | contracts and bonds on bel | half of the |
| I, further certify, 20 and has | that the above vote is still in e not been changed or modified | ffect on this the day of in any respect. | of |
| | Signature | | |
| | Printed Name | *** | - |
| | Printed Title | | |

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

MANGANDA TANGA SANGA SANGANGA MANGANGA MANGANGA MANGANGA MANGANAN MANGANAN MANGANAN MANGANAN MANGANAN MANGANGAN



DATE (MM/DD/YYYY) 1/14/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE 10 1000ED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS GOOD THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

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

| certificate holder i | n lieu of such endorsement(s). | CONTACT Select | |
|----------------------|--------------------------------|---|-------|
| PRODUCER | | NAME: PHONE (800) 333-7234 FAX (A/G, No): | |
| Eastern Insura | nce Group LLC | i E-MAIL | |
| 233 West Centr | al St | ADDRÉSS: INSURER(S) AFFORDING COVERAGE | NAIC# |
| | MA 01760 | INSURERA Arbella Protection Ins. Co. | 41360 |
| Natick INSURED | | INSURER B :Hartford Fire Insurance | _ |
| Kurtis Blinn. | DBA: Blinn Plumbing & Heating | INSURER C: | |
| 295 Bacon Stre | | INSURER D : | |
| 230 233 | | INSURER E: | |
| Natick | MA 01760 | insurer F: ability REVISION NUMBER: | |
| | CERTIFICATE NUMBER:19-20 Li | aditivy | |

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. CERTIFICATE NUMBER:19-20 Liability COVERAGES

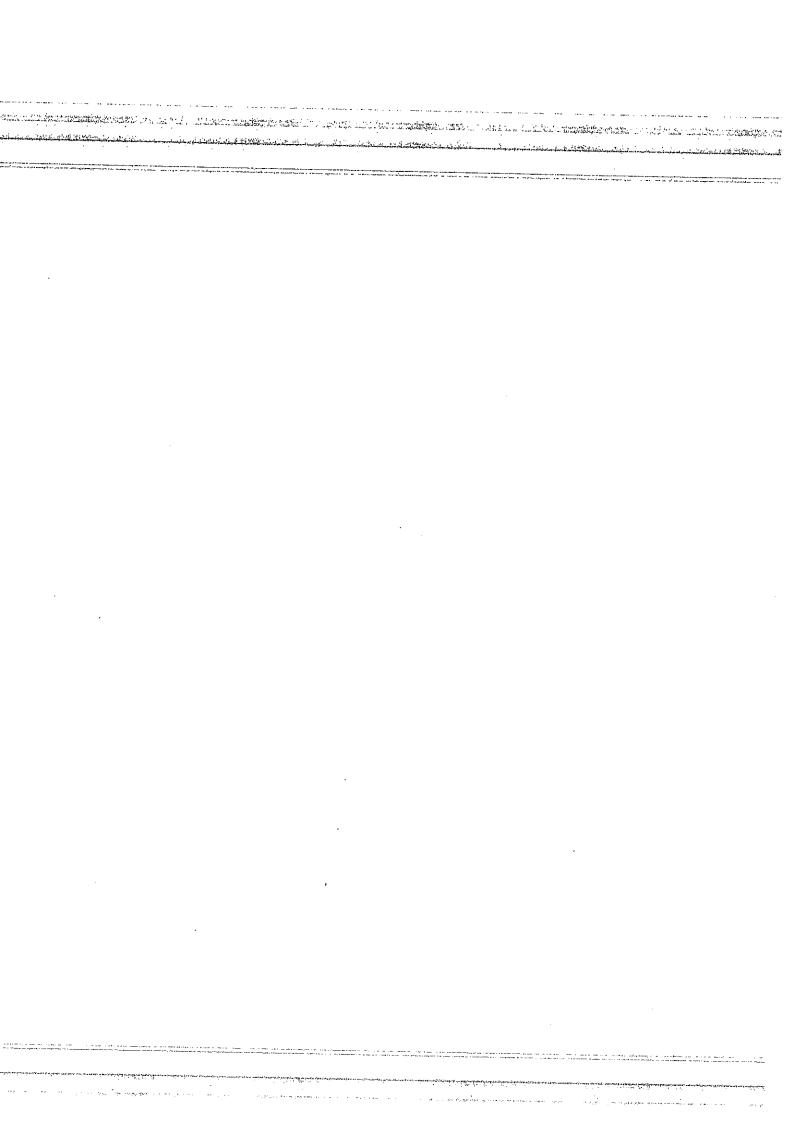
| CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES LEGISLATION OF SUCH POLICIES, LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. EXCLUSIONS AND CONDITIONS OF SUCH POLICIES, LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. | | | | | | | | | | |
|---|------|---|-----------|--------------|----------------------|--|------------------|---|-----------|-----------|
| EX | CLL | JSIONS AND CONDITIONS OF SUCH | ADDL | SUBRI | LIMITO GLICATIC MALE | POLICY EFF (MM/DD/YYYY) | POLICY EXP | LIMITS | <u> </u> | |
| INSR | | TYPE OF INSURANCE | INSD | WVD | POLICY NUMBER | (MINUSON 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | | \$ | 1,000,000 |
| | X | COMMERCIAL GENERAL LIABILITY | ļ | | | | | DAMAGE TO RENTED PREMISES (Ea occurrence) | \$ | 50,000 |
| A | | CLAIMS-MADE X OCCUR | | | acon (0129 | 1/13/2019 | 1/13/2020 | MED EXP (Any one person) | \$ | 10,000 |
| ' | | | Х | | 9520048132 | | ĺ | PERSONAL & ADV INJURY | \$ | 1,000,000 |
| | | | | | | | | GENERAL AGGREGATE | \$ | 2,000,000 |
| 1 | GE | N'L AGGREGATE LIMIT APPLIES PER: | | | | Ì | | PRODUCTS - COMP/OP AGG | \$ | 2,000,000 |
| | Х | POLICY PRO- LOC | 1 | | | | | | \$ | |
| | | OTHER: | | | | | | COMBINED SINGLE LIMIT (Ea accident) | \$ | 1,000,000 |
| | AU | TOMOBILE LIABILITY | | | | | | BODILY INJURY (Per person) | \$ | |
| A | | ANY AUTO | 5/20/2019 | 5/20/2019 | 5/20/2020 | BODILY INJURY (Per accident) | \$ | | | |
| 1 | Ī. | ALL OWNED X SCHEDULED AUTOS | X | | 1020019089 | 3,20, | -, - | PROPERTY DAMAGE (Per accident) | \$ | |
| | X | HIRED AUTOS X AUTOS | 1 | | | | | PIP-Basic | \$ | |
| ١. | | | <u> </u> | ├ | | | | EACH OCCURRENCE | \$ | 2,000,000 |
| | X | UMBRELLA LIAB X OCCUR | 1 | ļ | ļ | | ļ | AGGREGATE | \$ | 2,000,000 |
| A | | EXCESS LIAB CLAIMS-MADE | - | 1 | 1 | 1/13/2019 | 1/13/2020 | } | \$ | |
| " | | DED RETENTION\$ | X | - | 4600068001 | 12,2-7, | | PER X OTH- | | |
| В | WC | DRKERS COMPENSATION D EMPLOYERS' LIABILITY Y/N | . | | } | 1/08/2020 | 1/08/2021 | E.L. EACH ACCIDENT | \$ | 1,000,000 |
| | 144 | | NIA | J | 08WECAE9AGA | 1,00,200 | -, - , | E.L. DISEASE - EA EMPLOYE | \$ | 1,000,000 |
| 1 | /A8 | andatory in NH) | 4 | 1 | | | | E.L. DISEASE - POLICY LIMIT | | 1,000,000 |
| | If y | es, describe under SCRIPTION OF OPERATIONS below | ļ | | | | | | | |
| | | | 1 | - | | 1 | | | | |
| 1 | | | | ĺ | | 1 | | | | |
| 1 | | | | | - January Schodule | nov he attached if | more space is re | quired) | | |

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

Town of Natick is an Additional Insured on the General Liability policy when required by written contract or agreement. The Town of Natick is also an Additional insured on the Busines Auto and Umbrella policies.

| ION |
|--|
| ION |
| Y OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE ATION DATE THEREOF, NOTICE WILL BE DELIVERED IN CE WITH THE POLICY PROVISIONS. |
| PRESENTATIVE |
| e1/KHIGGI © 1988-2014 ACORD CORPORATION. All rights reserved. |
| |

© 1988-2014 ACORD CORPORATION. All rights reserved.



PERFORMANCE BOND

Form to be Used When Bonding Only One Year of a Multi-Year Contract (Page 1 of 2)

| | Bond No |
|---|---|
| 795 Bacon Street, Reserve | nn d/b/a Blinn Plumbing and Heati |
| (hereinafter called Principal) as Principal, andWestern !Su | rety Company |
| a corporation duly organized under the laws of theState and duly authorized and licensed to do business in theState | of <u>South Dakota</u> of <u>Massachusetts</u> |
| (hereinafter called Surety), as Surety, are held and firmly bound un Town of Natick, 13 East Central Street, Nati | to |
| (hereinafter called the Obligee), as Obligee, in the full and just sum | n of STXTY THOUSAND AND))?!) Dollars (\$ 60,000.00 |
| to the payment of which sum, well and truly to be made, the said each of their heirs, administrators, executors, successors and presents. | • |
| WHEREAS, the above bounden Principal has entered into a c | certain written contract with the above members |
| Obligee dated | for |
| Plumbing Services in the Town of Natick, MA | |
| for a period ofone years which contract is here to the same extent as if copied at length herein, and | by referred to and made a part hereof as fully a |
| WHEREAS, the Obligee has agreed to accept a bond guan | |
| NOW, THEREFORE, if Principal shall faithfully perform such the Obligee from all cost and damage by reason of Principal's fa | ch contract or shall indemnify and save harmle filure so to do, then this obligation shall be null a |

void; otherwise it shall remain in full force and effect.

| | | | : : : |
|--|--|--|-------------|

PERFORMANCE BOND (Page 2 of 2)

PROVIDED, HOWEVER, that this bond is subject to the following conditions and provisions: 1/21/2021 1. This bond is for the term beginning $\frac{1/21/2020}{}$ _ and ending __ 2. In the event of default by the Principal in performance of the contract during the term of this bond the Surety shall be liable only for the loss to the Obligee for actual excess costs of performance of the contract up to the expiration of the term of this bond and in no event shall the liability of the Surety exceed the penal sum stated in this bond. 3. No claim, action, suit or proceeding, except as hereinafter set forth, shall be instituted or maintained against the Surety under this instrument unless same be brought or instituted and process served upon the Surety within one year after the expiration of the term of this bond. 4. Neither non-renewal by the Surety, nor failure, nor inability of the Principal to file a performance bond for subsequent terms under said contract shall constitute loss to the Obligee recoverable under this bond. 5. The bond may be extended for additional terms at the option of the Surety, by continuation certificate executed by the Surety and the Principal but regardless of the number of extensions for additional terms and the number of premiums which shall be payable or paid, the liability of the Surety hereunder shall not be cumulative from year to year nor period to period. 6. No right of action shall accrue on this bond to or for the use of any person or corporation other than the Obligee named herein or the heirs, executors, administrators or successors of the Obligee. February 5th ____ day of ___ Signed and sealed this ___ Western, Surety Company Kurtis Blinn d/b/a Blinn Plumbing & Heating (Surety) (Principal) BV: 120 RV Attorney-in-Fact Ellen J. Young



PAYMENT BOND ANNUAL BOND FOR A MULTI-YEAR CONTRACT

| | ANNUAL BOND FOR A MOLTI-TEAR CONTINUAL BOND FOR |
|-----------------------------|--|
| | Bond No. $\frac{72236716}{1000}$ Bond No. $\frac{72236716}{1000}$ Blinn Plumbing and Heating, Kurtis Blinn d/b/a Blinn Plumbing and Heating, |
| | Kurtis Billin 4/9/4 |
| KNOM A | LL MEN BY THESE PRODUCTION OF THE STATE OF T |
| | 95 Bacon Street, Natick, MA 01760 (hereinafter called the Principal), and (hereinafter called the Surety), |
| of 25 | 35 Bacon Street, Natick, MA 01760 (hereinafter called the Surety), |
| LIAC. | cern Surety Company (hereinafter called the Surety), |
| MED | and firmly bound unto Town of Natick, 13 East Central Street, Natick, MA 01760, Town of Natick, 13 East Central Street, Natick, MA 01760, Town of Natick, 13 East Central Street, Natick, MA 01760, Natick of Natick, MA 01760, Natick of Natick of Natick, MA 01760, Natick of Natick of Natick, MA 01760, Natick of Natick of Natick of Natick, MA 01760, Natick of Natick o |
| are held | and firmly bound unto Town of Natick, 13 East Central Street, National Street, Natio |
| (hereina | ter called the Obligee), in the full and just sum of <u>SIXTH THOUSAND AND 007 100</u> , Dollars (\$60,000.00), |
| | The second of th |
| to the pa | yment of which sum, well and truly to be made, the said Fifticipal this desired by these presents. rators, executors, successors and assigns, jointly and severally, firmly by these presents. |
| aummo | rators, executors, successors and assigns, jointly and severally, times a severally times above mentioned EREAS, the above bounden Principal has entered into a certain written contract with the above mentioned |
| WH | dated |
| Obligee | datedJanuary 21, 2020 |
| P1: | mbing Services in the Town of Nation, 122 |
| | riod of years which contract is hereby referred to and made a part hereof as fully and |
| to the s Pro 1. 2. | wided, however, that this bond is subject to the following conditions and provisions: This bond is for the term beginning \(\frac{1}{21/2020}\) and ending \(\frac{1}{21/2021}\). This bond is for the term beginning \(\frac{1}{21/2020}\) and ending \(\frac{1}{21/2021}\). No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, action, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No claim, suit or proceeding, except as hereinafter set forth; shall be had or maintained against No |
| Kurt and By: | is Blinn d/b/a Blinn Plumbing Heating By: Attorney-In-Fact Ellen Young |



COURT Dalvey Company

POWER OF ATTORNEY APPOINTING INDIVIDUAL ATTORNEY-IN-FACT

Know All Men By These Presents, That WESTERN SURETY COMPANY, a South Dakota corporation, is a duly organized and existing corporation having its principal office in the City of Sioux Falls, and State of South Dakota, and that it does by virtue of the signature and seal herein affixed hereby make, constitute and appoint

Frank J Smith, Donna M Robie, Ellen J Young, John F Koegel, Karen A Bernier, Ruth Ann Silverman, Ginette R Tentindo, Mark L Kingston, Lora L FitzGerald, Individually

of Natick, MA, its true and lawful Attorney(s)-in-Fact with full power and authority hereby conferred to sign, seal and execute for and on its behalf bonds, undertakings and other obligatory instruments of similar nature

- In Unlimited Amounts -

and to bind it thereby as fully and to the same extent as if such instruments were signed by a duly authorized officer of the corporation and all the acts of said Attorney, pursuant to the authority hereby given, are hereby ratified and confirmed.

This Power of Attorney is made and executed pursuant to and by authority of the By-Law printed on the reverse hereof, duly adopted, as indicated, by the shareholders of the corporation.

In Witness Whereof, WESTERN SURETY COMPANY has caused these presents to be signed by its Vice President and its corporate seal to be hereto affixed on this 30th day of July, 2019.

WESTERN SURETY COMPANY

State of South Dakota County of Minnehaha

On this 30th day of July, 2019, before me personally came Paul T. Bruflat, to me known, who, being by me duly sworn, did depose and say: that he resides in the City of Sioux Falls, State of South Dakota; that he is the Vice President of WESTERN SURETY COMPANY described in and which executed the above instrument; that he knows the seal of said corporation; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporation and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporation.

My commission expires

June 23, 2021



CERTIFICATE

I, L. Nelson, Assistant Secretary of WESTERN SURETY COMPANY do hereby certify that the Power of Attorney hereinabove set forth is still in force, and further certify that the By-Law of the corporation printed on the reverse hereof is still in force. In testimony whereof I have hereunto subscribed ___day of ___February my name and affixed the seal of the said corporation this 5th



WESTERN SURETY COMPANY

Go to <u>www.cnasurety.com</u> > Owner / Obligee Services > Validate Bond Coverage, if you want to verify bond authenticity.



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|---|-----|----|------------|
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| | | K. | ,, |
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and the state of t

DATE (MM/DD/YYYY) 1/14/2020

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

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

| certificate holder in lieu of such endorsement(s). | CONTACT Coloct | | |
|--|--|--|--|
| PRODUCER | CONTACT Select NAME: PHONE (800) 333-7234 (AC. No): | | |
| Eastern Insurance Group LLC | NAME: PHONE (AIC, No. Ext): (800) 333-7234 (AIC, No. Ext): (800) 333-7234 | | |
| 233 West Central St | ADDRESS: | | |
| | INSURER(S) AFFORDING COVERAGE | | |
| Natick MA 01760 | INSURER A: Arbella Protection Ins. Co. 41360 | | |
| INSURED | INSURER B :Hartford Fire Insurance | | |
| Kurtis Blinn, DBA: Blinn Plumbing & Heating | INSURER C: | | |
| 295 Bacon Street | INSURER D: | | |
| 293 Bacon Bossos | INSURER E: | | |
| Natick MA 01760 | INSURER F: | | |
| TO A TEAN MADE DATE AND MADE DATE OF THE PARTY OF THE PAR | iability REVISION NUMBER: | | |

COVERAGES

CERTIFICATE NUMBER: 19-20 Liability

REVISION NUMBER:

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

| EX | CLUSIONS AND CONDITIONS OF SUCH F | OLICIE | S. LIMITS SHOWN MAY HAVE BEEN | REDUCED BY | POLICY EXP | LIMITS | |
|---------|---|--|-------------------------------|----------------------------|------------------|--|--------------|
| INSR! | | NSD WV | #Ri | POLICY EFF (MM/DD/YYYY) | (MM/DD/YYYY) | Limito | |
| LTR | X COMMERCIAL GENERAL LIABILITY | 105 117 | | | | EACH OCCURRENCE DAMAGE TO RENTED | \$ 1,000,000 |
| | | | \ | | | PREMISES (Ea occurrence) | \$ 50,000 |
| A | CLAIMS-MADE X OCCUR | ., | 0500040120 | 1/13/2019 | 1/13/2020 | MED EXP (Any one person) | \$ 10,000 |
| | | х | 9520048132 | _,, | , | | \$ 1,000,000 |
| | | | , | | | GENERAL AGGREGATE | \$ 2,000,000 |
| | GEN'L AGGREGATE LIMIT APPLIES PER: | | 1 | | | PRODUCTS - COMP/OP AGG | \$ 2,000,000 |
| | X POLICY PRO- LOC | 1 | | | | | \$ |
| <u></u> | OTHER: | | | | | COMBINED SINGLE LIMIT (Ea accident) | \$ 1,000,000 |
| | AUTOMOBILE LIABILITY | | | | <u> </u> | | \$ |
| A | ANY AUTO | | 1020019089 | 5/20/2019 | 5/20/2020 | BODILY INJURY (Per accident) | \$ |
| - | AUTOS AUTOS | X | 1020019089 | | | PROPERTY DAMAGE (Per accident) | \$ |
| 1 | X HIRED AUTOS X AUTOS | | | 1 | | | \$ |
| ļ | X UMBRELLA LIAB X OCCUR | | | | | EACH OCCURRENCE | \$ 2,000,000 |
| 1 | | | Į. | | | AGGREGATE | \$ 2,000,000 |
| A | EXCESS LIAB CLAIMS-MADE | x | 4600068001 | 1/13/2019 | 1/13/2020 | | \$ |
| | DED RETENTION \$ | ^ | 4800088001 | | | PER X OTH- | |
| В | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N | | a arman FONCA | 1/08/2020 | 1/08/2021 | E.L. EACH ACCIDENT | \$ 1,000,000 |
| | ANY PROPRIETOR/PARTNER/EXECUTIVE N N/A 08WECAES | | ORMECHEANGN | 08WECAE9AGA 1/08/2020 1/08 | -, - , | E.L. DISEASE - EA EMPLOYEE | s 1,000,000 |
| ł | (Mandatory in NH) | | | 1 | 1 | E.L. DISEASE - POLICY LIMIT | \$ 1,000,000 |
| | if yes, describe under DESCRIPTION OF OPERATIONS below | | | | | | |
| | | | 1 | | | ' | |
| | | | | | Į | | |
| | | | | | more space is re | <u> </u> | |

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

Town of Natick is an Additional Insured on the General Liability policy when required by written contract or agreement. The Town of Natick is also an Additional insured on the Busines Auto and Umbrella policies.

| CERTI | FICATE | HOL | DER |
|-------|--------|-----|-----|

CANCELLATION

Natick Town Administrator Natick Town Hall 13 Main Street Natick, MA 01760

ry an ele cologica e e<mark>n alema</mark>net estado en estado en

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

AUTHORIZED REPRESENTATIVE

John Koegel/KHIGGI

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| ACORD | 25 | (2014/01) | - |
|-------|----|-----------|---|
| | | | |



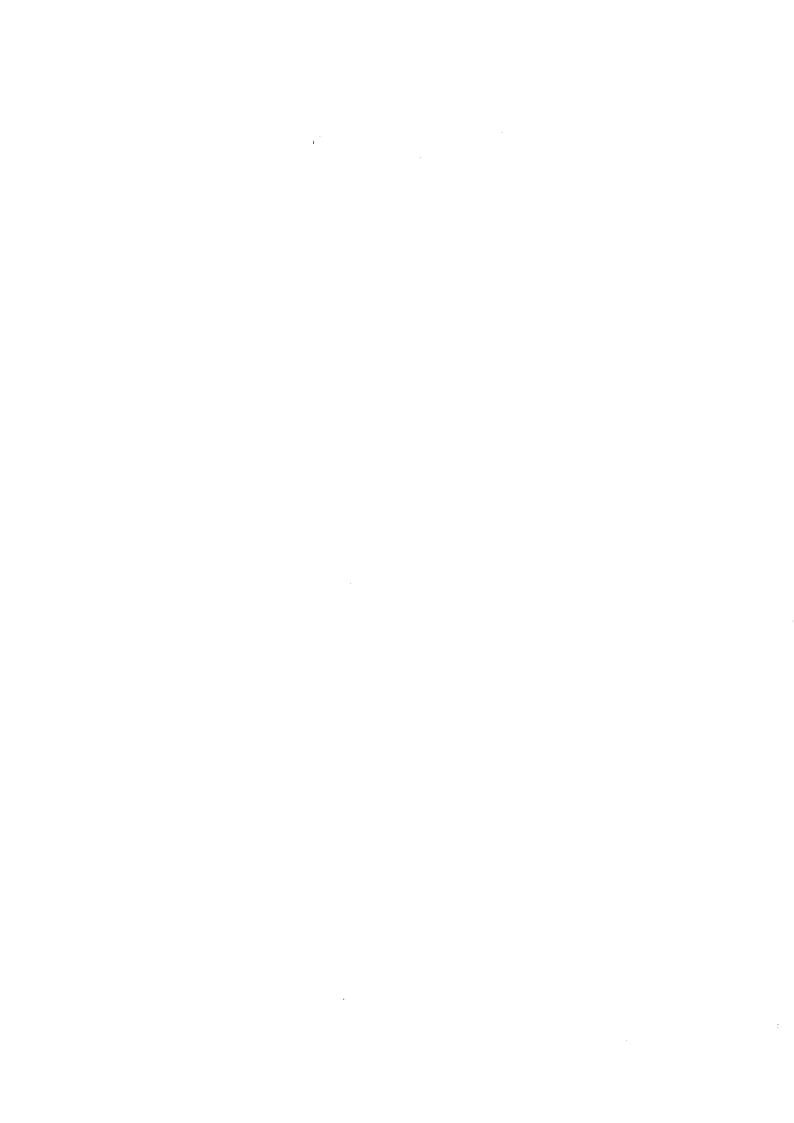


DATE (MM/DD/YYYY) 2/7/2020

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

REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(les) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s). CONTACT Select PRODUCER PHONE (800) 333-7234 (A/C, No. Ext): FAX (A/C, No): Eastern Insurance Group LLC ĀDDRĒSS: 233 West Central St NAIC # INSURER(S) AFFORDING COVERAGE 41360 INSURER A Arbella Protection Ins. Co. 01760 MA Natick INSURER B : Hartford Fire Insurance INSURED Kurtis Blinn, DBA: Blinn Plumbing & Heating INSURER C INSURER D 295 Bacon Street INSURER E 01760 MA INSURER F Natick **REVISION NUMBER:** CERTIFICATE NUMBER:19-20 Liability COVERAGES THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. ADDL SUBR POLICY EFF POLICY EXP (MM/DD/YYYY) (MM/DD/YYYY) LIMITS TYPE OF INSURANCE POLICY NUMBER 1,000,000 EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) COMMERCIAL GENERAL LIABILITY 50.000 CLAIMS-MADE X OCCUR A 10,000 1/13/2020 \$ 1/13/2019 MED EXP (Any one person) x 9520048132 1,000,000 PERSONAL & ADV INJURY 2,000,000 S GENERAL AGGREGATE GEN'L AGGREGATE LIMIT APPLIES PER: 2,000,000 PRODUCTS - COMP/OP AGG S PRO-JECT X POLICY OTHER: COMBINED SINGLE LIMIT (Ea accident) 1,000,000 AUTOMOBILE LIABILITY BODILY INJURY (Per person) BODILY INJURY (Per accident) S SCHEDULED AUTOS NON-OWNED Α 5/20/2019 5/20/2020 ALL OWNED 1020019089 Х X PROPERTY DAMAGE (Per accident) X х HIRED AUTOS PIP-Basic 2,000,000 EACH OCCURRENCE X UMBRELLA LIAB X OCCUR 2,000,000 AGGREGATE EXCESS LIAB CLAIMS-MADE Α 1/13/2019 1/13/2020 4600068001 RETENTION\$ DED PER STATUTE X OTH-WORKERS COMPENSATION В AND EMPLOYERS' LIABILITY 1,000,000 1/08/2021 E.L. EACH ACCIDENT 1/08/2020 ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) 08WECAE9AGA N/A N 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT | \$ If yes, describe under DESCRIPTION OF OPERATIONS below DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) PLUMBING & HEATING CONTRACTOR Town of Natick is an Additional Insured on the General Liability policy when required by written contract or agreement. The Town of Natick is also an Additional insured on the Busines Auto and Umbrella policies.

| CERTIFICATE HOLDER | CANCELLATION | | | | | | |
|--------------------------------------|---|--|--|--|--|--|--|
| The Town of Natick 13 Main Street | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFOR THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED II ACCORDANCE WITH THE POLICY PROVISIONS. | | | | | | |
| Natick, MA 01760 | John Koegel/KHIGGI | | | | | | |
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DATE (MM/DD/YYYY) 2/11/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE TO TOUCH AS A MINISTER OF INFORMATION UNLT AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to

| REPRESENTATIVE OR PRODUCER, AND THE IMPORTANT: If the certificate holder is an the terms and conditions of the policy, certificate holder is an included in the policy of the policy. | ADDITI | ONAL INSURED, the p | olicy(ies) | must be en | dorsed. If St | ertificate does not confe | er rights to the | |
|--|--|------------------------|--|------------------------------|---------------|--|------------------|----------|
| IMPORTANT: If the certificate holder is all | ain poli | cies may require an en | dorseme | III. A Statem | | | | 1 |
| the terms and conditions of the policy certificate holder in lieu of such endorseme | | CONTACT | | | | | 1 | |
| | NAME: | 1000133 | 3-7234 | (A/C, No): | | 7 | | |
| PRODUCER Eastern Insurance Group LLC | l l | AC. NO. ESU: | | | | | 1 | |
| Eastern Insurance Cross | | | INSURER(S) AFFORDING COVERAGE | | | | NAIC# | - |
| 233 West Central St | | | INSURERA Arbella Protection Ins. Co. | | | | 41360 | \dashv |
| MA 01760 | | | INSURER B: Hartford Fire Insurance Co. | | | | 19682 | \dashv |
| Natick MR 02:00 | | | INSURER I | Hartroro | FTT6 Tora | | | - |
| INSURED Plumbi | ncr & l | Heating | INSURER | 3 : | | | | \dashv |
| MSUREO Kurtis Blinn, DBA: Blinn Plumbi | | | INSURER | D: | | | | |
| 295 Bacon Street | | | INSURER | E: | | | 1 | |
| MA 01760 | Ŀ | | INSURER | INSURER F : REVISION NUMBER: | | | | |
| Natick MA 01760 | CATE | NUMBER:CL2021179 | 330 | | THE INCHES | NAMED ABOVE FOR TH | E POLICY PERIO | D I |
| COVERAGES CERTIF | TEXTIFICATE NOTICE TO THE REPORT OF DECISION OF THE PROPERTY OF DECISION OF THE PROPERTY OF DECISION OF THE PROPERTY OF THE PR | | | | | | | |
| THIS IS TO CERTIFY THAT THE POLICIES OF | JIREMEN | IT, TERM OR CONDITION | NOF ANT | HE POLICIES | DESCRIBED | HEREIN IS SUBJECT TO | | |
| THIS IS TO CENTRY THE THIS IS TO CENTRY THE INDICATED. NOTWITHSTANDING ANY REQUESTIFICATE MAY BE ISSUED OR MAY PELECULUSIONS AND CONDITIONS OF SUCH POEXCLUSIONS AND CONDITIONS AND CONDITIONS OF SUCH POEXCLUSIONS AND CONDITIONS A | RTAIN, | THE INSURANCE AT OF | E BEEN F | EDUCED BY I | POLICY EXP | LIMITS | | |
| EXCLUSIONS AND CONSTITUTION | ni subr | POLICY NUMBER | | (MM/DD/YYYY) | MM/DD/YYYY) | - COURDENCE | s -// | |
| INSR TYPE OF INSURANCE INS | SD WVD | POLICY ROMPER | | | <u> </u> | ENTED | s 50,0 | 000 |
| X COMMERCIAL GENERAL LIABILITY | | | į | | - | PREMISES (Ea occurrence) | s 10,0 | 000 |
| CLAIMS-MADE X OCCUR | | | | 1/13/2020 | | MED EXP (Any die percent | s 1,000,0 | 000 |
| A CLAIMS-WACE | x | 9520048132 | | | | PERSONAL & ADV INJURY | s 2,000, | |
| | | | | | | GENERAL AGGREGATE | 2 000 | |
| GEN'L AGGREGATE LIMIT APPLIES PER: | 1 | | ! | | | PRODUCTS - COMPIOP AGG | \$ 2,000, S | |
| 1 F 1 1 PRO- 1 100 | | | | | | ONCLE SMIT | \$ 1,000, | 000 |
| 102.0 | | | | | | COMBINED SINGLE LIMIT (Ea accident) | | |
| OTHER: | | | | | | BODILY INJURY (Per person) | s | |
| AUTOMOBILE LIABILITY | ŀ | | | 5/20/2019 | 5/20/2020 | BODILY INJURY (Per accident) | | |
| A ANY AUTO ALL OWNED X SCHEDULED | x | 1020019089 | | 3/20/2015 | | PROPERTY DAMAGE (Per accident) | \$ | |
| ALL OVENED X AUTOS | | 1 | | 1 | | 1, 2, 2, 2 | l s | |

AUTOS NON-OWNED AUTOS \$ AUTOS PIP-Basic Х 2,000,000 X HIRED AUTOS \$ EACH OCCURRENCE 2,000,000 \$ AGGREGATE X UMBRELLA LIAB OCCUR 1/13/2021 CLAIMS-MADE 1/13/2020 **EXCESS LIAB** STATUTE X E 4620089733 x Α 1,000,000 RETENTION \$ \$ DED E.L. EACH ACCIDENT WORKERS COMPENSATION 1,000,000 WORKERS COMPENSATION
AND EMPLOYERS' LIABILITY
ANY PROPRIETOR/PARTNER/EXECUTIVE
OFFICER/MEMBER EXCLUDED?
(Mandatory in NH)
If yes, describe under
DESCRIPTION OF OPERATIONS below E.L. DISEASE - EA EMPLOYEE \$ 1/8/2020 1/8/2021 1,000,000 NIA N E.L. DISEASE - POLICY LIMIT | S OBWECAE9AGA

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

Town of Natick is an Additional Insured on the General Liability policy when required by written contract or agreement. The Town of Natick is also an Additional insured on the Busines Auto and Umbrella policies.

| | CANCELLATION |
|--|---|
| The Town of Natick 13 Main Street Natick, MA 01760 | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE |
| | John Koegel/KHIGGI © 1988-2014 ACORD CORPORATION. All rights reserve |
| | A contract of ACORD |

