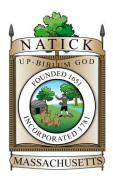
TOWN OF NATICK MASSACHUSETTS



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 DOOR AND DOOR HARDWARE SERVICES

In March 2020, the Town of Natick entered into a contract with New England School Services, Inc. for on-call door and door hardware 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 \$120/hr. regular service (and \$145/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 2020 bid. In fact, the bid we received in 2020 was, by far, the lowest.

New England School Services, Inc. has continued to perform extremely well in its current contract with the Town. Given this set of circumstances, as well as New England School Services, Inc.'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 March 30, 2021, and ending on March 29, 2022. Assuming the Select Board is so inclined, renewal may be accomplished by executing the attached draft correspondence to New England School Services, Inc. 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. Wayne R. Hingston, President New England School Services, Inc. 98 Hicks Avenue Medford, MA 02155

RE: On Call Door and Door Hardware Services Contract

NOTICE OF EXERCISE OF FIRST RENEWAL TERM

Dear Mr. Hingston

As you are aware, the Town of Natick, Massachusetts and New England School Services, Inc. are parties to a contract for on-call door and door hardware 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 March 29, 2022. This letter shall serve as notice to New England School Services, Inc. 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,

The Natick Select Board

Jonathan H. Freedman, Chair

Karen Adelman-Foster Vice Chair

Richard P. Jennett, Jr., Clerk

Michael J. Hickey, Jr.

Susan G. Salamoff

The Natick Public Schools

Dr. Anna P. Nolin

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



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TOWN OF NATICK Massachusetts 01760

www.natickma.gov

Bryan R. Le Blanc Procurement Officer

VIA REGULAR MAIL

June 19, 2020

Mr. Wayne R. Hingston, President New England School Services, Inc. 98 Hicks Avenue Medford, MA 02155

RE: Door/Door Hardware Services//Town of Natick/Natick Public Schools

Dear Mr. Hingston:

Please find enclosed a fully-executed form of contract.

Please start processing any and all required project submittals, to the extent called for in the specifications, and please secure any necessary permits to allow you to begin performance. John Gadson, Director, Natick Facilities Department, will be responsible for administration. His telephone number is (508)-647-6400, Ext. 1550. His email is jgadson@natickma.org. Please reach out to him for project-related questions, as well as for instruction in commencing performance.

All prevailing wage reports for the project should be filed with Mr. Gadson (jgadson@natickma.org) and with the Procurement Office (<u>bleblanc@natickma.org</u>).

Please let me know if you have any contract-related questions. Thank you for your attention.

Very truly yours,

Town of Natick, Massachusetts Door and Door Hardware Services in the Town of Natick Contract for

This Contract is made this thirtieth day of March, 2020, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 Bast Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and New England School Services, Inc., a corporation organized under the laws of the Commonwealth of Massachusetts, with a principal office located at 98 Hicks Avenue, Medford, MA 02155 (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.

Scope of Services 1.

In consideration of the obligations herein contained, the Contractor shall provide door and door hardware services in the Town of Natick, as set forth in the Invitation for Bids for Door and Door Hardware 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.

Term 3.

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.

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:	
Second Priority:	

Amendments to Contract (if any) Contract

Third Priority:	Addenda to the IFB (if any)
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.

Town of Natick, Massachusetts Door and Door Hardware Services in the Town of Natick Contract for

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

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.

a.

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

- 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, ь. products/completed operations liability and broad form contractual liability.
 - Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000. c.
 - Excess Liability Insurance, Umbrella Form \$1,000,000 each occurrence and \$2,000,000 aggregate, which shall be following form, providing coverage over commercial general liability insurance, automobile liability d. insurance, and employer's liability under workers' compensation insurance.
 - The Town of Natick shall be named as an additional insured on each such policy of Commercial General Liability Insurance, Excess Liability Insurance, Umbrella Form, and Automobile Liability Insurance. e.
 - All certificates and policies shall contain the following provision:
 - "Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place."
 - Certificates evidencing such insurance in five (5) copies shall be furnished to the Town at the execution of this Agreement. Such certificates shall not merely name the types of policy provided, but shall specifically refer to g, 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 with its proof of insurance coverage endorsements or riders to the policies of commercial general liability insurance, automobile liability insurance, h. 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.

f.

- (1) is not licensed to sell insurance in the Commonwealth of Massachusetts; or
- (2) is not authorized to provide insurance as an excess or surplus lines insurer, and does not have a current Best's rating of A or better.
- j. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of this Contract and shall operate as an immediate termination thereof.
- k. The Contractor shall provide to the Town a copy of a certificate of insurance that provides evidence of all environmental liability insurance maintained by the Contractor.
- 9. Indemnification

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

10. No Personal Liability

Neither the Town of Natick, nor its officers, employees, boards, committees, commissions, agents and representatives shall be under any personal obligation or incur any personal liability by reason of this Contract, the execution thereof or anything relating thereto which arises out of the breach or violation of any provision of this Contract, or the violation of any Federal, Massachusetts or Town of Natick statute, by-law, rule, regulation, order or directive, or which relates to personal injury or property damage suffered by the Contractor or its employees, regarding the subject matter of this Contract.

Familiarity with Area of Work 11.

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

Performance Bond 12.

15.

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

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 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.

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.

a.

If the Contractor shall breach any provision of this Contract, which breach

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

b. If any assignment shall be made by the Contractor or by any guarantor of the Contractor for the benefit of creditors, or if a petition is filed by the Contractor or by any guarantor of the Contractor for adjudication as a Contractor for reorganization or an arrangement under any provision of 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 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.

20. Notices

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

William D. Chenard Deputy Town Administrator - Operations Natick Town Hall 13 East Central Street Natick, MA 01760
Karis L. North, Esq. Murphy, Hesse, Toomey & Lehane, LLP 300 Crown Colony Drive, Suite 410 Quincy, MA 02169
Wayne R. Hingston President New England School Services, Inc. 98 Hicks Avenue Medford, MA 02155.

21. Miscellaneous Provisions

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- a. Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.
- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
 - 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.
- 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 e. 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 the Town vis-à-vis the media or the public at-large without the Town's f. express, written consent in advance.
 - Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be g. contacted in the event of an after-hours emergency.
 - 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 h. "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 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 i. reporting of employees and contractors, and to withholding and remitting child support.
 - 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 j. Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.

- k. Prevailing wage rates, as contained in the Bid documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national 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.
 - m. To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections in this agreement, any statutorily-mandated provisions contained herein shall control.
 - n. The Contractor shall not assign or subcontract in whole or in part this Contract or in any way transfer any interest in this Contract without the prior express written approval of the Town.
 - o. The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
 - p. This Contract may be amended only by written consent of the parties.
 - P. This Contract must be a series and any other agreement, written or oral, that may exist is excluded from this Contract. agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
 - r. The parties agree that the traditional canon of contract interpretation,

resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.

- 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.

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6/19/2020

Review and sign document(s) | DocuSign

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_ This document is now complete. CLOSE by: Michael J. Hickey, Jr., Signature sĽ., Susan O. Salamoff, Vie and the Printed Name WANA Jonathan H. Freedman, 4 Printed Title • • Guirman Karen Adelman-Foster ice Chain Richard P. Jermett. Jr. The Natick PLUE Schools \sim by: Georgian and the anna Min Dr. Anna P. Nolin Superintendent of Schools 12020 6/19/2020 Dated: Dated: 13 of 15

Door Contract Needing Superintendent Signature 061920.pdf

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The "own of Natick, Massachusetts iche l Hille Michael J. Hickey, Jr., Juran 4 alamoff. Susan G. Salamoff, Vice Chaining Jonathan H. Freedman, Chairman • • ViceChair Karen Adelman-Foster Richard P, Jennett, Jr. The Natick Public Schools by:

New England School Services, Inc.

by: Signature VOHVE

Printed Name

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Printed Title

Dr. Anna P. Nolin Superintendent of Schools

'Dated: _

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5/22/2020 Dated:

13 of 15

The Town of Natick, Massachusetts

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by: the Natick Board of Selectmen

Michael J. Hickey, Jr., Chairman

Susan G. Salamoff, Vice Chairman
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The Natick Public Schools
by:
Amo P Malin

New England School Services, Inc.

by: Signature MANACER softino

Printed Name

Printed Title

PONECT

\$ 22/20 Dated:

Dr. Anna P. Nolin Superintenden of Schools

Dated: _

APPROVED AS TO AVAILABILITY OF APPROPRIATION:

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

Dated: 6.15 20 Porel Arti P. Mehta Comptroller, Town of Natick S TO SUBSTANCE: APPROVED AS TO FORM ONLY ND I Dated: North. Kar

14 of 15



Bryan Leblanc <bieblanc@natickma.org>

Sat, Jun 13, 2020 at 10:39 AM

Door/Door Hardware Services - Request for Approval as to Form

4 messages

Bryan Leblanc <bleblanc@natickma.org>

To: Karis North <knorth@mhtl.com> Cc: James Errickson <jerrickson@natickma.org>, John Gadson <jgadson@natickma.org>

Karis:

Please review and, if acceptable, indicate approval as to form.

Thank youl

Very truly yours,

Bryan Le Blanc

Bryan R. Le Blanc Procurement Officer Town of Natick 75 West Street Natick, MA 01760 bleblanc@natickma.org (508)-647-6438

2 attachments

Door Door Hardware Award Materials 031920.pdf 4419K

Contract Signed by NE School Services 061320.pdf

Bryan Leblanc <bleblanc@natickma.org> To: Karis North <knorth@mhtl.com>, James Errickson <jerrickson@natickma.org>

One more - door/door hardware contract remains, New England School Services, See below. Thanks.

1 appreciate the turnaround.

Karis North

to me, James

Bryan - I signed off on 5 contracts today. That should be all that is pending, correct? If I have missed any, please let me know, and I'll get them later tonight.

Thanks,

KLN

(Quoted fext hidden)

2 attachments

Door Door Hardware Award Materials 031920.pdf
 4419K

Contract Signed by NE School Services 061320.pdf 4939K

Karis North <knorth@mhtl.com>

To: Bryan Leblanc

bleblanc@natickma.org>, James Errickson <jerrickson@natickma.org>

Bryan, this contract is approved as to form.

Thanks.

KLN

https://mail.google.com/mail/u/0?ik=dc37439454&view=pt&search=all&permthid=thread-a%3Ar7735562348646591887&simpl=msg-a%3Ar325045229... 1/

Wed, Jun 17, 2020 at 5:46 PM

5:34 PM (9 minutes ago)

Wed, Jun 17, 2020 at 8:19 PM

6/19/2020

Town of Natick Mail - Door/Door Hardware Services - Request for Approval as to Form

From: Bryan Leblanc [mailto:bleblanc@natickma.org] Sent: Wednesday, June 17, 2020 5:47 PM To: Karis North; James Errickson Subject: Fwd: Door/Door Hardware Services - Request for Approval as to Form

One more - door/door hardware contract remains. New England School Services, See below. Thanks.

I appreciate the turnaround.

Karis North

to me, James

5:34 PM (9 minutes ago)

[Quoted text hidden]

Bryan Leblanc

bleblanc@natlckma.org>

To: Karis North <knorth@mhtl.com>

Cc: James Errickson <jerrickson@natickma.org>

Thanksl (Quoted text hidden) Wed, Jun 17, 2020 at 8:58 PM

CERTIFICATE OF VOTE

I, <u>Briz</u>	Hinsster		hereby certify
(Clerk/Se	ecretary)		
that I am the duly q <u>New Erga</u> (Corporation	ualified and acting n Name)	Vice posident es, Inc.	of (Title)
held on <u>6/1/</u>		meeting all Director	Corporation duly called a swere present and voting,
	rize and empower ei	ther John D	broke

and

	HOUSE and Chipower childe		
Prex	et Manyer;		
(Name)	(Title)		
	; or	:	
(Name)	(Title)		
, (Name)	(Title),		

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

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

_____ Signature Hingste _____ Printed Name Vice presided Printed Title _____

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

APPENDIX 1. TOWN OF NATICK BID FORM

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		in the Lesons services in the	ië.
	i a sustainen herrit	sia scaled bid for door and door hardward services	
he undersi	med nereoy submit	ts a scaled bid for door and door hardware services in th	
Fown of Na	nck.		
·	ne of Bidder:		
		•	
New Engl	and School Services	S	
14044 1011991	<u></u>		
	on Ulaka Avo	and the second	-للنهر
Address:	98 Hicks Ave		
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	Medford MA 0215		.,
		and the second	
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		door and door hardware services times	ĻΟ
1. Bidde	r's houchy rate for th	ion emergency door and door hardware services times I argency door and door hardware services per year in the	÷'l
AI	initin	around door and door hardware services per year and	
estimati	a hours of non-enter	or Beitral 1.1.2.	
	1. 1.		
of Natio	:K:)		

2. Bidder's hourly rate for emergency door and door hardware services times 80 estimated hours of emergency door and door hardware services per year in the Town of Natick 4

TOTAL SUM OF 1 + 2 (FOR YEARLY BID COMPARISON FURPOSES) Thirty Thousand Eight Hundred Dollars Page 14 of 28 11 ł

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APPENDIX L TOWN OF NATICK BID FORM

The undersigned hereby submits a sealed bid for door and door hardware services in the Town of Nauck

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Printed Name of Bidder:

New England School Services

98 Hicks Ave Address"_

Medford MA 02155

1. Bidder's hourly rate for non-omergency door and door hardware services times 160 estimated hours of non-emergency door and door hardware services per year in the Town

ofNaticky

2. Bidder's hourly that for emergency door and door hardware services times 80 estimated hours af emergency door and door hardware services per year in the Town of

Națiek:

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TOTAL SUM OF 1 + 2 (FOR YEARLY BU) COMPARISON HURLOSES) S. Thirty Thousand Eight Hundred Dollars

Page 14 of 28 11 1

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 CONTRACTED. THE SUCCESSFUL HUDDER, 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.

Bidder certifies as follows:

۶.

Bidder holds all applicable State and Federal permits, licenses and approvals, (filder shall attach to the Bill Form copies of all applicable State and

Federal permits, licenses, and approvals.) 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 herein. Nothing to this provision, however, shall Eliminate the requirement that the Blader, If chosen as the Successful Bidder, shall submit to the Town an endorsement or erider in compliance with the

Contract.)

Bidder is registered with the Scoretary of the Commonwealth of Massächusetts to do business in Massächusetts. (Bidder shall attach to the Bid. Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)

Bidder has not failed to perform satisfactorily on contracts of a similar D.

Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Fown. Each Bidder shall nature.

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. (Hidder shall artich. to the Bid Borm 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

F. Bidder provides supervision of all workers performing under all contracts held lawsuits pending against it.

and pledges to provide such supervision under any contract awarded by the Towns Bidder has adequate personnel and equipment to perform the work

Ĝ. expectitiously.

Page 15 of 28

Bidder has suitable financial status to meet obligations insident to the work. (Hidder shall altach to the Bid Born a financial statement that shows the Bidder's present financial status.

Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)

Bidder has not failed to perform safisfactorly on Contracts of a similar Ţ.,

Bidder possesses the skill, ability and integrity necessary for the faithful nature.

К. performance of the Work.

Bidder confiles 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 Ľ

Bidder certifies that all employees to be employed at the worksite will have work successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least for (10) hours in duration at the time the entployee begins work and who shall furthsh documentation of successful completion of said course with the first certified payroll report for each employee.

The undersigned understands that, pursuant to MIG, L, c.30, \$39M, the Town shall award, within thirty (30) days of the opening of scaled Blds, one (f) Contract, Hat all, to the lowest. responsible and eligible Bidder, based upon the following sum for comparative purposes:

1. Bidder's hourly rate for non-emergency door and door hardware services times 160 Estimated hours of non-emergency door and door hardware services per year in the Town of

2. Bidder's hourly rate for emergency door and door hardware services times 80 Nauck) plus. estimated hours of emergency door and door hardware services per year in the Town of Natick.

Any potential second or third year of the contract shall be awarded, if at all, tipon 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.

Page 16 of 28

Pursuant to this IFB, the Successful Bidder shall provide all labor and materials necessary to provide door and door hardware services to the Townor Natick. Any contract awarded pinsuant to this IFB shall be for one (1)-year, with two (1)-year, individually exercisable options The Bidder agrees that, if he/she/it is the Successful Bidder, he/she/it will within ten (10) (at the sole discretion of the Town,

days after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and furnish a Performance Boad and a Labor and Materials Payment Bond, each with a surety company qualified to do business under the laws of the Common wealth of Massachusetts and satisfactory to the Awatching Authority in the amount of one hundred percent (100%) of the Contract price, the premiums for which are to be paid by the Successful Bidder and are included in the Contract prices provided, however, that if there is more than one (1) survey company, the survey companies shall be jointly and severally liable.

The undersigned certifies under the penalties of perjury that this Bid is in all tespecis. bona fide, fair and made without collusion or fraud with any other person. As used in this oona noe, ran and made without contuston or trang with any outer person. As used in the solution in the solution of a person shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further control of the business of legal entity. corporation or other pusiness or togat change. The understeness the status of the public construction work perjury that the said undersigned is not presently debatted from doing public construction work perjury mar me same undersigned is more presently never real domes provide construction more in the Commonwealth of Massachusetts under the provisions of section twenty-mine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General

Laws of any rule or regulation promulgated thereinder, The Bidder agrees that all Bid specifications and Contract specifications are hereto made

part of any Contrast executed with the Town and are binding on the Successful Bidder.

Authorized Signature A

Printed Name

John Donohue

Printed Title

Project Manager Date.

If a Corporation: Full Lögal Name

New England School Services Inc.

Officers of Corporation and Addresses VP Brian Hingston 98 Hicks Ave Medford Map 215528

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State of Incorporation
Principal Place of Business 98 Hicks Avenue
004FE
Medford.MA.02155
and the second
a the second
Telephone Number: 617-776-4700
Telephone Numpor
Massachusetts Yes
Qualified in Massachusetts Principal Place of Business in Massachusetts
Principal Place or Dustineer
98 Hicks Ave
Modford MA 02155
Wearding the second state of the second state
a second and the seco
Telephone Number 617-776-4700
Telephone Number
rither of the Company
Full Legal Name of Sucety Company
Cross Agency
Principal Place of Business of Surety Company
Principal Place or Dusmouth
Principal And 01983-

Cross Insurance - Wakefield is legally organized as a Maine business corporation and is separately managed and operated as a wholly/owned subsidiary of Cross Financial Corp., Bangor, ME."

Page 18 of 28

Telephone Number 978-953-1607

Place of Business in Massachusetts

and the second second second

Cross Insurance | 16 South Main St., Topsfield; MA 01983 Cross Insurance | 401 Edgewater Place, Suite 220 Wakefield, MA 01880

Telephone Number

Page 19 of 28

Amendix² 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 flaud 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 of ganization, entity, or group of individuals.

Name of Bidder

<u>New England School Services</u> Address of Bidder.

98. Hicks Ave

Medford MA 02155 Telephone Number

By gnature

John Donohue Printed Name

Project Manager Printed Title

2/18/2020 Date

Page 20 of 28

Appendix 3 CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Laws (M.G.L.) c.62G. \$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 gayment of taxes, to the reporting of employees and contractors, and to the withholding and remulting of child support.

Name of Bidder

٠...

New England School Services Address of Bidder

98 Hicks Ave

Medford MA 02155 Telephone Number

By (Signature)

> John Donohue Printed Name

Project Manager Printed Tifle

2/18/2020 Date

Page 21 of 28

Appendix 4. CONFLICT OF INTEREST CERTIFICATION

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		dim nit offer of
	he Bidder hereby certifies that	ed to give any gift, contribution, or offer of on with the award of a Contract putsuant to this e Bidder has given offered, or agreed to give
T	he Bloder news, offered, of agr	con with the award of a contract p
÷	The Bidder has not surrent for or in connect	OII. As sure i have
ļ	and ownent as an inducemon 22	and the set of agreed to BIAS
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÷	the subcontractor result of subcontractor result	the Biddet of 19 and the consultant or
	Invitation for blus, No consultant to, or subcontractor for H any gift, contribution, or offer of apployment is or entity as an inducement for, or in connection or entity as an inducement for, or in connection to contractor of a Contract by the Hidder.	e Bidder has given, offered, or agreed to give o the Bidder or to any other person, corporation, with, the award to the consultant or with, the award to the consultant or
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	- we also has been a compared without we read	
	3. No person, corporation, or outer set Bidder has been retained or hired to solicit for Contract (pursuant to this IEB) upon an agree comporation or entity be paid a fee or other co corporation or entity be paid a fee or other co	nipensation and the interest Law, Chapter 268A of sachusens Conflict of Interest Law, Chapter 268A of the Bidder with respect to the transaction outlined in the Bidder with respect to the transaction outlined in
	corporation of ones Contraptilo the Hidders	sachusetts Contilict of the transaction outer
	The Diddet understands that unother to	the Bidder Wild response
	4. The Busits General Laws, applied	tothes agents,
	the Massaculus	sachusetts Confflict of Interest Law, Chapter 2004 on the Bidder with respect to the transaction outlined in ther his/her/its offlicers, employees, agents,
	the IEB.	noethatticipate in any activity in appearance of a
	5. The Bidder model and these shall	ider, his/her/its officers, employees, agents, not participate in any activity which constitutes a interest Law or which creates an appearance of a interest Law.
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	subcontractors, and artifications violation of the Massachusetts Conflict of violation of the Massachusetts Conflict of	1
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	Name of Bidden	н
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	4 9 Lac	·
	By: (Signature)	
	/	
	John Donohue	
	Printed Name	
÷	Project Manager Printed Title	
5	Printeu	
	_2/18/2020 Date	Page 22 of 28
ił.	aran a	· · · · · · · · · · · · · · · · · · ·

CERTIFICATE OF CORPORATE BIDDER E Bits his ste certify that I am the <u>Vite presour</u> of the of the standard as Bidder in the attached Bid fiorin; that <u>John Leadur</u> who signed Corporation names as prouse in the massing one north that said Bid Point was duly signed, sealed, that I know higher signature hereto is genuine and that said Bid Point was duly signed, sealed, and executed for and on behalf of its governing body. Marse of Bidder (Comparate Seal) 98 Hicks Quenue Address of Biddet Malburg Mar 021515 612-776-4200 Telephone Number lleft (Signature) By: Ban Hingh Vice Pressent 2/19/2C This Certificate shall be completed where Bidder is a Corporation and shall be so completed by its Clerk: In the event that the Clerksis the person slepting the Bidder on behalf of the Cotporation, this Cortificate shall be completed by another officer of the Corporation.

Page 29 of 28

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

The Bidder hereby certifies that it is in compliance with and shall remain in compliance with Massachusetts General Laws (M.G.L.) Chapter ISIB and shall not discriminate on any

prohibited basis outlined therein.

Name of Bidder

New England School Services

Address of Bidder

98 Hicks Ave

Medford MA 02155 Telephone Number 617-776-4709 Ъý:

(Signature)

John Donohue Printed Name

Project.Manager Printed Title

2/18/2020 Date

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Page 24 of 28

Appendix 7 CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS The Bidder hereby centiles that it shall comply with all applicable minority workforse percentage ratio and specific affirmative action steps contained in any FBO/AA provisions of this Contract, including, without limitation any imposed by the Massachusetts Supplier Diversity Office (SDO). Office (SDO):

Name of Bidder

New England School Services Address of Bidder

98 Hicks Ave

Medford MA 02155

Telephone Number

617-7,76-4700 ۵ By: (Signature)

John Donohue Printed Name

Project Manager Printed, Title

2/18/2020 Date

Page 25 of 28

Appendix 8 CERTIFICATE OF NON-DEBARMENT

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

Name of Bidder

New England School Services Address of Bidder

98 Hicks Ave

617-776-4700 Telephone Number

By: (Signatüre)

John Donohue Printed Name

Project Manager Printed Title

2/18/2020 Date

Page 26 of 28

	10			I ITY IN	SURAN	CE	DATE (MMIC 02/18/	2020
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ł	MIS COLUMN			E-MAIL SO	ill@crossagenc	SY,COM	VERAGE	NAIC#
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	INSURED New England School Services, Inc.			INSURER D I	11avenue			
	98 Hicks Ave		*** 02155	INSURER E :		REV	ISION NUMBER:	
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	ACORD 25 (2016/03)							
1	ALUNE							

We are a proud partner to the state under TRD01 Tradesperson Installation, Repair and Maintenance Services Statewide Contracts. Please see the attached user guide. NESS falls under category - Glass/Windows/Doors. For more information inquire at the Commbuys -- OSD website. New England School Services 98 Hicks Ave Medford MA

References for Door projects of similar scope and size References include jobs created within the past three years.

		Phone	
	Contact		
Municipalities		617 635 8300	
	John Linehan		
City of Boston		\$ \$ 500,000.00	
Door replace	ments at various schools - Value	617 730 2420	
	charles Silling		
Town Of Brookline	ements at various schools – Valt	ie : \$ 200,000.00	
Door replac	Anthony Saunders	617 568 5983	
Mass Port Authority	Anthony Sauras	alue ; \$ 100,000.00	
noor repla	cements at various locations	508 553 4802	
	Mile D'AUSCIO		
Town of Franklin	acements at various schools – V	alue : \$ 80,000.00	
Door repl	acements at various scheet	617 594 2564	
City of Newton	- tuarious schools -	Value: \$ 150,00	
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Master Blanket Purchase Order PO-17-1080-OSD03-SRC02-10364

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COMMBUYS - Master Blanket

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Acknowledged Date/Time

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Vendor Profile - New England School Services, Inc.

Organization Information Address

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General Organ	ization Informatio 300183	n Company Name:	New England School Services, Inc.	,	
Vendor ID: Status: Incorporation Details - State: Business Description:	Active MA Furnish and Install Doors, Hardware, Bathroom Part	Method:	1979 Email Yes	Vendor Email:	wayne@neschool.com
Vendor Fax: Emergency Supplier:	7813968088 No	- 1099 Vendor:			
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https://www.commbuys.com/bso/external/vendor/vendorProfileOrgInfo.sdo?external=true... 2/18/2020

United Casualty and Surety Insurance Company Bond No: UCSX2X2295 BID BOND KNOW ALL MEN BY THESE PRESENTS, that we New England School Services, Inc. 98 Hicks Ave, Mediord, MA 02155 as Principal, hereinafter called the Principal, and UNITED CASUALTY AND SURETY INSURANCE COMPANY of 292 Newbury Street, #105, Boston, Massachusetts/12115, a corporation.duly organized under the laws of the State of Nebraska is Surety, hereinafter called the Surety, are held and firmly bound unto Town of Natiok as Obligee, hereinafter called the Obligee, in the sum of NOE TO EXCEED 5 % OF ATTACHED BID ---- DOLLARS (S-for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents. Town of Natick Sealed Bid for Door and Door Hardware Services in the WHEREAS, the Principal has submitted a bid for Town of Natick NOW, THEREFORE, if the Obligge shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Ourses measurements with the terms of such our and give sheat control of and so may be spectated in the prompt payment of labor. Deciments with good and sufficient surgly for the faithful performance of such Confractand for the prompt payment of labor. Locyments with Boots and suthions surger for the annual perturbative in such changement to the prompt payment and give and material filmished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give which there is a start of the principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount such upong of contrast it the remaining at and pay to the contrast the provide may in good fails contrast with another party to perform the specified in said bid and such larger amount for which the Obligge may in good fails contrast with another party to perform the anogeness mount one and soon and a mount for an other and songer may in from tana countries out another party to Work doyered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. Signed and sealed this 20th day of February, 2020 New England School Services, Inc. З, Witn UNITED CASUALTY AND SURETY INSURANCE COMPANY Attorney-in-fact Stephen P, Gill itness



UNITED CASUALTY AND SURETY/INSURA US Casualty and Surety Insurance Company United Surety Insurance Company

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That United Casualty and Stirety Insurance: Company, elsorporation of the State of Vebraska, and Us casualty and Stirety Insurance Company and United Surety Insurance: Company, assumed names of United Casualty and Stirety Insurance Company is companies) dob these presents make constitute and appoints:

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thall explice without further action on December 31.⁵ 2023 This Roure of Altorney Isuranted under and by authority of the another mellerely suthon autent a supported to the additional of th

BEAL

Commonwealth of Massachusetts

WITNESS my hand and seal

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Corporate Seals

FEBRUAR

TO CONFIRM AUTHENTICITY

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On this 13th payof December, 2019, before mer thomas a Carrigan Jr. a notary public personally appeared usel R Checkkes/Treasure of Un On this 13th payof December, 2019, before mer thomas a Carrigan Jr. a notary public personally appeared usel R Checkkes/Treasure of Un Insufance Company. US Casualty, and survey insufance company and united survey insufance company, who proved to me within insufance company and the personally appeared usel R Checkkes/Treasure of Un the person whole, than 21s, financial to the within insufance in a school edge. It are that the check of the parameter in the the person whole, than 21s, financial, or the entities insufance in the personal school edge. See the person of the instrument the person (s), and the person of the instrument the person (s) and so the instrument the person (s). The person of the instrument the person (s) or the entities of the instrument the person (s) and so the instrument the person (s) and so the instrument the person (s). reentryunder PENACTY OF PERIURY under the laws of the Common wealth of Massachusetts that the Co

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UNITED CASDALITY AND SURETYINSURANCE COMPANY US casualty and Surety Insurance Company United Surety Unsurance Company

thinlie to any power of attoine volt nigation in the nature thereof, such to be valid, and binding In WITNESS WHEREOF, the Companies have caused this instrument to be signed and then corporate realists be bereunto offixed. This 13th day of Detember 2019

company in the company in the name and esti-registic company in the name and esti-registic and an other writings - that to bindings

Agency No. 172064

Michael D. Regany Stephenin Joll, Laurence R: Hall Robert Sepholit and Vincent Thorne



February 19, 2019

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In lieu of providing our Financial Statement, please be advised that our Dun and Bradstreet To whom it may concern: Number is 76594118. This number can be used to view our financial information.

Very truly yours,

NEW ENGLAND SCHOOL SERVICES, INC.

the Surth

Brian I. Hingston Vice President

Member

Door, Door Hardware and Restroom Partition Specialists SALES • SERVICE • INSTALLATION



Commonwealth of Massachusetts Department of Revenue Kevin W. Brown, Acting Commissioner

CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE

ոլկերգուրություններություններ NEW ENGLAND SCHOOL SERVS INC 98 HICKS AVE MEDFORD MA 02155-6319

The Commissioner of Revenue certifies that, as of the date of this certificate, NEW ENGLAND SCHOOL SERVS INC is in compliance with its tax obligations under Chapter 62C of the Massachusetts

This certificate doesn't certify that the taxpayer is compliant in taxes such as unemployment insurance General Laws.

administered by agencies other than the Department of Revenue, or taxes under any other provisions of law.

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

If you have questions, call us at (617) 887-6400 or toll-free in Massachusetts at (800) 392-6089, Monday What if I have questions?

through Friday, 8:30 a.m. to 4:30 p.m..

Visitus onlinel

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

- Review or update your account
- Contact us using e-message

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- Sign up for e-billing to save paper .
- Make payments or set up autopay ٠

Second W. Cylor

Edward W. Coyle, Jr., Chief Collections Bureau

Mass. Curpor anone,

Business Er	5 Division Itity Summary	Request certificate New search
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SERVICES, INC.	estic Profit Corporation	
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Town of Natick Natick, Massachusetts

INVITATION FOR BIDS

FOR

DOOR AND DOOR HARDWARE SERVICES

BIDS DUE:

February 20, 2020, 11:00 A.M. LOCAL TIME Late Bids Will Be Rejected

DELIVER COMPLETED BIDS TO:

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

TOWN OF NATICK NATICK, MASSACHUSETTS 01760

NOTICE TO BIDDERS

The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, invites the submission of sealed bids for town), acong unough the Natick Board of Selectmen, invites the submission of search olds for door and door hardware 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 <u>bleblanc@natickma.org</u> between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on February 5, 2020. Sealed Bids will be received until 11:00 A.M. local time, February 20, 2020, 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 which this and place an blus will be publicly opened and read, it the receipt of bids shall be within DPW is closed due to weather or other emergency, the deadline for receipt of bids shall be within Dr w is closed due to weather or other energency, the deathing for receipt of dues shall be extended until 11:00 A.M. on the next business day that the Procurement Office is open. All Bids extended until 11.00 A.W. on the next ousness day that the Froeurement Ornee is open. All blus 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 any informaticy in or to reject any, any part of, or an Dids in the test interest of the rown. 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.

Page 1 of 32

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 door and door hardware services. 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 <u>bleblanc@natickma.org</u> between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on February 5, 2020. 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 <u>bleblanc@natickma.org</u> by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on February 12, 2020. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders. Sealed Bids marked "Town of Natick: Sealed Bid for Door and Door Hardware Services in the Town of Natick" shall be received by 11:00 A.M. local time, February 20, 2020, at this address: Procurement Office c/o Natick Public Works Building 75 West Street Natick, MA 01760. Each Bidder's name, address and contact phone number shall be clearly visible from the outside of each sealed envelope. The clock in the Procurement Office shall be considered official. No late Bids shall be accepted. No faxed Bids shall be accepted. Conditional Bids will not be accepted. 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 Each Bid shall be submitted in accordance with the Bid Submission Requirements in Procurement Office is open.

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.

Page 2 of 28

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 upon the exception and derivery of a contract of, it no award is made, upon the expration 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 to execute a contract and further a contribution bound and a Labor and Matorians Payment Bond if required, his/her/its Bid Deposit shall become and be the property of the Town, a sliquidated damages; provided that the amount of the Bid Deposit which becomes the property of the Town will not, in any event, exceed the difference between his/her/its Bid price and the Bid price of the next lowest responsible and eligible Bidder; and provided further that, in case of death, disability, bona fide clerical or mechanical error of a substantial nature, or other similar unforeseen circumstances affecting a Bidder, his/her/its Bid Deposit will be returned to him/her/it. The Bid Deposits of Bidders other than the three (3) lowest responsible and eligible Bidders will be returned following award of the Contract by the Town. The Town of Natick will not reimburse Bidders for any costs incurred in preparing Bids in Submission of a Bid shall be conclusive evidence that the Bidder has examined this IFB response to 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 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. with respect to the Bid. By submission of a Bid, the Bidder further indicates acceptance of all terms and conditions of 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 matked, as appropriate, "CORRECTION, MODIFICATION OR WITHDRAWAL OF SEALED this IFB. BID FOR DOOR AND DOOR HARDWARE 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 Prevailing wage rates as determined by the Commissioner of the Massachusetts Department of Labor and Workforce Development under the provisions of the Massachusetts procedures. 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 For further information, please refer to the succeeding sections, with which each Bidder proposed work under any such Contract awarded.

Page 3 of 28

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:

Procurement Officer c/o Natick Public Works Building

75 West Street Natick, MA 02186.

Questions regarding this IFB shall be submitted in writing and shall be delivered to the Procurement Office by email to <u>bleblanc@natickma.org</u> by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on February 12, 2020. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders,

Section 3. Background & Specifications <u>Scope of Work – As Provided by Natick Facilities Department.</u>

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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 Door and Door Hardware maintenance services, corrective services, and

emergency services for current and to provide project installation of new miscellaneous door and door hardware for the facilities of the Town of Natick and Natick Public Schools. Door and Door Hardware 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 Door and Door Hardware issues at any and all locations, to original design and/or manufacturer 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 town reserves the right to produce any necessary parts, erther from the successful bruter of from a competitive procurement process, under any applicable procurement laws, depending

Page 4 of 28

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 Door and Door Hardware 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. 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-

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.

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

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

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. Each Bidder shall assume 160 non-emergency hours and 80 hours emergency for bid

comparison purposes.

Successful Bidder's Personnel

The Successful Bidder shall be responsible for any training of his/her/its personnel. The Successful Bidder's personnel shall be adequately trained by the Successful Bidder, shall 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: 1. Name, business address, telephone, and cell phone numbers of the president and

- 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 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:

Page 6 of 28

A fully executed Bid Form (Appendix 1) (which shall include certification of the

1.

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- A. Bidder holds all applicable State and Federal permits, licenses and approvals. following: (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

D. Bidder has not failed to perform satisfactorily on contracts of a similar Commonwealth's Office.)

E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall nature. 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.

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

H. Bidder has suitable financial status to meet obligations incident to the expeditiously. 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.)

Page 7 of 28

J. Bidder has not failed to perform satisfactorily on Contracts of a similar K. Bidder possesses the skill, ability and integrity necessary for the faithful nature. L. Bidder certifies that he/she/it is able to furnish labor that can work in performance of the work. harmony with all other elements of labor employed or to be employed in the M. Bidder certifies that all employees to be employed at the worksite will have successfully completed a course in construction safety and health work. 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) A fully executed Certificate of Tax Compliance. (M.G.L. c.62C, §49A) (Appendix 3) A fully executed Conflict of Interest Certification. (M.G.L. c.268A) (Appendix 4) 2. A fully executed Certificate of Corporate Bidder, if applicable. (Appendix 5) 3. A fully executed Certificate of Compliance with M.G.L. c.151B. (Appendix 6) 4. A fully executed Certificate of Compliance with EEO/AA/SDO provisions. 5. 6. A full executed Certificate of Non-Debarment. (Appendix 8) (Appendix 7) 7. 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 8. 9. the amount of five (5%) percent of the value of the Bid. A certificate of insurability from an insurance company that is licensed to do business in the Commonwealth of Massachusetts indicating that all the provisions 10. A letter of intent from a surety company that is licensed to do business in the of the specifications can be met. 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 11. Price. Page 8 of 28

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 12. of the Contract Price.

Section 5. Bid Submission

Sealed Bids marked "Town of Natick: Sealed Bid for Door and Door Hardware Services in the Town of Natick" shall be received by 11:00 A.M. local time, February 20, 2020, at this address;

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

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

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

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

rejected.

Section 6. Selection Process and Award

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

The 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 door and door hardware services times 160 estimated hours of non-emergency door and door hardware services per year in the Town of Natick), plus

2. Bidder's hourly rate for emergency door and door hardware services times 80 estimated hours of emergency door and door hardware services per year in the Town of Natick.

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Any potential second or third year of any contract shall be awarded, if at all, upon the hourly While award is made upon historical averages, the Successful Bidder shall only be paid for hours rates quoted herein. No escalator shall be permitted. The term "lowest responsible and eligible Bidder" shall mean the Bidder: "(1) whose Bid is the lowest of the work (0) whe shall control to be a lot to be the low of the most of the most (0) whose bet actually worked. is the towest of more products possessing the skill, author and integrity necessary for the ration 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 work and who shall through documentation of successful compression of said course with the 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 uonu shan mean me oonu or a surety company quannet to ousmess unuer the taws or me commonwealth and satisfactory to the Awarding Authority; provided further, that if there is more the rest (1) tracks and satisfactory to the available about the tabut to be about the tabut. than one (1) surety company, the surety companies shall be jointly and severally liable". M.G.L. 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 c.30, §39M. Dius, it uie Town, in its sole discretion, determines said action to be in the destimates of the Bid Town of Natick. The Town may reject as non-eligible any Bid that fails to satisfy any of the Bid No person or firm debarred, suspended, or otherwise prohibited from practice by any Submission Requirements.) federal, state, or local agency shall be awarded a Contract, The Successful Bidder shall provide certification of insurance coverage and shall be required to indemnify and hold the Town harmless (see below for more information). Within ten (10) business days after notification of award of a Contract by the Town, the Successful Bidder shall furnish to the Town a Performance Bond in the amount of one hundred (100%) percent of the estimated Contract price, with a surety company which is acceptable to the 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 estimated Contract price, with a surety company which is Town. acceptable to the Town. Page 10 of 28

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 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 It a source of money to think the Contract is rost during the Contract to provide for a Contract price which approvals. represents a reduced appropriation for the Contract term. 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, Section 7. Compliance with Laws LOWIN OF INGLES IAW APPLICADIE TO THE WOLF HIGHWING, WILDOW HITHWARD, STRUCT, UP-TAWS, THESE regulations, orders and directives, as amended, and including, without limitation, the Williams-Stelger 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 Any COMMACT SHAR DE CONSIDERED TO INCLUSE IN MEN CIMIERY AN IONING TOSPECTINE WOLKERS 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. 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 extension or renewal mercor me amount or momance deachined in the Connew which is a part of this IFB and is incorporated herein by reference. Without limitation of other requirements of this Section 8. Insurance ITEB, 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 an application management requirements, mercounts, without management anguagement anguage mandating that the Town of Natick shall be named as an additional insured on the required inancianing mat me rown or reduce share of named as an anomotival moment on me required policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form. The Successful Bidder shall assume the indemnification responsibilities described in the Section 9, Indemnification Contract which is a part of this IFB and is incorporated herein by reference. Within ten (10) calendar days after notification of award of a Contract by the Town, the Section 10. Performance Bond Requirements Successful Bidder shall furnish to the Town a Performance Bond, in the amount of one hundred Page 11 of 28

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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 substances, except for cuttern vand, regar 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 subject matter of this in the and during an nours of work under any contract with the rown, officer, employee, agent, or representative of the Successful Bidder violates the foregoing onneer, employee, agein, or representative or the successful blues, violates the roregoing 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.

Pursuant to M.G.L. c. 7, §38R, the Town shall have the right to conduct a check of the Section 14. CORI/SORI Requirements 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 and who may have queet and unmontored contact with children. Notwinistancing 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.

Section 15. Appendices

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Bid Form 1.

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

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APPENDIX 1 TOWN OF NATICK BID FORM

BID FORM	je
BID FORM The undersigned hereby submits a sealed bid for door and door hardware services in the	
The undersigned hereby submits a searce of the	
Town of Natick.	
Printed Name of Bidder:	
Printed 1	
Address:	
Autova	
	s 160
a mergency door and door hardware services	
1. Bidder's hourly rate for non-emergency door and door hardware services time estimated hours of non-emergency door and door hardware services per year in	The rown
timeted hours of non-emergency door and door and	
of Natick)	••
here and door hardware services times	50
2. Bidder's hourly rate for emergency door and door hardware services times the stimated hours of emergency door and door hardware services per year in the	e Town of
2, blutter of amergency door and door hardware services r	
estimated hours of energy a	
Natick.	
THE POSES	
TOTAL SUM OF 1 + 2 (FOR YEARLY BID COMPARISON PURPOSES)	
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TOTAL SUM OF THE

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Page 14 of 28

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NOTE THAT THIS SUM WILL NOT BE THE TOTAL TO WHICH THE SUCCESSFUL NOTE THAT THIS SUM WILLINGT DE THE TOTAL TO WHICH THE SUCCESSFUL BIDDER SHALL BE ENTITLED, IN OTHER WORDS, ONLY THE RATES SHALL BE DIUDER SHALL BE ENTITLED, IN UTRER WORDS, UNLI THE RALES SHALL BE CONTRACTED, THE SUCCESSFUL BIDDER, IN ANY CONTRACT WITH THE TOWN, WIATT ON WORD AND DOD TOTAL HOURS A CUITATTY WORD NO OTANTERY (WORKED, ADD DUCCEDDFUL DILLOR, IN ANY LOUNINAU WITH THE LOWN, 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. ____ Bidder holds all applicable State and Federal permits, licenses and A. DINGER HORDS ALL APPRICADIC STATE AND FEDERAL PERHIPS, HUGHNESS AND approvals, (Bidder shall attach to the Bid Form copies of all applicable State and Bidder certifies as follows: Bidder holds all applicable documentation and Insurance in accordance Federal permits, licenses, and approvals.) with this Invitation for Bids. (Bidder shall attach to the Bid Form copies of whith this intransition for blue, there is an autor to the blue round 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 в. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Contract.) Form a copy of a Letter of Good Standing from the Secretary of the Bidder has not failed to perform satisfactorily on contracts of a similar Commonwealth's Office.) Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall D. demonstrate that it is an established business with a minimum of five (5) years nature. experience in providing the type of services represented in this IFB, Bidder's experience in providing the type of services represented in this 17.0, plotter 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 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. lawsuits pending against it. Bidder has adequate personnel and equipment to perform the work G. expeditiously. Page 15 of 28

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. 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 Bidder has not failed to perform satisfactorily on Contracts of a similar Commonwealth's Office.) Bidder possesses the skill, ability and integrity necessary for the faithful J. nature. Bidder certifies that he/she/it is able to furnish labor that can work in performance of the work. hatmony with all other elements of labor employed or to be employed in the К. 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 Successionly completed a course in consumeron safety and noam approved by in United States Occupational Safety and Health Administration that is at least ten work. (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 Μ. The undersigned understands that, pursuant to M.G.L. c.30, §39M, the Town shall award, the undersigned understands way, pursuant to 191. C.D., 6.D., 807191, the rown shall aw within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, to the lowest while unity (30) ways of the opening of scaled blue, one (1) Constact, it at all, to the towe responsible and eligible Bidder, based upon the following sum for comparative purposes: 1. Bidder's hourly rate for non-emergency door and door hardware services times 160 estimated hours of non-emergency door and door hardware services per year in the Town of 2. Bidder's hourly rate for emergency door and door hardware services times 80 estimated hours of emergency door and door hardware services per year in the Town of Natick. Natick), plus. 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.

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Pursuant to this IFB, the Successful Bidder shall provide all labor and materials necessary to provide door and door hardware 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 a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount of one hundred percent (100%) of the Contract price, the premiums for which are to be paid by the Successful Bidder and are included in the Contract price; provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

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

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

Authorized Signature

Printed Name

Printed Title

Date

If a Corporation: Full Legal Name

Officers of Corporation and Addresses

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State of Incorporation
state of Incorporation
Distr. or
Principal Place of Business
that Place of Business
Principal Princi
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Texoperate Yes No
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Principal Fills
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Telephone
Telephone Real Name of Surety Company Full Legal Name of Surety Company
Full Legal Name a
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in the start place of Business of the
Principal Place of Business of Surety Company
Page 18 of 28
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Telephone Number _____

Admitted in Massachusetts Yes _____ No _____

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Place of Business in Massachusetts

Telephone Number

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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 network person, huminess perturbed submitted in good faith and without confusion or fraud with any other person. As used in the certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

Name of Bidder

Address of Bidder

Telephone Number

By: (Signature)

Printed Name

Printed Title

Date

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Appendix 3 CERTIFICATE OF TAX COMPLIANCE

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

Name of Bidder

Address of Bidder

Telephone Number

By: (Signature)

Printed Name

Printed Title

Date

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Appendix 4 CONFLICT OF INTEREST CERTIFICATION

The Bidder has not given, offered, or agreed to give any gift, contribution, or offer of Let Diquer 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 The Bidder hereby certifies that: 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, Invitation for Bids. any gut, contribution, or otter or emproyment to the protect, or to any other person, or or entity as an inducement for, or in connection with, the award to the consultant or No person, corporation, or other entity, other than a bona fide full time employee of the subcontractor of a Contract by the Bidder. 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, Contract Quistiant to this 12D J upon an agreement of understanding that such person, corporation or entity be paid a fee or other compensation contingent upon the award of a 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 Contract to the Bidder. The Bidder understands that the Bidder, his/her/its officers, employees, agents, D. The Diquer understands that the Diquer, institutions officers, employees, agents, subcontractors, and affiliated entities, shall not participate in any activity which constitutes a succontractors, and annualed entropy, shan not participate in any activity which consumes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a the IFB, violation of the Massachusetts Conflict of Interest Law, Name of Bidder Address of Bidder Telephone Number By: (Signature)

Printed Name

Printed Title

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Date

Appendix 5 CERTIFICATE OF CORPORATE BIDDER	of the
Light Form on behalf of the Bidder was then	who signed
CERTIFICATE am the	Wild day
certify that run; that	of said Corporated
the attached Bid Formy	as duly signed, searce
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I,, certify that I am use, 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 Form v and executed for and on behalf of its governing body.	
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Address of Bidder	
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By:(Signature)	
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Page 23 of 28

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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

.....

Address of Bidder

Telephone Number

By: _____(Signature)

Printed Name

Printed Title

Date

Page 24 of 28

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).

Office (SDO).

Name of Bidder

Address of Bidder

Telephone Number

Ву. ___ (Signature)

Printed Name

Printed Title

Date

Page 25 of 28

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 promoned non practice by any reactar, state, or rocar agoncy, and that, show any processing arise in which it is debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, the Bidder shall inform the Town of Natick within one (1) business day of

such debarment, suspension, or prohibition from practice.

Name of Bidder

Address of Bidder

Telephone Number

(Signature) By: -

Printed Name

Printed Title

Date

Page 26 of 28

Appendix 9 PREVAILING WAGE RATES

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See attached document.

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Page 27 of 28

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Page 3 of 42

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Apprentice Base Wage Health

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For apprentice rates sea "Apprentice- LABORBR" CARBIDE CORB DRILL OPERATOR LABORHRS - ZONE 2	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.20 \$34.31 \$35.20 \$36.09 \$37.01 \$37.91	\$8.10 \$8.10	\$14,88 \$15,38 \$15,38 \$15,38 \$15,38 \$15,38 \$15,38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.79 \$58.68 \$59.57 \$60.49 \$61.40 \$70.25
Vor apprentises rates see "Apprentise-LABORER" CARPENTER CARPENTERS-ZONE 2 (Bostern Massachusetts)	09/01/2019 03/01/2020 03/01/2020 03/01/202 03/01/202 03/01/202 03/01/202 03/01/202	\$42.5 \$43. 1 \$43. 1 \$43. 1 \$44. 22 \$44. 24	50 \$9.4 .15 \$9.4 .75 \$9. 1.40 \$9. 5.00 \$9 5.65 \$5	0 \$18.9 10 \$18.9 40 \$18.5	5 \$0.00 5 \$0.00 95 \$0.00 95 \$0.00 95 \$0.00 95 \$0.00 95 \$0.00 95 \$0.00 95 \$0.00	\$70.85 \$71.50 \$72.10 \$72.75 \$73.35 \$74.00

Wage Request Number: 20191127-014

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Issue Date: 11/27/2019

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Classification	Apprentice - CAL Effective Date -	RPENTER - Zon 09/01/2019	2 Eastern MA	strice Base Wage		Pension \$1.73	Supplem	60.00	11 Rate \$32.08 \$36.27 \$52.49	
	Slep percent 1 50 2 60 3 70 4 75 5 80			\$25.14 \$29.33 \$31.43 \$33.52 \$33.52	\$9,40 \$9,40 \$9,40 \$9,40 \$9,40 \$9,40 \$9,40	\$13.7 \$13.7 \$15. \$15. \$15 \$15	5 6 49 ,49	00.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.59 \$58.41 \$58.41 \$64.33 \$64.33	
	6 80 7 90 8 90	uate - 03/01/2	020	\$37.71 \$37.71 Apprentice Base \$21.5	Wage Healt	h P		Supplemental Inemployment \$0.00 \$0.00 \$0.00	Total Rate \$32.38 \$36.63 \$52.91	
	Step Pr 1 2 3 4	50 60 70 75		\$25. \$29 \$3 \$3 \$3 \$	50 \$9 .75 \$9 1.88 \$ 4.00 \$ 34.00	40 9,40 9,40 ;9,40 \$9,40 \$9,40	\$13.76 \$13.76 \$15.49 \$15.49 \$17.22	\$0.00 \$0.00 \$0.0 \$0.0 \$0.0) \$53.87 0 \$64.87 0 \$64.87	
	5 6 7 8	80 80 90 90	ed After 10/1/17; A 29.99/ 3&A \$35.8 meyworker Rati		\$38.25 \$38.25	\$9.40	\$17.22			\$42

CARPENTER WOOD FRAME CARPENTERS -ZONE 2 (Wootl Frame) All Aspects of New Wood Frame Work

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Wage Request Number:

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11/2019

Apprentice to Source of	01/01/2020	240.000				
CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 2 (LOWELL)						
BRICKER	t anol		Suppl		al Rate	-
- 178	SONRY/PLASTERING - Lowell		Pension Usemp	ploymon	\$50.16	
CEMENT MAG	19 Apprentice Base Wage	; Health	\$15,41	\$0,00	\$57.17	
Apprentice - CEMENT March Effective Date - 07/01/2015	Apploint	\$12.75		\$0.62	\$60.37	
Effective	\$22.00	\$12.75	\$17.41	\$0.62	\$63.57	
50	\$26.39	\$12.75	\$18.41	\$0.62	\$66.77	
1	\$28.59	\$12.75	\$19.41	\$0.62		
1.	\$30.79	\$12.75	\$20.41	\$0.62	\$69.97	
3 65	\$32.99		\$21.41	\$0.62	\$75,37	
4 70	\$35,19	\$12.75	A12 61	20.0-		
5 75	\$39.59	\$12.75		•	Date	
6 ⁸⁰	•			Supplemental Unemployment	Total Rate	
7 90		Tealt	h Pension	\$0.00	\$50.78	
	01/2020 Apprentice Base	Wege river	\$15.41	\$0.69 \$0,62	\$57.92	
refective Date	Approx \$22.6	62. **	dt 17 4 i		\$61.18	
Step porcent	\$27.1	14 \$12.	.]J 619 ål	\$0.62	\$64.44	
1 50	\$21 \$29.	\$12.	10 eta 41	\$0.62	e67 70	
2 60		(14V n10	519.4x	401000	\$70.96	
<i>b</i> (5		1,00	\$20.41		\$76.49	
- c		5.50	\$21,41	60.62		
4		36,10	\$12.75 \$22.41			
5 75	\$	540.71 ^{\$1}	12.1-		1	
6 80	· · · · · · · · · · · · · · · · · · ·					
7 90						
and an and a second	ther steps are 1,000 br	<u>,9.</u>				
Notes: Gross 3.4	4 are 500 hrs, All other steps are 1,000 hr					Page 8
Picha	Pallelli3					
	Journeyworker Ratio:1:3	-0101	1127-014			
Approven	Wage Request Numb	ser: 2017.	141-0-			
	Wage neur					

^{yo} indentured After 10/1/17; 43/43/33/33/ Step 1&2 \$19,65/ 3&4 \$27,19/ 5&6 \$34.: Apprentice to Journeyworker Ratio:115

Classification			مىلىنى مەرىپىيە ئۇللان بەرىپى مەرىپى مەلىقىرىنى مەرىپى دىر			Bilective Dato	Base Wage	Hentth	sindon Unemu	neatal	, - 2010-2010 - 2010-2010 - 2010-2010
	Apprentic	26 - CAR Date - percent 60 65 70 75 80 85	PENTER (Wa 10/01/2019	od Frane) - Z	one 2 Apprenti	ce Base Wage \$16.77 \$16.77 \$18.17 \$19.57 \$20.96 \$22.36 \$23.76 \$25.16	Health \$7.07 \$7.07 \$7.07 \$7.07 \$7.07 \$7.07 \$7.07 \$7.07	\$0.00 \$0.00 \$7.86 \$7.86 \$7.86 \$7.86 \$7.86 \$7.86	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$23,84 \$33,10 \$34,50 \$35,89 \$37,29 0 \$38,69 \$40,09	
	8 IN	90 	ndentured Aft	er 10/1/17; 45: / 3&4 \$27.19/	145/55/55 5&6 \$34	5/70/70/80/80 1.50/ 7&8 \$37.2	.9	\$43.99	\$12.75 \$22. \$12.75 \$22		\$79.77 \$81.01

07/01/2019

01/01/2020

\$12.75

\$45.23

Classification CHAIN SAW OPBRATOR :: :::::::::::::::::::::::::::::::::	12/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2020 \$36.09 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 \$61.40 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$61.40 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$76.78
For apprentice rales and "Apprentice- LABORBR" CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATINO ENGINEERS LOCAL 4	06/01/2019 \$49.18 \$12.00 \$15.00 \$77.55 12/01/2019 \$49.73 \$12.50 \$15.70 \$0.00 \$79.03 06/01/2020 \$50.83 \$12.50 \$15.70 \$0.00 \$80.18 12/01/2020 \$51.98 \$12.50 \$15.70 \$0.00 \$81.28 06/01/2021 \$53.08 \$12.50 \$15.70 \$0.00 \$82.43 12/01/2021 \$54.23 \$12.50 \$15.70 \$0.00 \$82.43
Bor approntice rates ree "Approntice- OPERATING ENGINEERS" COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	$\begin{array}{c c c c c c c c c c c c c c c c c c c $
For exprended tales see "Apprendice" OPERATING ENGINEERS" DBLEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	07/01/2019 \$50.66 \$8.20 \$21.14 \$0.00 \$81.20 01/01/2020 \$50.96 \$8.20 \$22.10 \$0.00 \$82.36 07/01/2020 \$52.06 \$8.20 \$22.10 \$0.00 \$83.46 07/01/2021 \$53.16 \$8.20 \$22.10 \$0.00 \$83.46

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Effective Dale Base Wage Heally Pension Unemployment

Classification

Apprentice - PAINTER Local 35 - BRIDGES/TANKS Pension Apprentice Base Wage Health \$33.53 07/01/2019 \$0.00 Effective Date -\$0,00 \$41.84 \$8,20 \$0.00 \$25,33 percent \$5.78 \$44.90 Stop \$8.20 \$0.00 \$27.86 50 \$6.30 \$47.96 1 \$8.20 \$0.00 \$30,40 55 \$6.83 \$61.96 2 \$8,20 \$0.00 \$32.93 \$18.30 60 \$65.03 3 \$8,20 \$0,00 \$35.46 \$18.83 \$68.08 65 4 \$8,20 \$0.00 \$38.00 \$19,35 5 70 \$74.19 \$8,20 \$0,00 \$40.53 75 \$20.40 6 \$8.20 \$45.59 80 7 Supplemental Total Rate Unemployment 90 8 Pension Apprentice Base Wage Health \$33,68 \$0.00 01/01/2020 Effective Date -\$0,00 \$42.17 \$8.20 \$0.00 \$25,48 percent \$5.94 \$45.26 Step \$8.20 \$0,00 \$28.03 \$6.48 50 \$48.34 ŧ \$8.20 \$0,00 \$30,58 \$7.02 \$62.38 55 2 \$8,20 \$0,00 \$33.12 60 \$18.51 \$65.47 3 \$8,20 \$0.00 \$35.67 \$19.05 65 \$68.56 4 \$8.20 \$0.00 \$38,22 \$19.59 70 \$74.73 5 \$8,20 \$0,00 \$40.77 75 \$20,67 6 \$8,20 \$45.86 80 7 90 8 Notes: \$63,00 Steps are 750 hrs. \$0,00 \$15,85 Apprentice to Journeyworker Ratio:1:1 \$7,85 \$64.00 \$39.30 \$0,00 06/01/2019 \$16.60 \$8.10 \$39.30 12/01/2019 \$64.00 DEMO: ADZEMAN \$0.00 \$15.85 \$65.00 \$7,85 LABORERS - ZONE 2 \$40,30 \$0,00 For approntico raises see "Approntico- LABORER" 06/01/2019 \$16.60 DEMO: BACKHOEALOADER/HAMMER OPERATOR \$8,10 \$40.30 12/01/2019 \$63.75 \$0.00 \$15.85 \$64.75 \$7.85 LABORERS - ZONE 2 \$40.05 \$0,00 For apprentices say * Approntice- LABORBR* 06/01/2019 \$16.60 \$8,10 \$40.05 12/01/2019 \$64.00 DEMO; BURNERS \$0,00 \$15.85

Page 10 of 42

\$65.00

\$63.75

\$64.75

\$63.00

\$64,00

\$0.00

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\$0.00

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\$0.00

\$16.60

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\$16,60

\$15,85

\$16.60

For apprendice rates aco "Approntice- LABORERC"

For approntice raises are "Apprentices LABORER"

Par apprentios reises as a "Apprentice- LABORER"

For apprentice rules see "Apprentice- LABORER"

DEMO; CONCRETE CUTTER/SAWYER

DEMO: JACKHAMMER OPERATOR

DEMO: WRECKING LABORER

20191127-014 Wage Request Number:

\$7,85

\$8.10

\$7.85

\$8.10

\$7,85

\$8,10

\$40.30

\$40.30

\$40.05

\$40.05

\$39,30

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12/01/2019

Issue Date: 11/27/2019

LABORERS - ZONG 2

LABORERS - ZONE 2

LABORERS - ZONE 2

laborers - Zone 2

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					r. Supple	ementalis	-Total Rate		
Classification DIRECTIONAL DRILL MACH OPERATING ENGINEERS LOCAL 4	TNB OPERATOR	م د مان دو میدوند. د و د مان دو میدوند باشد از از ماند د و م		allh Pet	monU nois	ploymen	\$75,29	1772 1777 ·	
معاد و المار المعاد و مورد رو		wither tive Date Ba	ine Wage		15.60	00,	\$76.43		
الي الي ¹⁹⁹ من المراجعة المستقريبين الي الي الي الي المراجعة المستقريبين الي	and a second sec	BINAL DOI 9	-\$47.69	.\$12.00	\$15.70 51	1,00	\$77.51		
an a		06/01/20	\$48.23	\$12.00	\$15,70 \$	0.00	\$78.65	ļ.	
-Classification MACH	INE OPERATOR	12/01/20-	\$49.31	\$12.00	¢15.70	00.00	\$79.7/	4	
TRACTIONAL DRILL	- ny £4	06/01/2020	\$50.45	\$12.00	\$15,70	\$0.00	\$80.8	38	
DIRBCTIONAL DRULL ME		12/03/2020	\$51.54	\$12.50	\$15.70	\$0,00	4. 		
-		06/01/2021	\$52.68	\$12.50			\$99.	,57	
		12/01/2021		50.0D	\$21.15	\$0.00			
		101/2019	\$68.52	\$9.90	-	_			
• A 1131	splics- OPERATING ENGINEERS*	08/01/2019				\$0.00	\$7	19.99	
For approaligo rates see "Per-	hilds			\$9,90	\$21.15	J		-	
DIVER	11	08/01/201	.9 \$48.9	/ 4				\$104.46	
DIVER PILE DRIVER LOCAL 56 (ZONE I For approntice rates see "App	orantiqe- PILE DRIVER		-		\$21,15	\$0,00	, ,	ⅉ⅂ⅅ₦℩ℸー	
For approprise rates			\$73	.41 \$9.9	0 50000				
		08/01/20	J19	. , 91				\$133,83	
FILE DRIVATED A	upprontice PILK Date				\$21.1	15 \$0.0	0(Ψ^-	
For apprentice tuner	LUENT)		5	102.78 \$9.	,90 \$21,3	,e			-
		08/01/2	2019				0.00	\$82,98	
PILE DAL	Apprentice				\$13.00 \$18	j.88 av	<u>,,0v</u>		
		03/0	1/2019	\$51.10 \$,12,~-				
DIVERISLURRY (EF	ZONE I) es "Approndice- PILE DRIVER" ERATOR (Construction)		1124-			- 98 (\$0.00	\$82.98	
For apprentice the	BRATOR (Construction)	·		\$51.10	\$13.00 \$	18.88	<i>i</i> -		
DRAWBRIDGE OP	IGI		/01/2019	\$51.1~	7				
ALL AND A	. nf WCLD-		•						
BLECTHIC mice roles	An *Appropriation- BLECO								
For apprendice roles	see "Apprentice"								
BLECINC Rer apprendice roles	see "Apprentice"						- 1	•-	
ELECTRICIAN For approactice roles ELECTRICIAN ELECTRICIANS LOCAL	1366 * Approntious				-	Supplemental		ial Rate	
ELECTRICIAN For approactice roles ELECTRICIAN ELECTRICIANS LOCAL	1366 * Approntious	ocal 103		- 414	Pension	Unemployment		\$34.05	
ELECTRICIAN For approactics rotes ELECTRICIAN ELECTRICIANS LOCAL	L 103	.ocal 103	lase Woge	Healur	Pension \$0,61	Unemployment \$0.0	00	\$34.05 \$34.05	
ELECTRICIAN For approximation rates ELECTRICIAN ELECTRICIANS LOCAL	L 103 Apprentice - ELECTRICIAN - L Touring Date - 03/01/2019	Local 103 Apprendice E	ሰሰስ ቆል	\$13,00	Pension	UnemployHUA \$0.0 \$0.0	00	\$34.05 \$34.05 \$50.34	
ELECTRICIAN For approactics rotes ELECTRICIAN ELECTRICIANS LOCAL	1366 * Approntious	\$;20.44	\$13,00 \$13,00	Pension 50.61	Unemploying \$0.0 \$0.0 \$0.0	00 .00 .00	\$34.05 \$34.05 \$50.34 \$50.34	
ELECTRICIAN For approactics rotes ELECTRICIAN ELECTRICIANS LOCAL	L 103 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent	\$;20.44 \$20.44	\$13.00 \$13.00 \$13.00	Pension \$0.61 \$0.61 \$14.34	Unemploying \$0.0 \$0. \$0. \$0	00 00 0,00 0,00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31	
ELECTRICIAN For approactics rotes ELECTRICIAN ELECTRICIANS LOCAL	L 103 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40	\$;20.44 \$20.44 \$23.00	\$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34	Unemploying x \$0.0 \$0. \$0 \$0 \$0	00 00 0.00 0.00 60,00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31	
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ELECTRICIAN For approactice rotes ELECTRICIAN ELECTRICIANS LOCAL	L 103 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40 2 40 3 45 45	\$;20.44 \$20.44 \$23.00 \$23.00 \$25.55	\$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.17	Unemploymen \$0.0 \$0. \$0 \$0 \$0 \$0	00 00 0.00 0.00 60,00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31 \$56.28 \$59.24	
ELECTRICIAN For approactice rotes ELECTRICIAN ELECTRICIANS LOCAL	L 103 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40 2 40 3 45 4 45 50	\$;20.44 \$20.44 \$23.00 \$23.00 \$25.55 \$28.11	Healdr \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0,61 \$0,61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.17 \$15.58	Unemployment \$0.0 \$0. \$0 \$0 \$0 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1	00 00 0,00 0,00 50,00 \$0,00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31 \$56.28 \$59.24 \$62.22	
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ELECTRICIAN For approving rates ELECTRICIAN ELECTRICIANS LOCK	1003 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40 2 40 3 45 4 45 5 50 6 55	\$;20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22	Healdr \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.76 \$15.17 \$15.58 \$16.00 \$16.40	Unemployment \$0.0 \$0. \$0 \$0 \$0 \$0 \$1 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	00 00 00 00 00 00 00 50 00 50 00 50 00 50 00 50 00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31 \$56.28 \$59.24 \$62.22	
ELECTRICIAN For approving rates ELECTRICIAN ELECTRICIANS LOCK	Sees *Approxition Electrician L 103 Approxition ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40 2 40 3 45 4 45 5 50 6 55 7 60 55 7 60	\$;20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77	Healdr \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0,61 \$0,61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.17 \$15.58 \$16.00 \$16.40	Unemployment \$0.0 \$0. \$0 \$0 \$0 \$0 \$1 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	00 00 00 00 00 00 00 \$0.00 \$0.00 \$0.00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31 \$56.28 \$59.24 \$62.22 \$65.17	
ELECTRICIAN For approving rates ELECTRICIAN ELECTRICIANS LOCK	L 103 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65	\$;20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22	Healdr \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0,61 \$0,61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.17 \$15.58 \$16.00 \$16.40	Unemployment \$0.0 \$0. \$0 \$0 \$0 \$0 \$1 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	00 00 00 00 00 00 00 50 00 50 00 50 00 50 00 50 00	\$34.05 \$34.05 \$50.34 \$50.34 \$53.31 \$56.28 \$59.24 \$62.22 \$65.17	
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ELECTRICIAN For approving rates ELECTRICIAN ELECTRICIANS LOCK	1000 ELECTRICIAN - L L 103 ELECTRICIAN - L Effective Date - 03/01/2019 03/01/2019 Step percent 1 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75		20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77 \$38.33 0/75/80	Healdr \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.76 \$15.17 \$15.58 \$16.00 \$16.40 \$16.8	Unemployment \$0.0 \$0. \$0 \$0 \$0 \$10 \$2 \$15.58	00 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	\$34.05 \$34.05 \$50.34 \$50.34 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 	\$95.5 \$98.
ELECTRONIC STATES	1000 ELECTRICIAN - L L 103 ELECTRICIAN - L Effective Date - 03/01/2019 03/01/2019 Step percent 1 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75		20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77 \$38.33 	Healdr \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.58 \$16.00 \$16.40 \$16.40 \$16.8	Unemployment \$0.0 \$0. \$0 \$0 \$1 \$1 \$1 \$1 \$. \$8 \$1 \$. \$8 \$1 \$. \$8 \$2 \$1 \$2 \$1 \$2 \$3 \$2 \$1 \$2 \$3 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2	00 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	\$34.05 \$34.05 \$50.34 \$50.34 \$55.31 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 \$0.00 \$0.00 \$0.00 \$0.00	\$95.5 \$98.
For apprentice rates ELECTRICIAN RLECTRICIANS LOCAL	1000 ELECTRICIAN - L L 103 Enective Date - 03/01/2019 Step percent 03/01/2019 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75 Notes: : App Prior 1/1/02 Apprentice to Journey		20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77 \$38.33 	Hennin \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.76 \$15.17 \$15.58 \$16.00 \$16.40 \$16.8	Unemployment \$0.0 \$0. \$0 \$0 \$15.58 \$15.73 \$15.88	00 00 0.00 0.00 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$34.05 \$34.05 \$50.34 \$50.34 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 	\$95. \$98.
For apprentice rates BLECTRICIAN RURCTRICIANS LOCAL	1000 ELECTRICIAN - L L 103 Enective Date - 03/01/2019 Step percent 03/01/2019 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75 Notes: : App Prior 1/1/02 Apprentice to Journey		20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77 \$38.33 0/75/80 01	Hennin \$13,00 \$10 \$10 \$10 \$10 \$10\$ \$10\$ \$10\$ \$10\$	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.34 \$15.58 \$16.00 \$16.44 \$16.80 \$16.44 \$59.47 \$61.42 \$63.47	Unemployment \$0.0 \$0. \$0 \$0 \$1 \$1 \$1 \$1 \$. \$8 \$1 \$. \$8 \$1 \$. \$8 \$2 \$1 \$2 \$1 \$2 \$3 \$2 \$1 \$2 \$3 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2 \$2	00 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	\$34.05 \$34.05 \$50.34 \$50.34 \$55.31 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 \$0.00 \$0.00 \$0.00 \$0.00	\$92.5 \$95.5 \$98. \$10
For apprentice rates BLECTRICIAN RURCTRICIANS LOCAL	1000 ELECTRICIAN - L L 103 Enective Date - 03/01/2019 Step percent 03/01/2019 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75 Notes: : App Prior 1/1/02 Apprentice to Journey		20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77 \$38.33 0/75/80 01	Hennin \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00 \$13,00	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.58 \$16.00 \$16.40 \$16.40 \$16.8	Unemployment \$0.0 \$0. \$0 \$0 \$15.58 \$15.73 \$15.88	00 00 0.00 0.00 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$34.05 \$34.05 \$50.34 \$50.34 \$55.31 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 \$0.00 \$0.00 \$0.00 \$0.00	\$95. \$98.
For apprentice rates BLECTRICIAN RURCTRICIANS LOCAL	L 103 Apprentice - ELECTRICIAN - L Effective Date - 03/01/2019 Step percent 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75 Notest: : App Prior 1/1/02 App Prior 1/1/02		20.44 \$23.00 \$23.00 \$25.55 \$28.11 \$30.66 \$33.22 \$35.77 \$38.33 0/75/80 01	Heinint \$13,00 \$10 \$10/2020 01/01/2021 01/01/2022	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.58 \$16.00 \$16.49 \$16.80 \$16.82 \$59.47 \$61.42 \$63.47 \$65.62	Unemployment \$0.0 \$0. \$0 \$0 \$15.58 \$15.73 \$15.88	00 00 0.00 0.00 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$34.05 \$34.05 \$50.34 \$50.34 \$55.31 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 \$0.00 \$0.00 \$0.00 \$0.00	\$95. \$98. \$10
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ELECTRUCIAN BLECTRUCIAN RURCTRUCIANS LOCAL	1000 ELECTRICIAN - L L 103 Enective Date - 03/01/2019 Step percent 03/01/2019 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70 10 75 Notes: : App Prior 1/1/02 Apprentice to Journey		20.44 \$23.00 \$23.00 \$25.55 \$28,11 \$30.66 \$33.22 \$35.77 \$38.33 0/75/80 01 0	Healdr \$13,00 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$	Pension \$0.61 \$0.61 \$14.34 \$14.34 \$14.34 \$14.76 \$15.58 \$16.00 \$16.49 \$16.80 \$16.82 \$59.47 \$61.42 \$63.47 \$65.62	Unemployment \$0.0 \$0. \$0 \$0 \$15.58 \$15.73 \$15.88	00 00 0.00 0.00 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$34.05 \$34.05 \$50.34 \$50.34 \$55.31 \$56.28 \$59.24 \$62.22 \$65.17 \$68.15 \$0.00 \$0.00 \$0.00 \$0.00	\$95. \$98 \$10

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Classification

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atton						
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CONSTRUCTOR.	. Local 4			Supplemental Unemployment	Total Rate	
	Apprentice Base Wage	Health	Pension	\$0.00	\$45.32	
Effective Date -	\$29.74	\$15.58	\$0.00	\$0,00	\$65,80	
	\$32.71	\$15.58	\$17.51	\$0.00	\$71.75	
1 50 7 55	\$38,66	\$15.58	\$17.51	\$0,00	\$74.72	
	\$41.63	\$15.58	\$17.51	\$0.00	\$80.67	
	\$47.58	\$15.58	\$17.51			
-	4			Supplemental	Total Rate	
		- Health	Pension	Unemployment	P16.44	
Effective Dats - 01/01/2020	Apprentice Base Wr	\$15.73	\$0.00	\$0.00	464 67	
Step percent	\$30.71	\$15.73	\$18.41	\$0.00	ert 06	
1 50	\$33.78	\$15.73	\$18,41	en 1)	677 13	
2 55	\$39.92	\$15.73	\$18.4	i \$0.0 \$0.0	ega 78	
3 65	\$42.99	A+ 5 79	\$18.4	.1 \$0.0		
4 70	\$49.14					
5 80					1	
Notes: 1.2 are 6 mos.; Sieps 3-	s are i year					
Steps 1-2 mar				\$15.58 \$17.5	1 \$0.00	\$74.72
Apprentice to Journeyworker Ratio	11:1	V01/2019	P-411.0-	910-00		\$77.13
Apprentice to some	- 01	1/01/2020	PH 200	-0104 -0104	AA AB	\$79.62
ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4		1/01/2021	\$44,43	\$13,00	60	\$82,17
ELEVATOR CONSTRUCT		01/01/2022	\$45.93	\$16.03 \$20.		\$56.93
				\$7.85 \$14		\$57.79
For appressive rates see "Apprentice - HLEVATOR CONSTR	(LICTOR	06/01/2019	\$34.20 \$34.31	\$8,10 \$1	5,38 \$0.00	\$58.68
For apprendice rates see off		12/01/2019	\$34.31 \$35,20	\$8.10 \$1	5,38 \$0.00 5 38 \$0.00	\$59.57
LABORERS - ZONE 2		06/01/2020	\$35.20	\$8,10 \$1		\$60.49
		12/01/2020	\$37.01		19,50 -	\$61.40
		06/01/2021	\$37.92	\$8.10 \$	15,38 \$0.00	
		12/01/2021			\$15.60 \$0.00	\$71.78
A TABORER"		11/01/2019	\$44.18	D17.00	\$15.60 \$0.00	\$72.93
Por approaction rates see "Approaction-LABORER" FIELD ENG.INST. PERSON-BLDG, SITE, HVY	HWY	05/01/2020		\$1×.00	\$15.60 \$0.00	\$73.93
		11/01/2020	\$46.33	312.00	\$15.60 \$0.00	\$75.08
RIELD ENGINESRS LOCAL 4		05/01/202	1 \$47.4	00	\$15.60 \$0.00	\$76.08
		11/01/202	1 \$48.4	8 \$12.00	\$15,60 \$0,00	\$77.23
		05/01/20		\$12,00		
		001-011				

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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Wage Request Number: 20191127-014

Issue Date: 11/27/2019

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Classifier doi: Classifier	· · · · · · · · · · · · · · · · · · ·			<u>, , , , , , , , , , , , , , , , , , , </u>		Jamanital	and Raf	e
Classifier doi: Classifier		ganter chailing	· · · ·	Icalin the Po	nalon UI	temploymen	nt 28	
Classifier doi: Classifier	and the second	Ruective Date B	tie Wage	912.00 :	\$15.60	-\$0.00 ····	\$74.43	
OS MULTION OS MULTION SUSAN	A division of the second	1/01/2019	-\$45.68	\$12.00	\$15.60	\$0.00	\$75.44	
OS MULTION OS MULTION SUSAN	Classification	05/01/2020	\$46,83	\$12.00	\$15.60	\$0.60	\$76.60	ł
OS MULTION OS MULTION SUSAN	RIELD BNG.PANA	11/01/2020	\$47.84	\$12.00	\$15.60	\$0.00	\$77.6	1
Their segmedian team of Appendian CORRACTING ENCINEEDES 05/01/2022 53.1.7 \$12,00 \$15,60 \$0000 TEELD ENG ADOD FERESONABLOQSTER, INVY/ENVY 11/01/2019 \$22,57 \$12,00 \$15,60 \$0,00 \$53,13 TEELD ENG ADOD FERESONABLOQSTER, INVY/ENVY 11/01/2020 \$23,83 \$12,00 \$15,60 \$0,00 \$57,13 ORD/1/2020 \$23,83 \$12,00 \$15,60 \$0,00 \$57,13 ORD/1/2020 \$23,83 \$12,00 \$15,60 \$0,00 \$57,13 TERE ALARM INSTALESE \$501/2020 \$23,83 \$12,00 \$15,60 \$0,00 \$57,13 TERE ALARM INSTALESE \$25,73 \$12,00 \$15,60 \$0,00 \$57,10 TERE ALARM REAR INSTALESE \$25,73 \$12,00 \$13,88 \$0,00 \$57,10 TERES ALARM REAR INSTALESE \$20/01/2019 \$33,30 \$13,30 \$18,88 \$0,00 \$57,10 TERES ALARM REAR INSTALESE \$20/01/2019 \$35,83 \$12,00 \$15,50 \$0,00 \$57,85 TERES ALARM REAR INSTALESE <	OPERATING	05/01/2021	\$49,00		\$15.60	\$0.00	-	
Description OpenAlization Status Status Status THELD ENG ROOM SELDED SITE ALTING INNORMAGENA U101/2019 \$22.57 \$12.00 \$15.60 \$0.00 \$51.41 DEPENATING INNORMAGENDOCAL U101/2010 \$22.57 \$12.00 \$15.60 \$0.00 \$52.11 THELD ENG ROOM RESIDENCE U101/2020 \$22.357 \$12.00 \$15.60 \$0.00 \$52.11 THE ALARM INSTALLER 0501/2020 \$25.78 \$12.00 \$15.60 \$0.00 \$52.38 THER ALARM INSTALLER 0901/2019 \$51.00 \$15.60 \$0.00 \$52.98 THER ALARM REPARCIAMING 0901/2019 \$51.00 \$15.60 \$0.00 \$52.98 THER ALARM REPARCIAMING 0901/2019 \$51.00 \$15.60 \$0.00 \$52.98 THER ALARM REPARCIAMING 0901/2019 \$39.33 \$13.00 \$18.88 \$0.00 \$67.14 THER ALARM REPARCIAMING INCOMARCING INCOMARCING INCOMARCING 0901/2019 \$39.54 \$12.00 \$15.60 \$0.00 \$67.95 THER ALARM REPARCIAMING INCOMARCIN			-		\$15,60	\$0,00	414.	
New pression nature of "Agendiase OPERATING BIORNHERES" U101/2019 \$22.57 \$12.00 \$15.60 \$0.000 \$50.84 DELD ENG ROD PERSON SELDOG AT A 1001/2020 \$23.33 \$12.00 \$15.60 \$0.000 \$52.11 DELD ENG ROD PERSON SELDOG AT A 1001/2020 \$23.33 \$12.00 \$15.60 \$0.00 \$52.11 DELD ENG ROD PERSON SELDOG AT A 1001/2020 \$23.35 \$12.00 \$15.60 \$0.00 \$52.11 DELD ENG ROD PERSON SELDOG AT A 1001/2020 \$25.11 \$12.00 \$15.60 \$0.00 \$53.33 DELD ENG ROD PERSON SELDOG AT AND TENDANCE 0501/2021 \$35.10 \$15.60 \$0.00 \$53.38 TERE ALARM TISTALLER 0501/2019 \$51.10 \$13.00 \$16.82 \$0.00 \$68.15 DER OF PERSON SECON PORTALING TROUBLERCY 0501/2019 \$39.54 \$12.00 \$15.60 \$0.00 \$68.05 DELD ALARM REPARIT MANTERNANCE 0501/2019 \$39.54 \$12.00 \$15.70 \$0.00 \$68.05 DELD ALARM REPARIT MANDERCONTROCTROCTROUBLERCYTOCHANG 06001/2020		05/01/2022	\$51.17				\$50.	17
Ter appression raise are "Appression OPERATING BRADING PRIVATION PRIVATI DE PRIVATION PRIVATINA PRIVATION PRIVATION PRIVATI			102 57	\$12.00				
THELD ENG.ROUT PERCENT 523.33 \$12.00 \$32.41 OPERATING ENDINGERS LOCAL 4 05/01/2021 \$24.51 \$12.00 \$35.60 \$50.00 \$52.33 TINILD 2020 \$23.33 \$12.00 \$15.60 \$0.00 \$52.31 TINILD 2021 \$25.11 \$12.00 \$15.60 \$0.00 \$53.33 TINILD 2021 \$25.10 \$13.00 \$18.88 \$0.00 \$53.33 TINILD 2021 \$25.10 \$13.00 \$18.88 \$0.00 \$53.33 TINILD 2021 \$25.10 \$13.00 \$18.88 \$0.00 \$53.33 TINILD 2021 \$25.10 \$13.00 \$16.82 \$0.00 \$68.15 TINILD 2021 \$25.10 \$15.00 \$15.60 \$0.00 \$69.95 TINILD 2021 \$20.101/2019 \$39.54 \$12.00 \$15.70 \$0.00 \$69.95 TINIC 2020 \$41.75 \$12.20 \$15.70 \$0.00 \$69.95 TINIC 2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95	And a rates see "Apprentice- OPERAITING ENGINEERS						\$51	.43
OPERATING Relation of the new Appendixe- OPERATING INCOMPENSION OS/01/2021 \$24.51 \$12.00 \$15.60 \$0.00 \$22.11 THE ALARM INSTALLER INCORCING IONS INCOMPENSION OS/01/2020 \$25.78 \$12.00 \$15.60 \$0.00 \$53.33 THE ALARM INSTALLER INCORCING IONS IONNO RELATING INCOMPENSION OS/01/2019 \$51.10 \$13.00 \$18.88 \$0.00 \$56.15 THE ALARM INSTALLER INCORCING IONNO RELATING INCOMPENSION OS/01/2019 \$38.33 \$13.00 \$16.82 \$0.00 \$68.15 THE ALARM INSTALLER INCORCING IONNO RELATING INCOMPENSION OS/01/2019 \$39.54 \$12.00 \$15.60 \$0.00 \$68.15 THE ALARM INSTALLER INCORCING INCOMPENSION OS/01/2019 \$39.54 \$12.00 \$15.70 \$0.00 \$68.09 The sympositie rates are "Appendixe INCORLING INCOMPENSION OS/01/2019 \$39.89 \$12.50 \$15.70 \$0.00 \$69.95 THERMAIN (ASST: ENGINEER) OS/01/2019 \$39.89 \$12.50 \$15.70 \$0.00 \$71.81 TEX OPERATING INCOMPENSION OS/01/2020 \$40.66 \$12.20 \$15.70					\$15.60		661	
Biol Statu	FIELD HIVE ENGINEERS LOCAL 4							
Inductor Sec.11 05(01/2021 Sec.11 Stor Sec.10 Sec.10 Sec.10 Sec.10 Sec.10 PIRE ALARM INSTALLER INCERCENTING MINISTALLER INCERCENTING MINISTALLER INCERCENTING MINISTALLER INCERCENTING MINISTALLER INCERCENTING MINISTALLER INCERCENTING ALARSPARE 03/01/2019 \$51.00 \$13.88 \$0.00 \$82.98 INCE ALARM INSTALLER INCERCENTING MINISTALLER INCERCENTING MINISTALLER INCERCENTING MINISTERIANCE INCERCENTING MINIS	UPLAVE			a10.00	\$15.60		**	
Ter segmention using an Approxibie CORRATING INCOMPENSION 05/01/2029 \$4.4.4 FIRE ALARM INSTALLER INCOMPENSION IN STALLER INCOMPENSION IN STALLER INSTALLER 03/01/2019 \$13.00 \$13.88 \$0.00 \$68.15 INSTALLER INSTALLER 03/01/2019 \$38.33 \$13.00 \$18.88 \$0.00 \$68.15 INSTALLER INSTALLER 03/01/2019 \$38.33 \$13.00 \$18.88 \$0.00 \$68.15 INSTALLER 03/01/2019 \$38.33 \$13.00 \$16.82 \$0.00 \$68.15 INSTALLER 03/01/2019 \$39.54 \$12.00 \$15.70 \$0.00 \$69.00 INSTALLER 06/01/2021 \$40.80 \$12.50 \$15.70 \$0.00 \$69.95 INSTALLER 06/01/2021 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 INSTALLER 06/01/2021 \$42.50 \$15.70 \$0.00 \$70.86 INSTALLER 06/01/2021 \$42.56 \$12.50 \$15.70 \$0.00 \$70.86 INSTALLER 06/01/2021 \$42.56 \$12.50					+ A # 6	0 \$0.0	w +-	
Nor expension insistes "Appendise- OPERATING ENGINEERS" 93/01/2019 \$1.10 \$13.00 \$4000000000000000000000000000000000000		05/01/2022	\$25.7	6 4 <i>.</i>		*01	00 \$	82.98
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Foc apprendice rates red "Apprendice-LABORER" 09/01/2019 \$46.25 \$9.40 \$19.25 \$0.00 \$75.70 ELOORCOVERER FLOORCOVERERS LOCAL 216B ZONE I 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$76.50 03/01/2020 \$47.85 \$9.40 \$19.25 \$0.00 \$76.50 03/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 03/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$78.10 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.90				\$24,50	\$0'10			\$74.90
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09/01/2021 \$49.45 \$19.25 \$0.00 \$100	F FLERING					#1D1	6.J .	
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Wage Request Number: 20191127-014

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Issue Date: 11/27/2019

- # Well & K The Second S	Effective Dato Base Wage T	icitli Supplemental Jose Total Rate Unemployment
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Apprenuce -	OORCOVERER - Local 216 09/01/2019	423	Health	Pension	Supplement Unemploym	lent To	otal Rate	
Effective Date -	09/01/2021	Apprentice Date		\$1,79	\$0	,00	\$34.32	
Step percent		\$23,13	\$9,40	\$1,79	\$0	.00	\$36.63	
1 50		\$25.44	\$9.40	\$13.88	5(0,00	\$51.03	
2 55		\$27.75	\$9,40	\$13,88	\$	0.00	\$53,34	
3 60		\$30.06	\$9.40	\$15.67		0.00	\$57,45	
4 65		\$32.38	\$9.40			90.00	\$59,76	
5 70		\$34.69	\$9.40	\$15.67		\$0,00	\$63,86	
6 75		\$37.00	\$9.40	\$17.46		\$0,00	\$66.17	
7 80		\$39,31	\$9,40	\$17.46		40100		
8 85					Supp	cmantal		
Effective Date	03/01/2020	Apprentice Base Wa	nge Health	Pension	Unemp	loyment	Total Rate \$34,72	
Step percei	nt	\$23,53	\$9.40	\$1.79)	\$0.00	\$37.07	
1 50		\$25,88	\$9.40	\$1.7	9	\$0.00	\$51.51	
2 55			\$9,40	\$13.8	8	\$0.00	\$51.51	
3 60		\$28.23	\$9,40	\$13.8	8	\$0,00	\$53.80	
4 65		\$30,58	\$9.40	\$15.0	57	\$0.00		
		\$32.94	\$9,40	\$15.	67	\$0.00	\$60.36	
•		\$35.29				\$0.00	\$64.50	
6 75		\$37.64				\$0,00	\$66.85	
7 80		\$39.99	\$9.40		• •			
							1	
. 8 85								
8 85	ps are 750 hrs. A fler 09/1/17; 45/45/55/55/	70/70/80/80 (1500hr Steg / 5&6 \$57.45/ 7&8 \$63.8	ps) 36				\$0.00	\$75.78
8 85 Notes: Step % Apprentic	ps are 750 hrs. A fler 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to to Journeyworker Ratio	70/70/80/80 (1500hr Stej / 5&6 \$57.45/ 7&8 \$63.8 111	ps) 16	\$48,18	φ.(\$15.60	\$0.00 \$0.00	\$75.78 \$76.93
8 85	ps are 750 hrs. After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ratio: KBR.	70/70/80/80 (1500hr Stej 5&6 \$57.45/ 7&8 \$63.8 1:1 06	ps) 16 /01/2019	\$48.18 \$48.73	\$12.50	\$15.70	\$0.00	
8 85	ps are 750 hrs. After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ratio: KBR.	70/70/80/80 (1500br Stej / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12	/01/2019 //01/2019	\$48.73 \$49,83	\$12.50 \$12,50	\$15.70 \$15.70	\$0.00 \$0.00	\$76.93
8 85	ps are 750 hrs. After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ratio: KBR.	70/70/80/80 (1500hr Stej / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12	/01/2019 5/01/2019 5/01/2020	\$48.73	\$12.50 \$12,50 \$12,50	\$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00	\$76.93 \$78.03
8 85	ps are 750 hrs. After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ratio: KBR.	70/70/80/80 (1500hr Step / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 06	/01/2019 //01/2019 //01/2020 2/01/2020	\$48.73 \$49,83	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79,18
8 85	ps are 750 hrs. After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ratio: KBR.	70/70/80/80 (1500hr Stej / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 06	201/2019 101/2019 101/2019 101/2019 101/2020 101/2020 101/2020 101/2021	\$48.73 \$49.83 \$50.98	\$12.50 \$12,50 \$12,50	\$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
8 85	ps are 750 hrs. A fler 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to to Journeyworker Ratio: IKBR. LL 4	70/70/80/80 (1500br Step / 5&6 \$57.45/ 7&8 \$63.8 111 06 12 00 13 00 14	/01/2019 //01/2019 //01/2020 2/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88
8 85	DS BTE 750 hrs. After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to to Journeyworker Ration IKER IL 4	70/70/80/80 (1500br Step / 5&6 \$57.45/ 7&8 \$63.8 111 06 12 00 12 0 12 0 12 0 12 0 12 0 10 10 11 0 12 0 0 12 0 12 0 10 10 10 10 10 10 10 10 10 10 10 10 1	255) 16 /01/2019 1/01/2019 1/01/2020 2/01/2020 6/01/2021 2/01/2021 06/01/2019	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.28	\$12.50 \$12,50 \$12,50 \$12,50 \$12,50 \$12,50 \$12,50 \$12,00	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79,18 \$80,28 \$81.43 \$59,88 \$60,67
B 85	ns are 750 hrs. After 09/1/17; 45/45/55/55/ op 1&2 \$32.00/ 3&4 \$38.36, te to Journeyworker Ratio: IKER. LL 4	70/70/80/80 (1500hr Step / 5&6 \$\$7.45/ 7&8 \$63.8 1:1 06 12 00 12 12 00 12 12 12 12 12 12 12 12 12 12 12 12 12	283) 166 /01/2019 /01/2019 5/01/2020 2/01/2020 6/01/2021 2/01/2021 2/01/2019 12/01/2019	\$48.73 \$49,83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.00 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.60 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42
8 85	ns are 750 hrs. After 09/1/17; 45/45/55/55/ op 1&2 \$32.00/ 3&4 \$38.36, te to Journeyworker Ratio: IKER. LL 4	70/70/80/80 (1500hr Stej 5 5 26 5 \$ 57.45/ 7 28 \$ 63.8 1:1 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 06 12 12 12 12 12 12 12 12 12 12 12 12 12	283) 166 /01/2019 //01/2019 2/01/2020 2/01/2020 6/01/2021 2/01/2021 2/01/2019 12/01/2019 06/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$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	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20
B 85	ns are 750 hrs. After 09/1/17; 45/45/55/55/ op 1&2 \$32.00/ 3&4 \$38.36, te to Journeyworker Ratio: IKER. LL 4	70/70/80/80 (1500hr Stej 5 5 26 5 \$ 57.45/ 7 28 \$ 63.8 1:1 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 12 12 12 12 12 12 12 12 12 12 12 12	28) 16 /01/2019 //01/2019 //01/2020 2/01/2020 6/01/2021 2/01/2021 2/01/2019 12/01/2019 06/01/2020 12/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.00 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.60 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.20
B 85	ns are 750 hrs. After 09/1/17; 45/45/55/55/ op 1&2 \$32.00/ 3&4 \$38.36, te to Journeyworker Ratio: IKER. LL 4	70/70/80/80 (1500hr Stej 5 5 26 5 \$ 57.45/ 7 28 \$ 63.8 1:1 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 12 12 12 12 12 12 12 12 12 12 12 12	283) 166 /01/2019 //01/2019 2/01/2020 2/01/2020 6/01/2021 2/01/2021 2/01/2019 12/01/2019 06/01/2020	\$48.73 \$49,83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00 \$34.75	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.60 \$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 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20
B 85	ns are 750 hrs. After 09/1/17; 45/45/55/55/ op 1&2 \$32.00/ 3&4 \$38.36, te to Journeyworker Ratio: IKER. LL 4	70/70/80/80 (1500hr Stej 5 5 26 5 \$ 57.45/ 7 28 \$ 63.8 1:1 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 12 12 12 12 12 12 12 12 12 12 12 12	28) 16 /01/2019 //01/2019 //01/2020 2/01/2020 6/01/2021 2/01/2021 2/01/2019 12/01/2019 06/01/2020 12/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.00 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.60 \$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 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74
B 85	After 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to to Journeyworker Ratio: CKER LL 4 pprenules- OPBRATING ENGINER NG PLANT/HEATERS CAL 4	70/70/80/80 (1500hr Step / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 00 12 00 12 12 00 10 12 00 10 10 10 10 10 10 10 10 10 10 10 10	28) 16 /01/2019 /01/2019 /01/2020 2/01/2020 2/01/2021 2/01/2021 06/01/2019 06/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$48.73 \$49,83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00 \$34.75 \$35.54	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.60 \$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 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.20 \$63.74 \$69.81
8 85	A fler 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ration CKER L4 pprenules- OPERATING ENGINER GPLANT/HEATERS CAL4	70/70/80/80 (1500hr Step / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 12 06 12 12 14 14 14 14 14 14 14 14 14 14 14 14 14	283) 166 /01/2019 /01/2019 2/01/2020 2/01/2020 2/01/2021 2/01/2021 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021 07/01/2019	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00 \$34.75 \$35.54 \$40.16	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$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 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74 \$69.81 \$70.76
B 85	A fler 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to Journeyworker Ration CKER L4 pprenules- OPERATING ENGINER GPLANT/HEATERS CAL4	70/70/80/80 (1500hr Step / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 12 06 12 12 14 14 14 14 14 14 14 14 14 14 14 14 14	283) 166 701/2019 701/2019 701/2020 2/01/2020 2/01/2021 2/01/2021 2/01/2020 06/01/2020 12/01/2020 06/01/2021 12/01/2021 07/01/2019 01/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00 \$34.75 \$35.54 \$40.16 \$40.46	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74 \$69.81 \$70.76 \$71.86
B 85	A fler 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to to Journeyworker Ratio CKER. L/ 4 Spreadles- OPBRATING ENGINED NG PLANT/HEATERS CAL4 *Apprentice- OPBRATING ENGINE ANK/AIR BARRIER/INTI	70/70/80/80 (1500hr Step / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 12 06 12 12 14 14 14 14 14 14 14 14 14 14 14 14 14	283) 166 /01/2019 //01/2019 //01/2020 2/01/2020 2/01/2021 2/01/2021 2/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021 07/01/2019 01/01/2020 07/01/2020	\$48.73 \$49,83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00 \$34.75 \$35.54 \$40.16 \$40.46 \$41.56	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74 \$69.81 \$70.76
B 85	A fler 09/1/17; 45/45/55/55/ ep 1&2 \$32.00/ 3&4 \$38.36 to to Journeyworker Ratio CKER. L/ 4 Spreadles- OPBRATING ENGINED NG PLANT/HEATERS CAL4 *Apprentice- OPBRATING ENGINE ANK/AIR BARRIER/INTI	70/70/80/80 (1500hr Step / 5&6 \$57.45/ 7&8 \$63.8 1:1 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 06 12 12 06 12 12 06 12 12 14 14 14 14 14 14 14 14 14 14 14 14 14	283) 166 701/2019 701/2019 701/2020 2/01/2020 2/01/2021 2/01/2021 2/01/2020 06/01/2020 12/01/2020 06/01/2021 12/01/2021 07/01/2019 01/01/2020	\$48.73 \$49,83 \$50.98 \$52.08 \$53.23 \$32.28 \$32.47 \$33.22 \$34.00 \$34.75 \$35.54 \$40.16 \$40.46 \$41.56	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74 \$69.81 \$70.76 \$71.86

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Issue Date: 11/27/2019

Supplemental Anitor otal Rate

Classification

Approntice - GLAZIER - Local 35 Zone 2 \$28.28 Pension Apprentice Base Wage Health \$0.00 07/01/2019 \$0.00 \$36.07 Effective Date -\$8,20 \$0,00 \$20.08 \$5.78 \$38.60 percent Step \$8,20 \$0,00 \$22.09 \$6,30 \$41,13 50 1 \$8,20 \$0.00 \$24.10 \$54.61 \$6.83 55 2 \$8,20 \$0.00 \$26.10 \$18.30 \$57,15 60 \$0.00 3 \$8.20 \$28.11 \$59.68 \$18.83 65 4 \$8,20 \$0.00 \$30.12 \$19,35 \$64.74 70 \$8,20 5 \$0.00 \$32.13 \$20.40 75 б \$8,20 \$36.14 80 Supplemental Unemployment 7 Total Rate 90 8 Pension \$28.43 Apprentice Base Wage Health \$0.00 01/01/2020 \$36.39 \$0,00 Effective Date -\$8,20 \$0.00 \$20.23 \$5.94 \$38,96 percent \$8,20 \$0,00 Step \$22.25 \$6.48 \$41.52 50 \$0.00 1 \$8.20 \$24.28 \$7.02 \$\$5,03 55 2 \$8.20 \$0.00 \$26.30 \$18.51 \$57.60 60 \$0.00 3 \$8,20 \$28.32 \$19.05 \$60.16 65 4 \$8.20 \$0.00 \$30.35 \$65.28 \$19,59 70 5 \$8,20 \$0,00 \$32,37 \$20.67 75 6 \$8.20 \$36.41 80 7 90 8 \$75,78 Notest Steps are 750 hrs. \$0.00 \$15.60 \$76.93 \$12,00 Apprentice to Journeyworker Ratio:1:1 \$48,18 \$0.00 \$15.70 06/01/2019 \$78.03 \$12.50 \$48.73 \$0,00 HOISTING ENGINEER/CRANES/GRADALLS 12/01/2019 \$15.70 \$12,50 \$79.18 \$49.83 \$0.00 \$15.70 OPERATING ENGINEERS LOCAL 4 06/01/2020 \$80,28 \$12.50 \$50.98 \$0.00 \$15.70 12/01/2020 \$12,50 \$81.43 \$0.00 \$52.08 \$15,70 06/01/2021 \$12.50 \$53.23 12/01/2021

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For apprentice rates sod "Apprentice- SHEET METAL WORKER"

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HVAC (DUCTWORK) SHERTMELAL WORKERSLOCAL 17-A	08/01/2021	\$53.00 \$54.75	\$13.20 \$13.20 \$13.20 \$13.20	\$24.12 \$24.12 \$24.12	\$2.71 \$2.76 \$2.81 \$0.00	\$93,03 \$94.83 \$96.63 \$82.98
For sppcetitics rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 For apprentice rates see "Approntice- ELECTRICIANP HVAC (TESTING AND BALANCING - AIR) SHBITTMETAL WORKERS LOCAL 17 - A	03/01/2019 08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021 02/01/2021	\$49.75 \$51.35 \$53.00 \$54.75	\$13.20 \$13.20 \$13.20 \$13.20 5 \$13.2	\$24.12 \$24.12 \$24.12 \$24.12 \$24.12 \$24.12 \$24.12	\$2.61 \$2.66 \$2.71 \$2.76	\$87,98 \$89,68 \$91,33 \$93,03 \$94,83 \$96,63

8 90							
Apprentice to Journeyworker Ratio(1)6 VAC (DUCTWORK) HEBUMUTAL WORKERS LOCAL 17 - A	08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021	\$51.35 \$53.00	\$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20	\$24.12 \$24.12 \$24.12 \$24.12 \$24.12 \$24.12 \$24.12 \$24.12	\$2.56 \$2.61 \$2.66 \$2.71 \$2.76 \$2.81	\$87.98 \$89.68 \$91.33 \$93.03 \$94.83 \$96.63	-

1 2 3 4 5 6	55 60 65 70 75 80		\$28.54 \$31.32 \$33.73 \$36.14 \$38.54 \$40.95	\$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$61.33 \$63.74 \$66.14 \$68.55 \$70.96
Sta 1 2	55	12/01/2019	\$43.36 Apprentice Base Wa \$26.80 \$29.24 \$31.67 \$34.11 \$36.55 eng 98	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$0,00 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	CL 1911	Total Rate \$39,30 \$57,44 \$59,87 \$62,31 \$64,75 \$67,18 \$69,62
	5 75 6 80 7 85		\$38.98 \$41.42 \$43.8	, 2 \$12.50	\$15.70		\$72.06

e spranke bilk Classification

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2019

percent

Step

Effective Date Bass Wage Health Peusion Unemployment

Apprentice Base Wage Health

\$26.50

\$12.00

\$12.00

Pension.

\$0,00

\$15.60

\$38,50

\$56,51

\$58.92

\$0,00

\$0.00

\$0.00

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Apprentice to Journeyw IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)

es aco "Appientico" LABORER"	09/01/2019		
ES & TANKS) PES & TANKS) and (CAL 6 (BOSTON)			
TES & TANKS) ALATORS LOCAL 6 (BOSTON)	and 6 Boston	Supplemental	Total Rate
ASBESTOS INSULATOR (Pipes	& Tanks) - Local C	Pension Unemployment \$0,00	\$48.92
Apprentice ASBESTOS INSOLATION OP/01/2019	Apprentice Buse Wage Health \$12.80	\$11.90 \$0.00	\$54.66 \$60.41
Appressive Date - 09/01/2011 Effective Date - 19/01/2011	\$24.22	\$12.80 \$0.00 \$13.70 \$0.00	\$66.15
50	\$29.06 \$12.80 \$33.91 \$12.80	\$13.70 \$0.00 \$14.60	
2 60	\$33.91 \$12.80		
3 70			
4 80			\$0.00 \$78.16
Notes: Steps are 1 year		\$23.50	2010-
Steps in Fourneyworker Ratio:11	4 03/16/2019	\$46.66 \$8.00	

Por approntico rates INSULATOR (PIP) HEAT & FROST INSUL

For oppressives rates see "Apprentice-FIPEPTTTER" or "PLUMBER/PIPEPTT" EVAC MECHANIC EVAC MECHANIC	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$
For apprentice rates are "Apprentice-FIFERTTYER" or "PLUMBER/FIFERUTTER" HYDRAULIC DRILLS LABORERS - ZONE 2	03/01/2021 \$77.85 \$14.88 \$0.00 \$58.29 \$7.85 \$15.38 \$0.00 \$59.18

an a	Effective Da	te Buie Wage	The second se	einioi. Supplemen Unemplay	tal Tofal Rat ment	B Immuni antin any antina antin
Classification Apprentice - IRONWORKER - Local 7 Boston Effective Date - 03/16/2019 Apprentice - 1800 Step percent 1 60 2 70 3 75 4 80 5 85	pprentico Baso Wa \$28.00 \$32.66 \$35.00 \$37.33 \$39.66 \$41.99	\$8.00 \$8.00 \$8.00 \$8.00 \$8.00	Pension \$23.50 \$23.50 \$23.50 \$23.50 \$23.50 \$23.50	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$59.50 \$64.16 \$66.50 \$68.83 \$71.16 \$73.49	
6 90 Notest ** Structural 1:6; Omamental 1:4 Apprentice to Journeyworker Ratio:** JACKHAMMER & PAVING BREAKER OPERATOR LADORERS - ZONE 2		06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.20 \$34.31 \$35.20 \$36.09 \$37.01 \$37.92	57.85 \$14.88 \$8.10 \$15.38 \$8.10 \$15.38 \$8.10 \$15.38 \$8.10 \$15.33 \$8.10 \$15.33 \$8.10 \$15.33 \$8.10 \$15.33 \$8.10 \$15.33 \$8.10 \$15.33	8 \$0.00 8 \$0.00 88 \$0.00	\$56.93 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40 \$56.68 \$57.54
Por approntice roles see "Approntice-LABORER" LABORER LABORERS - ZONE 2		06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/202 12/01/202	\$34.06 \$34.95 0 \$35.84 21 \$36.7	\$8,10 \$8,10 58,10 5 6 \$8,10 \$ 6 \$ 8,10 \$	5,38 \$0,00 5,38 \$0,00 5,38 \$0,00 (5,38 \$0,00 15,38 \$0,00	\$58.43 \$59.32 \$60.24 \$61.15

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Wago Request Numbers

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Lasue Date: 11/27/2019

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Issue Date: 11/27/2019

For apprendice rates see "Apprendice- LABORER"

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1 2 3 4 Effect Step 1 2 3 4	70 80 90 ive Date - percont 60 70 80 90	12/01/2019	\$20. \$23. \$27	5 \$7,85 e Wage Health 44 \$8,10 .84 \$8,10) \$15 	Suppl n Uuemp 18 38 38	\$0,00 emonial toyment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$43.92 \$47.32 \$50.73 \$54.13	
LABORER; CAR LABORERS - ZONN 2	PENTER T	to Journeyworker Ratios 13 ENDER oprentice- LABORER, NISHER TENDER		06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 12/01/2015 12/01/2015 12/01/2015 06/01/202 12/01/202 12/01/202 12/01/202 12/01/202	9 \$34.0 0 \$34.9 30 \$35.1 21 \$36.	5 \$8.10 5 \$8.10 14 \$8.1 76 \$8.1	\$15.35 0 \$15.3 0 \$15.3 0 \$15.3 10 \$15.3	\$ \$0.00 8 \$0.00 8 \$0.00 38 \$0.00 38 \$0.00	\$56.68 \$57.54 \$58.43 \$59.32 \$60.24 \$61.15 \$56.68 \$57.54 \$58.43 \$59.32 \$60.24 \$61.15 \$56.83
LABORERS-	Contice rates B	"Apprintice- LABORER" DOUS WASTE/ASBESTOS 60 "Apprentice- LABORER" V TENDER.	REMOVER	12/0 06/0	2019 \$3 2019 \$ /2019 \$ /2019 \$ //2020	4.15 \$8 34.20 \$ 34.31 \$ 35.20	7.85 \$1 68.10 \$ \$8.10 \$ \$8.10 \$ \$8.10 \$	1.6.5 \$0.00 5.44 \$0.00 15.38 \$0.00 15.38 \$0.00 \$15.38 \$0.00 \$15.38 \$0.00 \$15.38 \$0.00 \$15.38 \$0.00 \$15.38 \$0.00 \$15.38 \$0.00 \$15.38 \$0.00	558,68 559,57 0 \$60,49

Pension

\$14,88

\$14,88

\$14.88

Apprentice - LABORBR - Zone 2

Effective Date - 06/01/2019

percent

60

Step

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Effective Dafe Base Wage Health Pension Unemployment

Apprentice Base Wage Health

\$20.37

\$23.77

\$7,85

\$7,85

\$7.85

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\$0.00

\$0.00

\$0,00

\$0,00

\$43.10

\$46.50

\$49,89

\$53,29

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Wage Request Number; 20191127-014

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12/01/2	
08/01/	- DOBBR"
02/01	For apprention mines tee "Appromises" LABORER"
08/0	For apprention must see ARDERS
02/0	ARBLE & TILE FINISHING ICKLAYERS LOCAL 3 - MARBLE & TILE
08/	
02	

Classification LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	Effective Date **** 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$33.95 \$34.06 \$34.95 \$35.84 \$36.76 \$37.67	\$7.85 **** \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$15.38	ntemental mployment 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.68 \$57.54 \$58.43 \$59.32 \$60.24 \$61.1 \$56.6	68
For apprention mies are "Apprentice - LABORER" LABORERS : TREE REMOVER LABORERS - ZONE 2 This classification applies to all free work associated with the removal of and a utility company for the purpose of operation, miningenence or ropale of utility company for the purpose of operation, miningenence or ropale of utility company for the purpose of operation, miningenence or ropale of utility	06/01/2019 12/01/2015 06/01/202 12/01/202	0 \$34.9 0 \$34.9 20 \$35.8 21 \$36.'	5 \$8,10 ,4 \$8,1 76 \$8,1	\$15.30 0 \$15.31 0 \$15.3 10 \$15.3	\$0.00 \$0.00 \$ \$0.00 8 \$0.00 8 \$0.00	\$(\$	8.43 9.32 50.24 61.15 \$56.93 \$57.79 \$58.68
This closeffication applies is an use of operation, minimum a utility company for the purpose of operation, minimum LASER, BEAM OPERATOR LABORERS - ZONE 2 For apprention miss see "Appronice- LABORER" MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	0000 0000 0000	1/2020	\$36.09 \$37.01 \$37.92 \$41.49 \$42.00 \$43.08 \$43.59 \$44.71	\$8.10 \$8.10 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$15.38 \$15.38 \$19.61 \$19.76 \$19.76 \$19.76 \$19.92	0.00 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.57 \$60.49 \$61.40 \$71.85 \$72.36 \$73.59 \$74.10 \$75.38 \$75.85

	Billion Course Billion	enilth Dension Upens	natial association and a second and a second association association and a second association association and a second association association association and a second association and association and a second a
Apprentice MARBLE & TILE FINISHE Effective Date 08/01/2019 Step percent 1 50 2 60 3 70 4 80 5 90 Effective Date 02/01/2020 Step percent 1 50 2 60 3 70 4 80 5 90 Effective Date 02/01/2020 Step percent 1 50 2 60 3 70 4 80 3 70 4 80	r - Lacal 3 Marble & Tile	Supplemental Unemployment \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0.00 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$0 \$19.61 \$1 \$19.61 \$1 \$19.61 \$1 \$19.61 \$1 \$19.61 \$1	Total Rate \$51.11 \$55.25 \$59.40 \$63.55 \$67.70
5 90 [Notes: Apprendice to Journeyworker MARBLE MASONS,TILELAYERS & TERR BRICKLAYERS LOCAL 3 - MARBLE & THE	Ratio:11:3 AZZO MECH 08/01/2019 02/01/2020 02/01/2020 02/01/2021 08/01/2021 08/01/2021 02/01/2022	\$54.42 \$10.13 \$55.05 \$10.75 \$56.40 \$10.75 \$57.04 \$10.75 \$58.44 \$10.75 \$58.44 \$10.75	\$21.30 \$0.00 \$86.47 \$21.30 \$0.00 \$87.10 \$21.45 \$0.00 \$88.60 \$21.45 \$0.00 \$89.24 \$21.61 \$0.00 \$90.80 \$21.61 \$0.00 \$91.37

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MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2

MBCHL SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23 \$49.31 \$50.45 \$51.54	516.00	\$15.00	00.02 00.02 00.00 00.00 \$0.00 \$0.00	\$75.29 \$76.43 \$77.51 \$78.65 \$79.74 \$80.88
For opprentice inter and "Approntice" OPERATING ENGINEERS" MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4	12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2020	\$51.24	\$12.00 \$12.50 \$12.5 \$12.5 \$12.5 \$12.5	\$15.60 \$15.70 \$15.70 0 \$15.70 60 \$15.70	\$0.00 \$0.00 \$0.00	\$75.29 \$76.43 \$77.51 \$78.65 \$79.74 \$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	04/01/2021				50 \$0.00	\$67.27

Apprentice MARBLE-TILE-TERRALLO	TIATE	Health	Pension	\$0,00	\$59,26
Apprentice - 08/01/2019 Effective Date -		\$10.75	\$21.30	\$0,00	\$64.70
Step percent	\$27.21	\$10.75	\$21.30	\$0,00	\$70.14
1 50	\$32,65	\$10.75	\$21,30	\$0,00	\$75.59
2 60	\$38.09	\$10.75	\$21.30		\$81,03
2	\$43,54		\$21.30	\$0.00	
3	\$48,98	\$10.75		Supplemental	4 10 - 64
4 -				Supplement Unemployment	Total Rate
v		ere Health	Pension	\$0.00	\$59.58
Effective Date - 02/01/2020	Apprentice Base W	\$10.75	\$21,30	\$0.00	\$65.08
Step percent	\$27.53	\$10.75	\$21.30	\$0.00	\$70,59
1 50	\$33.03	NO 75		\$0.00	\$76.09
2 60	\$38,54	MID 75		\$0.00 \$0,00	\$81.60
3 70	\$44.04	-10 T		20,00	
4 80	\$49.5	210.1	· · · · · · · · · · · · · · · · · · ·		
4					1
5 90					

 Subject 1 - Subject 2 - Subject Classification Effective Data Base Wage Health Person Unamployment

Issue Date: 11/27/2019

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Wage Request Number;

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MILLWRIGH	019 Apprentice Base Wi	lage Heatin	\$5.31	-	0.97 no 00	\$50,30		
	019 Apprentice 111-		\$15,13		00.00	\$55.15		
Effective Date	\$21.00		\$16,10		\$0.00	\$60.00		
BROF	\$25,27	00 00			\$0.00	1		
1 55	\$29,15	со (1)	\$17.06	, ,		i		
2 65	\$33.04	A			_	Ì		
3 75	· · · · · · · · · · · · · · · · · · ·							
4 85								•
9 						\$0.00	\$56.93	
Notes				- 05	514.00		\$57.79	
Steps are 2,00	no hours			21.00	\$15.38	\$0.00	\$58.68	
Apprentice to Jaurn	avivorker Rationa	06/01/2012	\$34.31	28.10	\$15,38	\$0.00	\$59.57	
Apprentice to out	M.	12/01/2019	\$35.20	28.10	\$15.38	\$0.00	\$60.49	
WIR		06/01/2020	\$35.20 \$36.09	\$8,10		\$0.00	\$61.40	
RTAR MIXER		12/01/2020		\$8,10	\$15.38	\$0.00	201	_
RTAR MINUTAN		06/01/2021	\$37.01	\$8.10	\$15,38			
		12/01/2021	\$37.92	-90		\$0.00	\$50.71	
		12/01/20-		\$12.00	\$15,60		\$51.28	
			\$23,11		n \$15.10		\$51.83	
4.4	KRORER"	06/01/2019		g \$141		0 \$0.00	\$52.4	
Par approatice rates see "Appreatico	TO ANES, ORADALLO	12/01/2019	·	3 \$12.5	00 615 1	10 \$0,00	e 49 G	
Par approalies tales see "Apprenileo OILER (OTHER THAN TRUC)	(CKM	06/01/2020		20 \$12		70 \$0.00	\$53.	53
OILER (OTHER THAN THE OPBRATING ENGINEERS LOCAL 4		12/01/202	20	74 \$12	,	10 00	300.	
OP BRATING H		06/01/20)21 ,24.	.1.7	2,50 \$15. 2,50	.10		5.17
		12/01/20	021 \$25	2.02		\$ 50 \$0.00		55.84
		141			12.00 \$1	2,00	νυ <u></u> βη	
		06/01/2		L1		15.70		56.49
n 4	Render OPERATINO ENGINEERS"	06/01/2 12/01/		61.04		15.10		\$57.17
For approntice rates see "Appro OILER (TRUCK CRANES OILER (TRUCK CRANES	MATIALLS)	12/04	აოიქჩ 🍣	\$28.47	\$12.50	\$15.70 \$U	- 00	\$57.81
For APPTITUCK CRANED	, GKALL	06/01	112020		214.00	A15 70 \$1	0.00	\$58.49
OILER (TRUCK CRANES OPERATING ENGINEERS LOCA	+ بل	12/0'	11/2020	\$29.61	\$17.00	\$15.70 \$	00.00	
DPlanter		06/0	01/2021	\$30,29	\$12.50			\$75.29
		12/	101/2021	\$30.4-	_		\$0.00	\$76.43
				\$47.69	\$12.00	212,00	\$0.00	\$77.51
	- INGINBERS"		6/01/2019		\$12.50	\$15.09	\$0.00	
	Apprention OPBRATING ENGINEERS IVEN EQUIPMENT - CLASS II		12/01/2019	\$48.23	-10 50	\$15.70	\$0.00	\$78.65
Rot approactice rates and	*Applenities-OPERATING ERONA IVEN EQUIPMENT - CLASS II I LOCAL 4	1	06/01/2020	\$49,31	A10 50	\$15.70	\$0.00	\$79.74
THE POWER DRI	VEN Dec-	v	J6/011200-	\$50.45		\$12.10		\$80,88
OTHER POWER DRI OPERATING ENGINEERS	[[]]		12/01/2020	AC1 54	A \$12.50		\$0,00	
01 2			06/01/2021	£9		0 -		\$80.31
			12/01/2021			\$21.45	\$0.00	581.2
					.66 \$8.2	10 000	\$0,00	\$82.3
· ·	OBS/TANKS)		07/01/201	12		10 3200- U	n \$0.00	\$83.
	* Annentice- OPERATION		01/01/202	20 P.V.	1,30	na \$22.3V	+0.00	20-1
For approntice rate	MAR ANKS)		07/01/20	AND 4	2.00	1.20 \$22.1	.0	
For apprentice rate PAINTER (BRID	OESILANT -		01/01/20		53.16 \$8	(fere		
PAINTER (BRID PAINTERS LOCAL 3	j - 2011		01/0 m~					Pag
PAINTERS LOUIS			Ų1					Pag

Classification Trefaint Trefai

	and the PAIN			مرد المرد الم المرد المرد الم	, ,, , , , , , , , , , , , , , , , , ,		Pension	Supplemental	Total Rate	
		المراجعة معرية المعرية المراجعة المراجعة. 2- مراجعة معرية المراجعة المراج	· · · · · ·	يتشهيد فري	WAR WAR	Health	Lettere			
		2 4 5 4 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	- دوشها مد - د دورشه	Effective Date	Danse					
1	م من من المراجع الم المراجع الم المراجع الم المراجع الم المراجع المراجع المراجع المراجع المراجع المراجع المراجع موالية من المراجع المراج	ومعالمة والمعادية والمستستسب أومومهم والمدعوم								
, 	مستوا والمعالية ماروم والمتملية ومدامه ومراجعه والمستولات									
Classification	1		10178				Supple	ument To	tal Rate	
······································		BRID	JES/TANKS			Pension	Unemp	>> 00		
		TER LOCAL		ce Base Wage	Hosim	\$0.00	0	\$0,00	\$41.84	
		7/01/2012	Apprent	\$25,33		\$5.7		\$0.00	\$44.90	
	Step percent			\$27.86	\$8.20	\$6.		\$0.00	\$47.96	
	1 50			\$21.50	\$8,20	30. 56		\$0,00	\$61.96	
	2 55			\$30.40	\$8.20		,30 1,30	\$0.00	\$65,03	
	20				\$8,20			\$0.00	\$68,08	
				\$35.46	\$8,20	3 , 191	8.83	\$0.00	\$74.19	
	4 70			\$38,00	\$8.2	n \$1	9.35	\$0.00	214.22	
	3			\$40.53	\$8.		20.40			
	6 75			\$45,59				Supplemental	Total Rate	
	7 80						Pension	Unamployment	\$33.68	•
	8 90			pprentice Base	Wage He	alth	\$0.00	\$0.00	\$42.17	
	Effective Da	01/01/2020	A	pprentice base	. \$	8.20		\$0.00	\$45.26	
		201		\$25.4		\$8.20	\$5.94	\$0,00	\$48,34	
				\$28.0	10	\$8,20	\$6.48	\$0.00	\$62.38	
				\$30.	20	\$8.20	\$7.02	\$0.0	0 \$65.47	
	1			\$33	17	\$8.20	\$18,51	\$0.0	0 \$68.56	
	2				5,67	\$8.20	\$19.05	\$0	500~V	
	4	5			8,22	\$8.20	\$19.59	\$0	.00 \$74.73	
	د.	70			40.77	\$8.20	\$20.6	1		
	6	75		5	645.86	\$0.23			۱ ۱	
	7	80								ļ
لاحديي	8	90								
11111111111111111111111111111111111111									05 \$0.00	
	Notes	Steps are 750 hrs. rentice to Journeywo					\$25,81	\$7.07 \$7.9	05	

PAINTER (SIGN, PICTORIAL & DISPLAY) PAINTERS LOCAL 25 - ZONE 2

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Wage Request Number: 20191127-014

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Issue Date: 11/27/2019

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Classification	Biteclive Date	Brie Wage Benilth	Petraion Unemplem	tental Total Rate
Classification Apprentice - PAINTER SIGN - Local 35 Zo Effective Date - 06/01/2013 Step percent 1 50 2 55 3 60 4 65 5 70 6 75 7 80 .8 85 90	one 2 Apprentice Base Wage \$12.91 \$14.20 \$15.49 \$16.78 \$18.07 \$19.36 \$20.65 \$21.94 \$23.22	\$7.07 \$0 \$7.07 \$1 \$7.07 \$1 \$7.07 \$ \$7.07 \$7.07 \$7.07 \$7.07 \$7.07 \$7.07	.00 \$0.00 2.45 \$0.00 \$2.45 \$0.00 \$2.45 \$0.00 \$2.45 \$0.00 \$2.45 \$0.00 \$2.45 \$0.00 \$7.05 \$0.00 \$7.05 \$0.00 \$7.05 \$0.00 \$7.05 \$0.00	\$25.01 \$26.30 \$32.19 \$33.48 \$34.77

9 90						\$71.21
				\$21.45	\$0.00	\$72.16
Notes: Steps are 4 mos.		\$41.56	\$8,20	\$22.10	00.02	\$73.26
andrei Rafio In	07/01/2019	\$41.86	<u>\$8,20</u>	\$22.10	\$0.00	\$74.36
Apprentice to Journal NEW) *	01/01/2020	\$42.96	\$8,20	\$22.10	\$0.00	
IN OR SANUPLI mining BIO NEW COL	07/01/2020	\$44.06	\$8.20			
STER (ST MORE OF SULFACES IN THERE LOCAL 33 THE	01/01/2021					

PAINTER (SPRAY ON the set of surfaces to be paint * If 30% or more of surfaces to he paint NEW paint rate shall be used. PAINTERS L

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Wage Request Numbers

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میں ہے۔ ایک ایک ایک ایک ایک ایک ایک ایک ایک ایک	Effective Doile Base Wage	Health	Supplemental Toisl Rate	
Classification		amelon	atal matal Rato	-
Apprentice - PAINTER Local 35 Zone 2 - i	Spray/Sandblast - New Apprentice Base Wage Health \$8,20	Pension Upemploy	0,00 \$28.98 \$36.84	
	\$20.70	\$5.78	\$0.00 \$39,44	
Step percent 1 50	\$22.80		\$0.00 \$55.59	
2 ⁵⁵ 3 60	\$27.01 \$8.20 \$29.09 \$8.20	\$18.30 \$18.83	\$0.00 \$58.20 \$0.00 \$60.80	
4 65 5 70	\$23.17 \$8.20 \$31.17 \$8.20 \$33.25 \$8.20	\$19.35 \$20.40	\$0.00 \$66.00 \$0.00	
6 75	\$37.40 \$8.20		Supplemental Total Rate	
8 90	Apprentice Base Wage Healt	h Pension U	s0,80 \$29,13	
Effective Date - 01/01/2020 Step percent	\$20,93	20 \$5.94	\$0.00 \$39.80 \$0.00 \$42.43	
1 50	\$25.12	20 \$6.48 8,20 \$7.02	\$0.00 \$56.01	
3 60	\$29.30 \$29.30	18,20 \$18,51 (8,20 \$19,05	\$0.00 \$58.65 \$0.00 \$61.28 \$0.00 \$61.28	
4 65 5 70	\$31.40	\$8.20 \$19.59	\$0.00 \$66.54	
6 75 7 80	\$37.67	\$8.20 \$20.07		
8 90				\$69.2
Notes: Steps are 750 hrs. Apprentice to Journeyword PADYTER (SPRAY OR SANDBLAST, REP UNITERS LOCAL 35 - ZONE 2	ker Rafio:1:1 PAINT) 07/01/20 01/01/2 07/01/2	119 \$39.52 020 \$39.92 \$ 020 \$41.02	8.20 \$21.45 \$0.00 8.20 \$22.10 \$0.00 \$8.20 \$22.10 \$0.00 \$8.20 \$22.10 \$0.00 \$8.20 \$22.10 \$0.00 \$8.20 \$22.10 \$0.00	\$70.2 \$71. \$72
PAINTER (SPRAY ON 5- PAINTERS LOCAL 35-ZONE 2	01/01/	2021 \$42.12	\$8.20 \$22.10	

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Wage Request Number: 20191127-014

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			EffectiveDate				· · · · ·	a	Rale'	
			- د در د ما معرف المراجع الما الما الم			Penglon	_Supplement	ient		
			Effective	Base Wage	Health	اينية بينية مر.		<u>, - ::- : - :: - ::</u>	· . ·	
		المسلوبية وسيعمد والمسلوبين والمراجع والمراجع	Entenve	<u></u>						
	والمعالية والمستعد ومناور والمعاد والمعار والمعار والمعار والمعار والمعار والمعار والمعار والمعار والمعار والم	۲۰۰۰ - ۲۰۰۰								
Classification ~~~	مسلام بوده ومد مرجع مرجع مرجع مرجع و مسلحه . مرجع مرجع مرجع مرجع مرجع مرجع مرجع مرجع		Spray/Sandblast - Repaint Apprentice Base Wage			Suppler Unemplo	Detter	Colai Kato		
	- 11	WTER Local 35 Zone 2 - S	ipray/Junio	Health	Pension		\$0.00	\$28.01		
	Apprentice - PAL	07/01/2019	Apprentice Base Wage	\$8.20	\$0.00		\$0.00	\$35.77 \$38.27		
	Elicent		\$12.0-	\$8,20	\$5.78	5	\$0,00	\$38.21 \$40.7		
	50		\$21.79	\$8.20	\$6,3		\$0.00	\$54.3		
	1 68		\$23.77	\$8.20	\$6.8		\$0,00	\$56		
	P (1)		\$25.75 \$27.73	\$8.20	\$18. \$18		\$0.00	\$59		
	3 6 ⁵ 4 65		\$29.72	\$8.20		9.35	\$0.00		4.26	
	5 70		\$29.12	\$8.20		0.40	\$0.00	-		
	6 75		\$35.66	\$8,20			(mini		Rate	
	7 80					dan	Supplemental Unemployment		\$28.16	
	8 90		Apprentice Base	Wago Heall	h P	ension	\$0.00	۰ ·	\$36,10	
	Effective D	ate - 01/01/2020	Apprentice Base	6 \$8.	20	\$0,00 \$5.94	\$0.0	0	\$38.63	
	Effective D StepPe	rcent	\$19.9		20	\$5.74 \$6.48	\$0.9)Q	\$41.17	
	Utwp	10	\$23.	05 ⁵²	,20	\$7,02	\$0		\$54.65	
		55	\$25	:95 ^{\$}	8,20	\$18.51		00.	\$57.19	
		60		194	8,20	\$19.05		00,0 00.0	\$59,73	
	4	65		n 94	\$8,20	\$19,59		\$0.00 \$0.00	\$64.80	
	5	70		31,94	\$8.20 \$8.20	\$20.6	1			
	6	75	5	35.93	\$5.20			• •	1	
	7	80								
	8	90								\$56.68
النا رييز رو	INot	es: 750 hrs.					17.85 3		\$0.00	\$57.54
No. of Concession, Name	· · ·	est Steps are 750 hrs.	Trationini	06/01/2	019 S	33,95	21.03	\$15,38	\$0.00	\$58.43
	۱ ۱	Steps at Journeyword		12/01/2	A10 '	\$34.06	\$8.10 \$8,10	\$15.38	\$0.00 \$0.00	\$59.32
1.11.17.11.11.11.11.11.11.11.11.11.11.11	A)	FIC MARKINGS)		06/01/	1000	\$34.95	\$8.10	\$15.38	20'00 20'00	\$60.24
	PAINTER (TRAF	-		12/01	2020	\$35.84 \$36.76	\$8.10	\$15.38	\$0,00	\$61.15
للانتريميو _{ال}	LABORIN			06/01	/202.1	\$36.10 \$37,67	\$8.10	\$15.38		\$69.81
				12/0	1/2021			\$21.45	\$0,00	\$70.76
1					01/2019	\$40.16		\$22.10	\$0.00	\$71.86
השיינושיא		to Inter sas "Apprentice. LABOR	UER"	07/	01/2019 101/2020	\$40.46		\$22.10	\$0.00	\$72.96
1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 - 1917 -	For Appronti	WER (BRUSH, NEW) *	and are new construction,	01	101/2020	\$41.5		\$22.1	0 \$0.00	
	PAINTER / T	APER (BRUSH, NEW) * APER (BRUSH, NEW) * hore of surfaces to be pain ate shall be used. PAINTERS	led are new construction, LOCAL 35 - ZONE 2	U 0	1/01/2021	\$42.6	6 ₍₁₀₁₀			
	* If 30% or a	ate shall be used. Panting		ų						

NBW paint rate

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Wage Request Number: 20191127-014

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	an a	Ellečilvě Dálo Baši	Wage Health	Кензин	Diemonia	
Classification	· · · · · · · · · · · · · · · · · · ·			Supplen Unemplo	aental yment Total	
I	pprentice - PAINT Steedive Date - 07/01/2019	\$20.08	,20 \$0. 20 \$5	00 ,78	\$0.00	\$36.07 \$38.60
-	1 50 2 55	\$22.09 \$24.10 \$26.10	8.20 \$ \$8.20 \$	5,30 6,83 18,30	\$0.00 \$0.00	\$41.13 \$54.61 \$57.15
	3 60 4 65 5 70	11 800	\$8,20 \$8,20 \$8,20	18,83 \$19,35 \$20.40	\$0,00 \$0,00 \$0,00	\$59,68 \$64,74
	6 75 7 80	\$36.14	\$8.20		Sapplemeatsi Inemploymeat	Total Rate \$28,43
	Effective Date - 01/01/2020	Apprentice Base Wags \$20.23	\$8.20 \$8.20	\$0.00 \$5.94	\$0.00 \$0.00 \$0.00	\$36.39 \$38.96
	$\frac{5}{1}$ 50 2 55	\$22.25 \$24.28 \$26.30	\$8.20 \$8,20	\$6.48 \$7.02 \$18.51	\$0.00 \$0.00	\$41.52 \$55.03 \$57.60
	3 60 4 65 5 70	\$28,32 \$30,35 \$32,37	\$8.20 \$8.20 \$8.20	\$19.05 \$19.59 \$20.67	\$0.00 \$0.00 \$0.00	\$60.16 \$65.28
	6 75 7 80	\$36.41	\$8.20	\$20.07		
PA	8 90 Notes: Steps are 750 hrs. Apprentice to Journeyworks Apprentice to Journeywor		7/01/2019 01/01/2020 07/01/2020 01/01/2021	\$38.52	8.20 \$21.45 \$8.20 \$22,10 \$8.20 \$22,1 \$8.20 \$22,1 \$8.20 \$22,1	0 \$0.00 \$69.92 0 \$0.00 \$71.02

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Wage Request Number: 20191127-014

				Effective Date T BRUSH REPAINT Apprentice Base Wage		,	Supplemen	ialTotal	Bun	
			the state of the			ealth Pen	ision Unemploy	nem.		
				Recilive Dale	Base Wage	د میں	a 14 - 14 - 14 - 14 - 14 - 14 - 14 - 14			
	••-	• • • • • • • • •	۲۰۰۹ (۱۹۹۵) ۲۰۰۹ (۲۰۰۹) ۲۰۰۹ ۲۰۰۱ (۱۹۹۵) ۲۰۰۹ (۲۰۰۹) ۲۰۰۹ (۲۰۰۹) ۲۰۰۹ (۲۰۰۹)	Bikkener Bikkener	ويتعرينان والمتعاد	·				
· · · · · · · · · · · · · · · · · · ·		Annes Services	· · · · · · · · · · · · · · · · · · ·				leton .	Rate		
Classification			R Local 35 Zone 2 - B	TIGH REPAINT		T	Supplement Unemployment	TOTBI		
	,	- sertit	o 1.ocal 35 Zone 2 - B	JRUDA MAR	Health F	ension	\$0.00	\$45,00		
·· ··	Apprentice.	- PAINID	1/2019	Apprentice Base Wage	\$8.20	\$0.00		\$37.43	J	
	Apprentive Da	orcent		-	\$8.20	\$5.78 \$6.30	\$0.00	\$39,8		
	Step por		-	\$21.02	\$8,20	\$6.3V \$6.83	\$0.00	\$53.2	15	
	, ,	50 55		\$22.93 \$24.84	\$8,20	\$0.03 \$18,30	\$0.00	\$55	70	
	4	55 60		\$24.84 \$26.75	\$8.20	\$18.83	\$0.00	\$58		
	2	65		\$28.67	\$8.20	\$19.35	\$0.00 \$0.00	\$63	3.00	
	4	70		\$30.58	\$8,20	\$20.40	0 20.0-			
	5 6	75		\$34.40	\$8.20		n-solement	al Total	l Rate	
	7	80				Pensi	Unentopoyur.		\$27.46	
	8	90		. Dard	Wage Health	·	. an	00	\$35.33	
		toto.	01/01/2020	Apprentice Base	26 \$8.2	0 ~	- 64),00	\$37.79	
		fective Date - op percent		\$19.2 \$21.	10 \$8.2	20	4 M	0.00	\$40.26	
	Sto	op poroz		\$21. \$23	s 11 30,	,20	4	00,00 *n 00	\$53.67	
	1	r r f			οφ. Αυγ	1,20	- 1	\$0.00 , \$0.00	\$56.14	
		2 ⁵⁵ 3 60			496 ⁴	8.20	\$19.05	\$0.00	\$58.61	
		4 65			00 AA	\$8,20	\$19,59	\$0.00	\$63.54	
		5 70	i	5	\$30.82	\$8.20 \$8.20	\$20.67			
		6 75	5		\$34.67	\$8.20				
		7 8	80						·	
		8 9	90							\$59.19
		· · · · · · · · · · · · · · · · · · ·					108 \$12,41	\$14.10	\$0,00	\$60.21
		Notes:	Steps are 750 hrs.		08/01/20	019 \$34	1.00	\$13.72	\$0.00 \$0.00	\$61.11
		1	To Journeywa	orker Ranusse	08/01/20	A10 4"	4,00	\$13.72	\$0.00	\$61.61
1		Appre	MILLER DRIVER	-	06/01/2	- ADD - 474	34.70	\$12.12	\$0,00	\$62.71
2. 	PANEL 8	& PICKUP I	RUCKS DRIVER NCIL NO. 10 ZONE B		08/01/	1003D *	534.90	SI4.00	+0.00	\$63.51 \$64.01
ry statester	TEAMSTER	S JOINT C-			12/01	1/2020	\$34.98 \$12.9	1 \$14.04 \$14.82	\$0.00	\$65,20
					06/0	1/2021	\$35.78 \$13.4	4) \$14.04 *** 01	\$0.00	\$79.99
Linna and the					08/0	01/2021	ANS 78 \$13	A1 +01 1		ų res
					12	101/2021	\$48.94 \$9.	90		
				DIO ANE	30 (3/01/2019	¥.	_		\$79.99
				R (UNDERPINNINU A				\$9.90 \$21	1.15 \$0.00	
		TAND DOC	OK CONSTRUCT	R (UNDERPINNING AND		08/01/2019	\$48.94	9,90		
1	DE	3CK)	CAL 56 (ZONE I) Do rates see "Approntige- Pi	ALB DRIVER"		08/01/2011				
	PIL	E DRIVER LOS	o Thics see "Approxime							
	i é	LE DRIVER	R OCAL 56 (ZONE I)							
	Į P	ILE DRIVER LO	X.n=+ \							Page 29
	كشنائيين									LARe
	l l									
) L				Num	veri 2019	91127-014			
				Wage	Request Numb	,-				
			te: 11/27/2019							
and Alex	1	Issue Dav	101							
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Classification

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]	pprenti	ice - PII	B DRIVER - Local 50 08/01/2019	5 Zone I	\$24.47 \$29.36 \$34.26 \$36.71 \$39.15 \$39.15 \$44.05 \$44.05		Pension \$21.15 \$21.15 \$21.15 \$21.15 \$21.15 \$21.15 \$21.15 \$21.15 \$21.15 \$21.15	Suppler Unerripla	negtsi	Total Rate \$55.52 \$60.41 \$65.31 \$67.76 \$70.20 \$70.20 \$75.10 \$75.10	
PIPEFITT	100 & S	pprentic	d to Journeyworker F TTBR	Ratio:1:5	03/ 09/)1/2019 01/2020 /01/2020 /01/2021	\$56,19	\$10.95 \$10.95 \$10.95 \$10.95 \$10.95	\$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00	\$85.38 \$86.88 \$88.38 \$89.88

A5 \$19.74	t Total Rate 0 \$41.43 00 \$55.98 \$64.40
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Wage Request Number: 20191127-014

Classification PIPELAYER LABORERS - ZONE 2 For apprentice rates and "Apprentice-LABORER" PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS		\$35.20 \$36.09 \$37.01 \$37.92 \$57.69 \$59.19 \$60.69	\$8,10 \$8,10 \$8,10 \$8,10	sision Suy 514.88 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38	pplemental (amployment) (a	\$57.79 \$58.68 \$59.57 \$60.49 \$61.40 \$86.52 \$88.02 \$89.52 \$91.02
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5 75 Effective Date 03/01/2020 Step percent \$20.72 \$11.82 \$6.16 \$0.00 \$38.70 1 35 \$20.72 \$11.82 \$6.99 \$0.00 \$53.90 2 40 \$32.55 \$11.82 \$9.53 \$0.00 \$61.47 5 \$38.47 \$11.82 \$11.18 \$0.00 \$69.95	Supplementation Supplementation Apprentice Base Wago Health Pension Untemployment \$20.19 \$11.82 \$6.16 \$0.00 \$23.08 \$11.82 \$6.99 \$0.00 \$31.73 \$11.82 \$9.53 \$0.00 \$37.50 \$11.82 \$11.18 \$0.00 \$43.27 \$11.82 \$12.88 \$0.00	\$38.17 \$41.89 \$53.08 \$60.50 \$67.97
3 55 \$11.82 \$12.00 5 75	Apprentice Base Wage Health Pension Unemployment \$20,72 \$11.82 \$6.16 \$0.0 \$23,68 \$11.82 \$6.99 \$0. \$32,55 \$11.82 \$9,53 \$0. \$38,47 \$11.82 \$11.18 \$0 \$12.88 \$0.00 \$12.88 \$0.00	0 \$38.70 0 \$42.49 00 \$53.90 00 \$61.47

	09/01/2019 03/01/2020 09/01/2020 03/01/2021	\$54.69 \$56.19 \$57.69 \$59.17	\$10.95 \$10.95 \$10.95	\$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$56.93
For spprentice rates and "Apprentice- PIPERITTER" or "PLUMBER/PIPERITTER" PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2		\$34.20 \$34.31 \$35.20 \$36.09 \$37.01	40.10	\$14.88 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38	an 70	\$58.59 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40

Fox opprentics rates see "Apprentics- LABORER"

Wage Request Number: 20191127-014

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Issue Date: 11/27/2019

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Classification				·	nunnlentett	ital	al Rate	*
Classification POWDERMAN & BLASTER LABORERS 20NE 2				Pension	Unemployr	ment \$5	7.68	1
and the second	"orreclive Date Ba	He Wago	10000	::\$14,88 ::		5°	58.54	
and a second	Encin (2019	:\$34.95	∴\$7,80 ~1 10	\$15,38	\$0.00	. 5	59.43	
and the second		\$35.06	\$8.1v no 10	\$15.38	, \$0.00 50.00	. 1	\$60.32	
Classification	12/01/2020	\$35.95	\$8.10	\$15.38	3 \$0,00) ~	\$61.24	
POWDERMAN & DL	06/01/2020	\$36,84	20.20 20.20			0	\$62.15	
LABORERS - ZONE 2	06/01/2021	\$37.76	\$8,10	e15.3		0(
	12/01/2021	\$38.67).00	\$75.78	
	12/04/		8 \$12.0	00 \$15.	J.00	0.00	\$76.93	
	06/01/2019	\$48.18	-	50 \$10	,2,1V	50,00 50,00	\$78.03	
For approatics rates and "Approatice: LABORER" POWER SHOVEL/DERRICK/TRENCHING MACHINE TO ITING BIGINEERS LOCAL 4	12/01/2019) 340./~	-	2 50 \$1:	12.10	\$0.00 \$0.00	\$79.18	
For spprovide The The The The The The The The The Th	06/01/2020	0 549.0	617	2.50 \$1	12.14	\$0.00 \$0.00	\$80.28	
POWER SHOVELIDENCE	12/01/2020	20 \$50.2		1250 ^{\$1}	272'10	\$0.00 \$0.00	\$81.43	
Operation	06/01/202	21 3,52	L,00	12,50 \$	\$15.70	\$0.00		
	12/01/202	121 \$53	3.60		- 11	\$0.00	\$75.78	
			10.19 1		\$15,60	\$0.00	\$76.93	
- TATING ENGINEERS"	06/01/20	2017	40.10	\$12,50	\$15.70	\$0,00	\$78.03	
For apprentice falls are "Apprentice OPERATING ENGINEERS"	12/01/2	12019 ^a "	\$40,1P	\$12.50	\$15,70	\$0.00	\$79.18	
PUMP OPERATOR (CONCRETE)	06/01/2	12020	347.00	\$12.50	\$15,70	en 00	\$80.28	
PUMP OPERATOR CONTACT	12/01/	1/2020	20.30	\$12.50	\$15.70	A0.00	\$81.4	3
Of Bross	06/01	1/2021	\$52,08 \$53,23	\$12,50			\$59,1	12
	12/0	01/2021	\$53,23			io \$0.00		
			\$32.28	\$12.00	N	70 \$0.00	0 \$60. ¢61	
Por apprentice rates see "Apprentice- OPERATING ENGINEERS"	06/	/01/2019	\$32.47	\$12.5	50 \$15.7	10	10 501	1.42 52.20
Por apprentice rates see "Apprentice- OPERATION PUMP OPERATOR (DEWATERING, OTHER)	12/	2/01/2019	\$33.22	\$12.5	المغد	.10	00 5 0	52,20 62,95
THE OPERATOR OPENALD	06	6/01/2020	\$33.22 \$34.00	0 \$12.	50 ^{, \$15.}	5.70 \$0.0	.00 \$6	62.95 63.74
PUMP OPERATOR (DUMA OPERATING ENGINEERS LOCAL 4	12	12/01/2020	40 A 178	s 12	2,50 \$15	2.1 V '),00 \$1	63.74
	9	06/01/2021	005 5	- 40	2.50 \$1:	13.10		\$36.81
	,	1,2/01/2021	22212			0.30	លៃ'លា	\$37.06
- VINFERS"			9 \$23.		,10,50	\$2.50	20.00	\$37.51
For spprentices rates and "Apprentice. OPERATING ENGINEERS"		01/01/2019	19 \$24	4.00 \$	\$10.50	\$2.50	\$0.00	\$75.29
For apprentice rates see Apprentice DRIVER		12/01/2019	L/ 	4.00 \$	\$11.01	\$15.60	\$0.00	\$76.43
For apprentices rates see "Apprentices READY-MIX CONCRETE DRIVHR TEAMSTERS 170 - Doughinate (Bellingham)		01/01/202	019 \$4	47,69	\$12.00	\$15.70	\$0.00	\$77.51
TEAMSTERS 170 - DE-		06/01/20	019 \$ ²	\$48.23	\$12.50	\$15,70	\$0.00	\$78.65
		12/01/20	1012	\$49,31	\$12,50	\$15.70	\$0,00	\$79.74
RECLAIMBRS OPERATING ENGINEERS LOCAL 4		06/01/20	2020	\$50,45	\$12.50	ase 70.	\$0,00	\$80.88
OPERATING KNOW		12/01/2	12020	\$51.54	\$12.50	A	\$0.00	
٠. ١		06/01/	12021	\$52,68	\$12.50			\$56.93
		12/01/	1/2021		\$7.85	\$14.88		\$57.79
	JEERS"	06/(01/2019	\$34.20	60.10	\$15.30		\$58,68
For apprentice rates fee "Apprentice OPERATING ENGINE		12/	/01/2019	\$34.31		n \$15.3e		\$59,57
		06	/01/2020	\$35,20	v 	0 \$15.3	38 \$0.00	\$60.49
RIDE-ON MOTORIELE		12	2/01/2020	\$36.09	,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	10 \$15. ²	38 \$0,00	\$61.40
LABURAN		0	16/01/2021	\$37.0	101	615	,38 20.0	
		1	12/01/2021	\$37.5	92 -	10		
		ş.	200.00					
- 100828*								Page 32
For spyicities reles as "Apprentice-LABORER"								
For #pprenue		,	20191	127-014				
	Wage Request	st Nuraberi	Lux-	1-				
	М иР							
Issue Date: 11/27/2019								

	2/01/2019 \$4 6/01/2020 \$4 12/01/2020 \$ 06/01/2021 \$ 12/01/2021	49.31 \$12 \$50.45 \$1 \$51.54 \$ \$52.68 \$ \$44.64 \$45.92 \$47.35 \$48.78 \$50.21	2.50 \$1 2.50 \$1 12.50 \$ \$12.50 \$ \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50	(5.70 \$0 (15.70 \$ (515.70 \$ (515.90 \$ (515.90 \$ (515.90 \$ (515.90 \$ (515.90 \$) (515.90 \$) (515.90 \$) (515.90 \$) (515.90 \$)	0.00 0.00 50.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
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Effective Different Step percent 1 50 2 60 3 65 4 75	rentice Base Wage Health \$22.32 \$11.50 \$26.78 \$11.50 \$29.02 \$11.50 \$33.48 \$11.50 \$33.48 \$11.50	\$3,69 \$15,90 \$15,90 \$15,90 \$15,90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	11 Rate \$37.51 \$54.18 \$56.42 \$60.88 \$65.34 Total Rate \$38.15	
5 85 Effective Date - 02/01/2020 Step percent 1 50 2 60 3 65 4 75	Appreulice Base Wege Health \$22.96 \$11.50 \$27.55 \$11.5 \$29.85 \$11.5 \$34.44 \$11. \$39.03 \$11	Pennion \$3,69 \$15,90 \$15,90 \$50 \$15,90 \$15,90 \$15,90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.95 \$57.25 \$61.84 \$66.43	
5 85 Notes: ** 1:5, 2:6-10, the 1:10; Reroofin Step 1 is 2000 hrs.; Steps 2-5 are Hot Pitch Mechanics' receive S	g: 1:4, then 1 1000 hrs. 1.00 hr. above ROOFER) *		1.50 \$15.90 1.50 \$15.90	\$0,00	\$72.29 \$73.57 \$75.00

Notes: ** 1:5, 2:6-10, the 1:10; Reroohng. 1173 \$72.29 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. \$15.90 \$0,00 (Hot Pitch Mechanics' receive \$1,00 hr, above ROOFER) \$11.50 \$15.90 \$0,00 (Hot Pitch Mechanics' receive \$1,00 hr, above ROOFER) \$44.89 \$11.50 \$15.90 \$0,00 Apprentice to Journeyworker Ratio:** 08/01/2019 \$44.89 \$11.50 \$15.90 \$0.00 Apprentice to Journeyworker Ratio:** 08/01/2020 \$46.17 \$11.50 \$15.90 \$0.00 \$77.86 \$11.50 \$15.90 \$0.00 \$77.86	(TTP) (100 \$	72.29
Notes: Step 1 is 2000 nis. Do nis. The second secon	JOPER) \$15.90 \$0.00	\$73.57
(Hot Pitch Meediantian - Baffat**	\$11.50 \$11.50 \$0.00	
	0001/2019 \$44.03 \$11.50 \$15.90 00.00	
08/04/17 \$16.17 \$15.90 \$0.00 \$76.43	08/01/2011 \$46.17 \$11.00 \$15.90 \$0.00	\$76.43
Apprentice to Journey State / TILE / PRECAST CONCRETE 02/01/2020 \$40.11 \$15.90 \$0.00 \$77.86 ROOFER SLATE / TILE / PRECAST CONCRETE 02/01/2020 \$47.60 \$11.50 \$15.90 \$0.00 \$77.86 02/01/2020 \$49.03 \$11.50 \$15.90 \$0.00 \$79.25 02/01/2021 \$49.04 \$11.50 \$15.90 \$0.00 \$79.25	02/01/2020 \$11.50 \$10.00 \$0.00	\$77.86
08/01/2020 \$41.00 \$13.50 \$13.50 \$10.00 \$77.00	+om17074V	
POOFER SLATE / TILB / ALL 08/01/2011 \$49.03 \$11.00 \$15.90 \$79.25	\$49,03 \$15,90 work	\$79.29
	02/01/2021 \$50,46 \$11,50 \$15,90 \$0,00	
	and 170 a 41 50 7	
08/01/2022 \$51.89 \$11.00	\$51.69	

02/01/2022

20191127-014

For apprentice rates see "Apprentice- ROOPBR"

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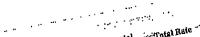
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Wage Request Number:

Kssue Date: 11/27/2019

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Classification SHERTMETAL WORK SHEETMETAL WORKERS L	алана ала 1998 - Улика Солоникана алана алан 1998 - Олика Солоникана алана ал	08/01/2021	\$13	Fension Une \$24.12 \$24.12 \$24.12 0 \$24.12 20 \$24.12 20 \$24.12 20 \$24.12 20 \$24.12	\$87.98 \$89.68 \$91.33 \$93.03 \$94.83 \$96.63
911		08/01/2022	\$56,50		

Apprentice - SHEET METAL WORKER - Local	17-A Apprentice Base Wage Health \$20.20 \$13.20	Supplemental Pension Unemployment \$5.89 \$0.00 \$5.89 \$0.00 \$5.89 \$0.40	2401-
Apprentive Date - 08/01/2022 Percent Stop percent 1 42 2 42 3 47 4 47 5 52	\$20.20 \$13.20 \$22.61 \$13.20 \$22.61 \$13.20 \$25.01 \$13.20 \$25.01 \$13.20 \$25.01 \$13.20 \$25.01 \$13.20 \$28.86 \$13.20	\$11.13 \$11.13 \$12.08 \$12.33 \$13.70 \$14.65 \$11.65	1 cs1.80
6 52 7 60 8 65 9 75 10 85 Effective Date 02/01/2020 Step percent 1 42	\$31,27 \$36,08 \$40,89 \$13,20 \$40,89 \$13,20 \$40,89 \$13,20 \$20,90 \$13 \$20,90 \$13 \$20,90 \$14 \$20,90 \$15 \$20,90 \$15 \$20,90 \$15 \$15 \$15 \$15 \$15 \$15 \$15 \$15	\$10.00 \$17.96 0 \$17.96 100 \$17.96 100 \$17.96 100 \$17.96 100 \$10.00 100 \$5.89 13.20 \$5.89 13.20 \$11.13 13.20 \$11.13	\$2.16 plomental aployment Total Rate aployment \$39.99 \$0.00 \$39.99 \$0.00 \$39.99 \$0.00 \$39.99 \$0.00 \$39.99 \$0.00 \$39.99 \$0.00 \$39.99 \$0.14 \$1.43 \$49.14 \$1.43 \$49.14 \$1.53 \$52.68 \$1.53 \$52.94
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		\$13.20 \$12.08 \$13.20 \$12.33 \$13.20 \$13.70 \$13.20 \$13.70 \$13.20 \$14.65 \$13.20 \$16.56 \$13.20 \$17.96	\$1.54 \$1.70 \$1.82 \$62.01 \$2.01 \$2.01 \$75.65 \$2.20
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· · · · · ·			Pe	113101 <u>Un</u>	employment	- \$59,65
	· · ·	so Wage He	EAHL	E12.70	\$0,00	\$60.67
and the second secon	Enective Date	674 54	\$12.41	412 TZ	\$0.00	e61 57
	08/01/2019	- 23-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	\$12.41	212110	\$0.00	501.07
TONS -	12/01/2019	\$39,07	\$12.41	\$13.14	00.02	302.07
Classification	06/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$63.11
Classification SPECIALIZED BARTH MOVING EQUIP < 35 TONS TRAINSTERS JOINT COUNCIL NO. 10 ZONE B	ng/01/2020	\$35.44	\$12.91	\$14,82	en 69	\$63.97
SPECIALIZED FARTH MOVING DE SPECIALIZED FARTH NOVING DE TRANSTERS JOINT COUNCIL NO. 10 ZONE H	12/01/2020		\$12.91		AO 00	
	06/01/2021	\$36.24	\$13,41			\$65.66
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	12/01/2021		\$12.4		2 \$0.00	\$61,86
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TOUR > 35 TONS	12/01/201	.7	13 ^{\$12.}	,41 813		\$63.46
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/202	20 405			4,82 \$0,00	\$64.26
SPECIALIZED EARTH MOVING A C TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/20	0C				
TEAMSIEN	12/01/2	020 ^{aaa}			4.82 \$0.00	\$64.76
	06/01/2	1021 ³⁰¹	2,25	12 41 \$	14.84	\$65.95
	08/01/	⁴ 1,000	.u.uu	M3 41 S	10.01	\$89.55
	12/01	0021 \$			619.00	519.5-
	12/01	mo10 \$		\$9,47	519.00	\$91.05
	10/01	1/2019	\$60.07	\$9.00	\$19.60	0,00 \$92.55
	01/0	1/2020	\$61,98	\$9.47	\$19.60	\$94.05
SPRINKLER FITTERS LOCAL 550 - (Seevilon A) Zone 1 SPRINKLER FITTERS LOCAL 550 - (Seevilon A) Zone 1	03/	002020	\$63.48	\$9.47	\$19,60	\$0,00
SPRINKLER FITTERS LOCAL SJO- W	10/	01/2020	\$64.98	\$9,47	@17/-	
Spictro	03	101/2021	\$U10.5			

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Wage Request Numbers

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			R FITTER - Local 550 (Secil			Tientth	Pension	Unemployme		
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97 27 17 17 17 17 17 17 17 17 17 17 17 17 17	•	PRINKLE!	R FITTER - Local 550 (Sect 2019 Appren	11000	Health	Pension	5	\$0,00	\$41.79	
			2019 Apprer	mines Danse	\$9,47	\$11.15	\$	\$0.00 \$0.00	245142	
	Effective			\$21.17	\$9,47 \$9,47	\$11.80) (\$0.00 \$0.00	\$49.14	
		_	-	\$24.19	\$9.47 \$9.47	\$12.45	2	\$0,00 \$0,00	\$52,81	
	1 40			\$27.22	\$9.47	\$13.10	10	\$0.00	\$56,48	
	<u>م</u>			\$30.24	\$9.47	\$13.7	75	\$0.00	\$60.16	
	3 45 4 50			\$33,26	\$9.47	\$14.4		\$0.00	\$63.83	
	4	55		\$36.29	\$9.47	\$15.0		\$0.00	\$67.51 \$71.18	
	3	60		\$39.31	co 47	\$15.		\$0.00	\$71,18 \$74,85	
	0	65		\$42.34 \$45.35	A1	7 \$16	16.35	\$0.00	\$74.85	
	1	70		\$45,36	b 0 47	a1'	17.00			
	8	75		\$48.38				Supplemental	Total Rate	
	10	80			tie:		Pension U	Unemployment	\$42.05	
	•	tive Date -	01/01/2020	Apprentice Base	e Wage Hun	nin 0.68	\$11.35	\$0.00 \$0.00	\$45.71	. .
			044	\$21,0		o 68	\$12.00	\$0.00 \$0.00	ñ \$49,50	
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	6	v 			\$42.05	\$9.68	\$16,55	ے د	\$0.00	74.94
		1 40			\$45.05	\$9,68	\$17.20	د 		-
		8 ¹⁰ 9 15			\$48.06	. دور بر مسیر سیر.			-	l l
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يتبتع		10		10:						\$75,29
		INotes: Apr	pprentice entered prior 9/30/1 0/45/50/55/60/65/70/75/80/8	ے <u></u> -				- 20 \$	15.60 \$0,00	A16 43
ر ۲۳		1 5	0/45/50/55/0019 Steps are 850 hours	10;1:3	06/01/2		3d 1100	\$12.50 \$	§15.70 \$0.00	e77.51
100 PH		Annrenti	tice to Journey not		06/01/2 12/01/	(D019	\$48.23	\$12.50 \$	\$15.70 \$0.00	\$78,65
	STEAM BOI	- ODD A	ATOX		n6/0′	1/2020	242.71	\$12.50	\$15.70 \$0.00	\$79.74
	STEAM D	ENOINEERS LOC	SAL 4		12/01	01/2020	\$50.45	¢12.50	\$15.70 \$0.00	0 690.88
2) 21 21 21 21 21 21 21 21 21 21 21 21 21	Urb				06/0	01/2021	\$51,54	\$12.50	\$15.70 \$0.00	
angener state					12/	/01/2021	\$52.68		\$15.60 \$0.0	.00 \$75.29
				- 45			\$47.69	\$12.00	\$15.70 \$0.0),00 \$76.45
			en "Approprise- OPERATING ENOR ROPELLED OR TRACTOR	INEERS .	06	6/01/2019	A 10 73	\$12,50	\$15.70 \$0.	0.00 \$77.51
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	TAMPE	RS, SELF-PR	IS LOCAL V		0'	06/01/2020 12/01/2020	\$50.45	5 \$12,50		\$0.00
D D	OPERATIO	AG RUM			,	12/01/244-	1 \$51.54	54 \$12.50		\$0.00
					,	06/01/2021 12/01/2021	A) 4	Page
ירעניני <u>ר</u> ארעניני <u>ר</u>						12/0 11-	-			Lafte.
<u>к</u>			ntes soo "Apprentice. OPERATINO							

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Classification EIR TBLECOMMUNICATION TECHNICIAN :	recilvé Dále 3/01/2019	Base Wrige Hei	13.00 \$16	Supplemental Onemploymental .82 : \$0.00 :	Total Raie	···· · · · ·
Apprentice TELECOMMUNICATION TECHNICIAN- Effective Date 03/01/2019 Step percont 1 40 2 40 3 45 4 45 5 50 6 55 7 60 8 65 9 70	Local 103 Dase Wage \$15.33 \$15.33 \$17.25 \$17.25 \$19.17 \$21.08 \$23.00 \$24.91 \$26.83 \$28.75	Health P \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	so.46 \$0.46 \$13.42 \$13.42 \$13.73 \$14.03 \$14.34 \$14.66 \$15.27	\$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	Solution Solution \$28.79 \$28.79 \$43.67 \$43.67 \$45.90 \$48.11 \$50.34 \$52.57 \$54.79 \$57.02	 _
10 75 [Notes: Apprentice to Journeyworker Ratio:1:1] TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE		08/01/2019 02/01/2020 08/01/2020 02/01/2020 08/01/2021 08/01/2021		\$10.75 \$21.30 \$10.75 \$21.30 \$10.75 \$21.4 \$10.75 \$21.4 \$10.75 \$21.4 \$10.75 \$21.4 \$10.75 \$21.4	50,00 5 \$0,00 5 \$0,00 61 \$0,00	\$85.39 \$86.03 \$87.53 \$88.17 \$89.73 \$90.32

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 A set of Effective Date Base Wage Health Date Base Wage Health Supplemental MANGGENYG MARKE MARKE TI MBO ANGENI KANANA Unemployment

Classification	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,

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	Apprentice - TERRAZZO FINISHER - Local Effective Date - 08/01/2019 Stap percent 1 50 2 60 3 70 4 80 5 90	Apprentice Base Wage \$10 \$26.67 \$10 \$32.00 \$1 \$37.34 \$ \$42.67 \$ \$48.01	0.75 \$21.30 10.75 \$21.30 ;10.75 \$21.30 ;10.75 \$21.30 ;10.75 \$21.30	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental	otal Rale \$58.72 \$64.05 \$69.39 \$74.72 \$80.06 Total Rate \$59.04	
	Effective Date 02/01/2020 <u>Step percent</u> 1 50 2 60 3 70 4 80 5 90	Apprentice Base Wage \$26.99 \$32.39 \$37.79 \$43.18 \$48.58	Health \$10.75 \$21. \$10.75 \$21. \$10.75 \$21. \$10.75 \$22. \$10.75 \$22. \$10.75 \$22.	30 \$0.00 1.30 \$0.00 1.30 \$0.00 21.30 \$0.00		\$64.40
	Notest Apprentice to Journeyworker Re BORERS - FOUNDATION AND MARINE For paparentice rates see "Appronuice- LABORBR" TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	06 1' 0	06/01/2019 \$3 12/01/2019 \$3 06/01/2020 \$4 12/01/2020 \$	$\begin{array}{c} & $33.10 \\ \hline \\ 9 \\ 58.10 \\ 516.3 \\ \hline \\ 49 \\ 58.10 \\ 516.3 \\ \hline \\ 50 \\ 58.10 \\ 516.3 \\ \hline \\ 50 \\ 516.3 \\ \hline \\ 50 \\ 516.3 \\ \hline \\ 516.3 \\ $	5 \$0,00 0 \$0.00 80 \$0.00 80 \$0.00	\$65.40 \$66.39 \$67.37 \$68.39 \$69.40 \$63.12 \$64.12 \$64.12 \$65.11 \$66.09 \$67.11 \$68.12
An and a set of the set	For opproalles rates see "Approalizes LABORER TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	R ⁿ		\$43.22 \$8.10 \$39.10 \$7.85 \$39.10 \$8.10 \$40.09 \$8.10 \$41.07 \$8.10 \$42.09 \$8.10 \$42.09 \$8.10 \$43.10 \$8.10	\$16.05 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00 \$16.80 \$0.00	565.91 566.99 566.90

For approntice rates are "Apprentice" LABORER"

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\$74.75

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Par spyrentics rates see "Apprenties- LABORER"
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Par approntice rates are "Approntice-1.ABORUR" UNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL)	12/01/2021	\$43.45	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$17.20	\$0.9 \$0. \$0 \$1 \$1 \$1 \$1
For application rates 1600 "Approvided-LABORER" TUNNEL WORK - FREE AIR (HAZ, WASTE) LABORERS (FREE AIR TUNNEL)	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/202 12/01/202	\$40.44 \$47.42 \$48.44	\$8.10 \$8.10 \$\$.10	\$17.20 \$17.20 \$17.20 \$17.20 \$17.20)

- CONTRACTION CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR	
	Effective Date Basic Wage Health Penston Supplemental. Total Rate ·: 06/01/2019 ·:\$47.69 ·::\$12.00 ·:\$15.60 ·::\$0.00 \$75.29 12/01/2019 \$48.23 \$12.50 \$15.70 \$0.00 \$76.43 06/01/2020 \$49.31 \$12.50 \$15.70 \$0.00 \$77.51 06/01/2020 \$49.31 \$12.50 \$15.70 \$0.00 \$78.65 12/01/2020 \$50.45 \$12.50 \$15.70 \$0.00 \$78.65 12/01/2020 \$50.45 \$12.50 \$15.70 \$0.00 \$79.74
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	Health Pension Unemployment \$75.29
	Bifective Date Base Water \$12.00 ::: \$15.60 ::: \$0.00 \$76.43
	06/01/2019 \$47.69 \$12.50 \$15.70 \$0.00 \$77.51
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2019 \$48.45 \$12.50 \$15.70 \$0.00 \$78.65
TRACTORS/PORTABLE STRAM	06/01/2020 \$49.51 \$12.50 \$15.70 \$0.00 \$79.74
TRACTORS/PORTABLE + MA	(2)0112-1- \$1,2,30 _ \$0,80
	06/01/2021 \$12.50 \$15.70
	12/01/2021
	\$35.12 \$12.71 \$0.00
For approxition rates 250 "Approxition-OPERATING ENORMERS"	08/01/2017 \$12.41 \$12.41 \$0.00
For Approvides rates for MOVING EQUIPMENT	12/01/2019 \$36.02 \$12.41 \$10.00
For Apprentice rates see "Apprentice-OPBRATHING TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO, 10 ZONE B	00/01/20 \$36.02 \$12.5x \$14.82 \$0.00 \$64.55
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	26/01/2019 \$51.38 \$7.67
	12/01/2019 \$51.38 \$6.10 \$17.20 \$0.00 \$78.65
TUNNEL WORK - COMPRESSED AIR	06/01/2020 \$32.57 \$9.10 \$17.20 \$79.67
TUNNEL WORK SCENED ALP	12/01/2020 \$53.55 \$8.10 \$17.20 \$0.00 \$80.68
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	12/01/2021 \$53.30 \$16.45 \$0.00 \$77.68
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For approxice rates see "Approxice-LABORER" TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2017 \$54.37 \$8.10 \$0.00
TUNNEL WORK - COMPRESSED AIRY	06/01/2020 \$55.35 \$8,10 \$0.00 \$61.00
LADOIGEAN 1000	\$56.37 \$8.10 \$0.00
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- 1708TR [#]	06/01/2019 \$43.45 \$8.10 \$17.20 \$69.74
Far soprontico rates seo "Approntico LABORIER"	12/01/2019 \$43.40 \$8.10 \$17.20 \$70.72
For appronted rates and TUNNEL WORK - FREE AIR TUNNEL WORK - IREE AIR	06/01/2020 \$44.44 \$8.10 \$17.20 \$71.74
TUNNEL WORK - FINAL LABORERS (FREE AIR TUNNEL)	12/01/2020 \$8.10 \$17.20 \$0.00 \$72.75
	06/01/2021 \$40.44 \$88.10 \$17.20
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	\$45,45 \$7,65 \$17,20 \$0.00
For apprentice rates tee "Apprentice-LABORHR"	06/01/2017 \$45,45 \$8,10 \$17,20 \$0.00 \$72,72
For apprentice rates see "Approximent-	12/01/2019 \$45.43 \$8.10 \$17.20 \$0.00 \$72.72

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	08/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$62.07
Classification	12/01/2019 \$35.44 \$12.41 \$13.72 \$0.00 \$63.17
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WAGON DRILL OPERATOR	06/01/2020 \$35.00 \$8.10 \$15.38 \$0.00 \$61.40
WAGON DI- LABORBRS - ZONIL 2	12/01/2020 \$37.01 \$8.10 \$15.38 \$0.00
	06/01/2021 \$37.92 \$8.10 \$75.78
	12/01/2021 \$15.60 \$0.00 \$76.93
annal	scient/2019 \$48.10 \$13.70 \$2.00 \$78.03
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For seprentice rates see "Application of the second provided and the second pr	06/01/2020 \$49.55 \$12.50 \$13.70 \$0.00
WASTE WATER POINT OFERATING ENGINEERS LOCAL 4	12/01/2020 \$10.00 \$12.50 \$15.10 \$0.00
	06/01/2023 \$12,30 \$12,30 \$86.52
	12/01/2021
- NO RNONBERS*	00/01/2019 \$57.07 011 82 \$17.01 co 00 \$89.52
For approaches roles ace "Apprentice, OPERATING ENORMEERS"	03/01/2020 \$11.82 \$17.02 \$0.00
For approvide rates of WATER METHR INSTALLER WATER METHR INSTALLER	09/01/2020 \$10.10 \$11.82 \$17.04
WATER METHR INSTALLED PLUMBERS & GASENTERS LOCAL 12	02012021 30242
FLUMBERS & GAR For approallos rates see *Approallos PLUMBEINPIPEFITTER* or *	x"PLUMBER/GASFITTER" \$1.86 \$0.00 \$40.81
Appientice-PLUMBER/PIPErLL	09/01/2019 \$28.83 \$8.75 \$1.89 \$0.00 \$29.67 \$9.25 \$1.89 \$0.00 \$59.61
For approallog rates res 141 Outside Electrical - East Outside Electrical - East	09/01/2012 \$29.67 \$9.23 08/30/2020 \$29.67 \$9.23 08/30/2020 \$59.61
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	09/01/2013 \$42.03 \$9.23
	68.75 \$7.64 ho 00 \$000
THAT EMAN UNDERFERS - FAST LOUIS	09/01/2019 \$35.04 \$9.25 \$10.07
OUT ALL AND A See "Approntice - Larvan -	08/30/2020 \$34.00 \$1.79 \$0.00 \$38.27
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	08/30/2020 \$4 \$8.75 \$14.10 \$0.00 \$65.63
TITED / GROUND TO TRES - EAST LOOT	09/01/2019 \$40.84 \$8.75 \$14.35 \$0.00 \$42.03 \$9.25 \$14.35 \$0.00
OUTSIDE CO * Apprentice Linder	08/30/2020 \$12/10 \$10.65 \$0.00 \$57.21
ANTIMENT UPEN STREET	the 04 \$8.73 the off \$0.00
ATTSIDE THE STORE STORE	09/01/2019 007 09 \$9.23
	08/30/2020 \$37.00
TOMEN OF A STATE	Page 40 o
BOUTS IDE ELECTRICAL POINTE OUTSIDE ELECTRICAL POINTE For approntice rates see "Apprentices LINEMAN"	
Por apprennee	20191127-014
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Effective Date Base Wage Health Persion Unemployment and the second second . .. , <u>n. 1</u>. 1. 1 والمعاقمة وتتمدد -GROUNDMAN \$22.25 \$36.97 08/30/2020 \$0,00 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 \$1.79 \$38.27 \$8,75 \$0,00 \$26.43 \$1,82 09/01/2019 \$9.25

For approntice rates are "Approntice- LINEMAN" \$27.20 \$73.99 08/30/2020 GROUNDMAN -Inexperienced (<2000 Hrs.) \$0.00 \$17.19 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 \$76.18 \$8.75 \$0.00 \$48.05 \$17.48 09/01/2019 Por apprention rates see "Apprentice-LINEMAN" \$9,25 \$49.45 08/30/2020 JOURNEYMAN LINEMAN

OUTSIDE ELECTRICAL WORKERS-EAST LOCAL 104

Supplemental Apprentice - LINEMAN (Outside Electrical) - East Local 104 Total Rate Unemployment \$40.94 Pension Apprentice Base Wage Health \$0,00 09/01/2019 \$43.42 \$3.36 Effective Date -\$8,75 \$0,00 \$45,90 \$28.83 \$3.44 percent \$0.00 \$8,75 Step \$49.87 \$31.23 \$3.51 60 \$8.75 \$0,00 1 \$33.64 \$52.34 \$5.08 65 \$8 75 \$0.00 2 \$36.04 \$5.15 \$54.82 \$0,00 70 \$8.75 3 \$38.44 \$59,30 \$5.23 75 \$8.75 \$0.00 4 \$40.84 \$7.30 \$8,75 80 5 \$43.25 Supplemental Total Rate 85 6 Unemployment \$42,31 90 Pension 7 Apprentice Base Wage Health \$0.00 08/30/2020 \$3,39 \$44.85 \$0.00 Effective Date -\$9.25 \$29.67 \$47.41 \$3,46 percent \$9,25 \$0,00 Step \$3.54 \$51.45 \$32.14 \$9,25 \$0.00 60 1 \$34.62 \$54,00 \$5.11 65 \$9,25 \$0.00 2 \$37.09 \$5,19 \$56.54 \$0,00 70 \$9.25 3 \$39,56 \$61.10 \$5.26 75 \$0.00 \$9.25 Å \$42.03 \$7.34 80 \$9,25 5 \$44.51 85 6 90 7 \$38.60 Notes: \$0.00 \$3.17 <u>\$4,70</u> Apprentice to Journeyworker Ratio:1:2 \$30.73 \$36.77 02/04/2019 \$0.00 \$3,14 \$4.70 TELEDATA CABLE SPLICER \$28,93 \$36.77 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 02/04/2019 \$0.00 TELEDATA LINEMAN/EQUIPMENT OPERATOR \$3.14 \$4,70 \$28,93 OUTSIDE ELECTRUCAL WORKERS - BAST LOCAL 104 \$22.06 02/04/2019 \$0.00 TELEDATA WIREMAN/INSTALLER/TECHNICIAN \$0,00 \$3,55 This classification does not apply to wholesale tree removal. \$18.51 OUTSIDE BLECTRICAL WORKERS - EAST LOCAL 104 \$19.87 OUTSIDE BLECTRICAL WORKERS - EAST LOCAL 104 TREE TRIMMER \$0.00 operatury, manusuring, or reparing the unity company a equ This classification does not apply to wholesile tree removal. Page 41 of 42

TREE TRIMMER GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

Wage Request Number:

20191127-014

11/27/2019 Issue Date:

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Page 42 of

Classification Tuesday and the the summer of The solution of the the summer of The State and the the summer of The State and the the summer of the state state of the state of Supplement Restlication Supplemental Total Rule Supplemental Supplementation Supplemental Supplemental Supplemental Supplemental Supplemental

Minimum wege rules far apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.O.L. e. 149, ss. 26-27D. Apprentice units are established by the Division of Apprenticeship Training pursuant to M.O.L. e. 23, as. 112-114. • • •

Additional Apprentice Information:

All apprentices must be registered with the Division of Appromicaelup Training in accordance with M.C.L. q. 23, 58, 112-111. All steps are six months (1000 hours.) Rullos are expressed in allowable number of apprentices to Journeymen or fraction litereof, unless advarvice specified, Multiple ratios are listed in the comment field.
 AFP 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.
 AFP 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.

20191127-014

Issue Date: 11/27/2019

Wage Request Number;

Appendix 10 FORM OF CONTRACT

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(SEE ATTACHED DOCUMENT.)

Page 28 of 28

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		lassachusetts t for the Town of Natick
		Iassachusetts t for, vices in the Town of Natick
		Jassachusetts t for
1	Town of Natick, f	t for
مستقابليهما ومواسيهم ويناموه وموديني	and ware Ser	vices in the course
المتنافية المناسبين والمراجع	Door and Door 14	2020, by and
	1 - this	day of day of Natick Town Hall, 19
	This Contract is made this	with an address Board of Selectment, a
	Door and Door Hardward This Contract is made this between the Town of Natick, Massachusetts, East Central Street, Natick, MA 01760, actin acting the "Town of Natick," the "Town and after the "Town of Natick," the laws	n," or the "Owner"), and
	the areinafter the "Town of National under the laws"	of the Contractor "Contractor"
		for to the
	Bast Central Street, Natick, M11 or Work Hast Central Street, Natick, M11 or Work organized under the "Town a principal office located at The words "he," "him" and "his" in Contractor, shall so refer whether the Contractor, if any exi- cention. All prior contracts, if any exi-	this Contract, as far as they refer to the ractor is an individual, partnership or st between the Town and the Contractor, are
	The words "he," "him" and the Cont	this Contract, as its far for a sector is an individual, partnership or ractor is an individual, partnership or st between the Town and the Contractor, are and effect.
	Contractor, shall so felor vitacts, if any exi	and effect.
	corporation inated and shall be or no a	
	1 - 7	
	1. Scope of Services	s herein contained, the Contractor in the
	In consideration of the obligation	s herein contained, the Contractor shart f in the Town of Natick, as set forth in the Door Hardware Services in the Town of Natick Selectmen of the Town of Natick, Massachusetts,
	door and door Bids for Door and	polectmen of the Town of Hand
	("IFB"), issued by the Board or which is incorporated herein by	in the Town of Naticity in the Town of Nation Door Hardware Services in the Town of Natick, Selectmen of the Town of Natick, Massachusetts, reference.
c1.Variation 1.	2. Standard of Care	be performed as expeditiously as is consistent and the orderly progress of the work. The are and diligence in the rendition of all services are and diligence in the professional standards in the
	2. Standard of a services shall	be performed as expeditiously as is considered and the orderly progress of the work. The care and diligence in the rendition of all services ince with the applicable professional standards in the rese Contractor's services shall be performed as
	The Contractor is a due	are and diligence in the renation al standards in the
	Contractor one in accord	Ince with services shall out f
	under this Contract in de- eastern Massachusetts area. expeditiously as is consistent	with such standards.
<u></u>	ATTELLUOUD	
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у, на 1917 година 1917 година 1917 година	3. Term	all commence as of the date noted are of this Contract
	The term of this Contract in	all commence as of the date noted above and shall e sole discretion of the Town, the term of this Contract) or two (2) additional one (1)-year terms.
a parta Canad	end one (1) funded for one (1)) or two (-)
	4, Incorporation of the area	and the Contractor's Bid are incorporated
	The provisions of the If	of any conflict among the contrities:
	reference. In the even	B and the Contractor's Bid are incorporated herein of of any conflict among the Contract Documents, the trued according to the following priorities: Amendments to Contract (if any)
	Documento	Amendments to Contract
	Highest I Second E	riority: Contract A denda to the IFB (if any)
	Third Pr	ority:
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		Door and		
		Fourth Priority!	IFB Contractor's Bid	1,
		Fifth Priority:		
		Payment In consideration for performance		the requirements
	5.	Payment In consideration for performance of this Contract, and in accordance	a most in acc	ordance with the requirements of the
	ي.	tion for performance	of the Work In C.30	, §39K, the Town shirt 1
		In consideration for performance of this Contract, and in accordance Contractor the prices set forth in	the Contractor's B	id, a copy of which a
		at this CULLER - + Forth 10		
		hereto and	fixed rate contract	; and, therefore, miscellaneous k on this project shall not be paid scellaneous expense is incurred, in writing prior to incurring the
		This Contract is a fixed prices	e Contractor's worl	k on this project shall not be part scellaneous expense is incurred, in writing prior to incurring the aid expense from the Town,
		expenditures associated with the	t an unforeseen mi	in writing prior to incurring the
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		the COMMENT I and TRADEBLY	200m L. A	Jonce Willi
		expense if we had	ć	t comploure and as an
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		Payment shan of requests for	r payment shows	ress made toward completing itassification of each employee tassification of each employee tach employee who performed work
		this Contract. hall specify wo	K comprehed, the o	lassification of our who performed work
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		Payment will be due time	ered in accordance	
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		Town objects to all	or part of au weeks of	of the date of record thirty (30) days after
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		and shall pay that portion	UL LIO	tee, the rown except of the invoice, of the date of receipt of the invoice, in dispute within thirty (30) days after in dispute services of a specialized
L.		and shall pay that portion the date of receipt of the	111401010	are the services of a specialized
17.000 million			or the Contractor to	engage the services of a specialized riginally proposed in the Contractor's , the Contractor shall take such
		Should it be necessary -	other than those of	the Contractor shall take such services
		contractor or company	Invitation for bids	the contractor shall take such of the contractor shall take such the contractor shall take such of the approval. Charges for such services otherwise agreed upon by the parties, contract shall release the Town of Natick, contract shall release the Town of Natick,
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		shall be bizza	in due under this C	Contract shall release the Town OI Nations, yees, boards, commissions, committees, all claims and liability in any way relating puance thereof.
		Payment of the amoun	a officers, employ	yees, boards, liability in any way territing
		X 4 480913100	+	Township 1
اللغة ترجيع دريني		agents and representation	whing done in purs	contract shall follow in any way relating all claims and liability in any way relating mance thereof.
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		Town of Natick, Mas Contract fo Door and Door Hardware Service		
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and the second secon		Door and	used on by the Town of	
		the Contract of	a ratification	
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		right of the Town uncertainty hereof by the Contractor.		
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	~	Warranty Any equipment delivered, unless other generally merchantable quality and shi Town of Natick. Any equipment shall have a minimum of three locian defect for a minimum of three	wise agreed by	ring and
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		Town of National minimum or met	on any equipment	
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		Any equipment delivered, units and shi generally merchantable quality and shi Town of Natick. Any equipment shall design defect for a minimum of three same. All manufacturers' warranties is the Town of Natick.		
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		9177 T	of Federal, Massa	tation, statutes,
	7	same, new of Natick. to the Town of Natick. Compliance with Laws The Contractor shall comply with Town of Natick law applicable to by-laws, rules, regulations, orders without limitation, the Williams-	all provisions of a without lithing	including,
	7	. shall comply with	his work including, amended, and	Health Act of
		The Contractor law applicable to	and directives, and Safety and	throughout the
		Town of Nation Togulations, oruge	Steiger Occupation	out limitation,
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		without minuted, and related it	tension or renewal there 149, the provisions of Chapter 149, the provision 149, the	plicable
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	b. Committee aggregate limit, broad form proper contractual habitity
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	 c. Automobile Liability Insurance, covering all leased, one and hired vehicles - Combined single limit of \$1,000,000. d. Excess Liability Insurance, Umbrella Form - \$1,000,000 each occurrence form, providing form, providing form, providing insurance, automobile liability insurance, automobile liabil
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	Notick shall be named as in insurance, Excess Lindson
	e. The Town of National General Liability Insurance
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2). 	thereof to the named certification Hall, 13 East Central Lake place."
	policies be cancelled of har will mail thirty (50) Natick Town thereof, the issuing company will mail thirty (50) Natick Town thereof to the named certificate holder and to the Natick Town thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA Ol760 before such cancellation or amendment shall take place." Ol760 before such cancellation or amendment shall take place." Certificates evidencing such insurance in five (5) copies shall be furnished or the Town at the execution of this Agreement. Such certificates shall not certificate to the security provided, but shall specifically refer to the Town at the execution of this Agreement.
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	g. Certificates evidencing such insurance in five (5) out certificates shart are to the Town at the execution of this Agreement. Such certificates refer to to the Town at the types of policy provided, but shall specifically refer to 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 this Agreement and shall state that such insurance is officers or employees or the approximate the types of the approximate the types of the approximate the types of types of the types of types of the types of types
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	Natick VI and Lamail allowed
	h. The Contractor shall also be required to provide to the Town of Natick The Contractor shall also be required to provide to the Town of Natick ut to proof of insurance coverage endorsements or riders to the policies
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	h. The Contractor of insurance coverage automobile made that the
E T	 Agreement. h. The Contractor shall also be required to provide to the Town of National Agreement. b. The Contractor shall also be required to provide to the Town of National Agreements or riders to the policies or riders to the policies of insurance coverage endorsements or riders to the policies with its proof of insurance coverage endorsements at the insurance, automobile liability insurance, which indicate that the unbrella form, which indicate that the policy.
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	i. No insure
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town of Natick, Massachusetts LUTTIL VI LIQUID, IN 885 ALMUSTER Contract for any second Deep Handanan Conder to the New Original States

By signing this Contract, the Contractor acknowledges that it has examined the area Familiarity with Area of Work of work which is the subject matter of this Contract and that it is familiar with all 11. 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.

The Contractor shall furnish to the Town a Performance Bond, in the amount of Performance Bond one hundred percent (100%) of the Contract price (as calculated per the IFB), 12. 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 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 13. the IFB), with a surety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.
 - The Contractor shall provide services under this Contract as an independent Independent Contractor Status contractor with the Town of Natick, and not as an employee of the Town of Natick. 14. 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
 - The Contractor hereby acknowledges that the use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current 15. 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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al se de se de la companya de la com TOWN OI NAILCE, MASSachusetts Contract for Door and Door Hordware Services in the Town of Nation promptly remove the subject officer, employee, agent, or representative from the promptry remove the subject officer, employee, agein, or representative nom me job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with this Agreement. 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 No Smoking from using tobacco products in any public building in the Town of Natick. 16. To the fullest extent permitted by law, the Town shall have the right to conduct a to the futiest extent permitted by faw, the Town shall have the fight to conduct check of the Criminal Offender Record Information (CORI) maintained by the CORI/SORI Requirements Massachusetts Criminal History Systems Board, and the Sex Offender Record Information (CORD maintained by the Management of the Sex Offender Record Information (SORI) maintained by the Massachusetts Sex Offender Registry 17. Board, for any officer or employee of the Contractor or for a subcontractor of the Contractor, of any person who will perform services under this Contract and who Will actor, or any person who will perform services under this contract and with 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. 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, Delays/Force Majeure 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 18. this purpose, such acts or events shall include unusually severe weather affecting performance of services, floods, opidemics, wats, flots, strikes, lockouts, or other POLICIHIANCO VI SELVICES, MUUUS, OPAUEILLES, WALS, MUUS, SHIAES, MUUUS, OF OHIER 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 If the Contractor shall breach any provision of this Contract, which breach Project. is not cured within twenty-one (21) days of written notice thereof from the Termination 19. я. 7 of 15

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In the event that this Contract is terminated pursuant to Section 199, or 190, above, the Town may make any reasonable purchase or contract to purchase services in substitution for services due from the Contractor and may deduct th cost of any substitute contract, or damages sustained by the Town due to noncost of any substitute contract, or damages sustained by the 10wh due to non-performance or non-conformance of services, together with incidental and consequential damages from the Contract price, and shall withhold such damages from sums due or sums which become due,

Notices 20.

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

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Town of Natick, Massachusetts Contract for Door and Door Hardware Services in the Town of Nation 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. Deputy Town Administrator - Operations If to the Town: Natick Town Hall 13 East Central Street Natick, MA 01760 Murphy, Hesse, Toomey & Lehane, LLP Karis L. North, Esq. 300 Crown Colony Drive, Suite 410 With copies to: Quincy, MA 02169 If to the Contractor: 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 Miscellaneous Provisions be filed in the Superior Court of the Commonwealth of Massachusetts for 21. Middlesex County, MA, and in no other court or jurisdiction. a. 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 or nuty amorage to the rown under the contract, not shart such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a Ъ. waiver or in any way limit the legal or equitable remedies available to the waiver of in any way much use user of equilation to income a value of the Contractor 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 in the Contractor unscovers of its informed of any unscrepancy of 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 c. The Contractor acknowledges that it has not been influenced to enter into same to the Town in writing. this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument. d, 9 of 15

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h.	of not fewer than two (d) P after-hours emergency. contacted in the event of an after-hours emergency. 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, "person" shall mean any natural person, business, partnership, or group of
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and a second and a second a s	Town of Natick, Massachusetts Contract for Door and Door Hardware Services in the Town of Natick
الار به الي والي . الاربية الي يور إلى ال	Contract for the Town of Natick
a series a s	Door and Door Hardware Services in the Town of Natick
	jurisdiction the remaining provisions shall continue in effect to the extent
	permitted by law.
t.	benefit of the news, assigned and
u.	benefit of the news, assigns and 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.

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12 of 15

Towii of Natick, Massachusetts LOWIL OL INALICE, MASSACHUSEUS Contract for Door and Door Hardware Services in the Town of Natick

The Town of Natick, Massachusetts

(Printed Name of Contractor)

by:

by: the Natick Board of Selectmen

Signature

Michael J. Hickey, Jr., Chairman

Susan G. Salamoff, Vice Chairman

Jonathan H. Freedman, Clerk

Karen Adelman-Foster

Richard P. Jennett, Jr.

The Natick Public Schools

by:

Dr. Anna P. Nolin Superintendent of Schools

Dated: _____

Printed Title

Printed Name

Dated: _____

13 of 15

LOWIL UL INALIGN, MADOSACHUSCUS Contract for and Dear Henderen Constant in the Thermore Notich

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

Dated:

Arti P. Mehta Comptroller, Town of Natick

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

Dated:

Karis L. North, Esq.

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	and the second	A Arassachusetts	
	Town of Nat	hick, Manual	
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,	CERTI	FICATE OF VOTE	
		, hereby certify	•
	I,(Clerk/Secretary)	0	£
	1, (Clerk/Secretary)	(Title)	
	that I am the duly qualified and acting	Б	
	that I am the day 1	Anty Cal	led and
	(Corporation Name)	g of the Directors of said Corporation duly cal hich meeting all Directors were present and yo ly passed:	sting,
	that at a meetin	g of the Directors were present	
	and I further certify man 20 at w	hich incomes	
	and I further certain 20 at w held on 20 at w the following vote was unanimousl	g of the Directors of said Corporation duly cal hich meeting all Directors were present and vo ly passed:	
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	VOTED: To authorize and empor	wer either	
	VOTED: To authorize	-1 -1	
	(Name) (Title)	; or	
	(Name) (Title)		
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	(Name) (Title),	to execute all contracts and bolicus of	
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2/20/2020



Bryan Leblanc <bleblanc@natickma.org>

Thu, Feb 20, 2020 at 2:07 PM

Door/Door Hardware Bid

2 messages

Bryan Leblanc <bleblanc@natickma.org> To: John Donohue <johndonohue@neschool.com>

In addition to calling me tomorrow to confirm pricing, could you please also confirm in writing that there are no lawsuits provide a confirm or please list any off the utility of the above to award the second sec

th addition to caring me tomorrow to commit pricing, could you please also commit in writing that there are no lawsuits pending or please list any/all lawsuits against New England School Services? Note that this will not be a bar to award. We ask as part of our due dillgence. Thank you for your assistancel

Very truly yours,

Bryan Le Blanc

Bryan R. Le Blanc Procurement Officer Town of Natick 75 West Street Natick, MA 01760 bleblanc@natickma.org (508)-647-6438

Thu, Feb 20, 2020 at 4:40 PM

John Donohue <johndonohue@neschool.com> To: Bryan Leblanc <bleblanc@natickma.org>

Hi Bryan,

We are unaware of any suits having been filed against New England School Services at this time and none are in process at this time.

Best,

John Donohue

New England School Services Inc.

Doors, Door Hardware, and Restroom Partitions

Sales - Installation - Service

98 Hicks Avenue

https://mail.google.com/mail/u/0?lk=dc37439454&view=pt&search=all&permthid=thread-a%3Ar-2895725587811457606&simpl=msg-a%3Ar6730074

2/20/2020

0 617 776 4700,

C 781 866 3349

johndonohue@neschool.com

www.neschool.com

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◎ ATA Document A312[™] – 2010

Performance Bond

CONTRACTOR:

(Name, legal status and address) New England School Services, Inc. 98 Hicks Ave

Medford, MA 02155

OWNER:

(Name, legal status and address)

Town of Natick 75 West Street Natick, MA 01760

CONSTRUCTION CONTRACT Date: March 30, 2020

Amount: \$30,800.00

Description: (Name and location) Contract for Door/Door Hardware Services

BOND

Init.

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Date: June 1, 2020 (Not earlier than Construction Contract Date)

Amount: \$30,800.00

🖾 None Modifications to this Bond:

SURETY

□ See Section 16

Signature:

Name

CONTRACTOR AS PRINCIPAL (Corporate Seal) Company: New England School Services, Inc.

(Corporate Seal) Company: United Casualty and Surety Insurance Company

Alia

Signature: Name

iSτ. prest (Any additional signatures appear on the last page of this Performance Bond.) and Title:

(FOR INFORMATION ONLY --- Name, address and telephone) AGENT or BROKER:

Cross Insurance-Wakefield, Inc. 401 Edgewater Place, Suite 220 Wakefield, MA 01880 (978)887-4900

OWNER'S REPRESENTATIVE: (Architect, Engineer or other party:)

Stephen P. Gill

and Title: Attorney-in-Fact

SURETY:

(Name, legal status and principal place of business)

United Casualty and Surety Insurance Company 292 Newbury St., #105 Boston, MA 02115

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

AIA Document A312-2010 combines two separate bonds, a Performance Bond and a Payment Bond, into one form. This is not a single combined Performance and Payment Bond.

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

§ 2 If the Contractor performs the Construction Contract, the Surety and the Contractor shall have no obligation under this Bond, except when applicable to participate in a conference as provided in Section 3.

§ 3 If there is no Owner Default under the Construction Contract, the Surety's obligation under this Bond shall arise after

- .1 the Owner first provides notice to the Contractor and the Surety that the Owner is considering declaring a Contractor Default. Such notice shall indicate whether the Owner is requesting a conference among the Owner, Contractor and Surety to discuss the Contractor's performance. If the Owner does not request a conference, the Surety may, within five (5) business days after receipt of the Owner's notice, request such a conference. If the Surety timely requests a conference, the Owner shall attend. Unless the Owner agrees otherwise, any conference requested under this Section 3.1 shall be held within ten (10) business days of the Surety's receipt of the Owner's notice. If the Owner, the Contractor and the Surety agree, the Contractor shall be allowed a reasonable time to perform the Construction Contract, but such an agreement shall not waive the Owner's right, if any, subsequently to declare a Contractor Default;
- .2 the Owner declares a Contractor Default, terminates the Construction Contract and notifies the Surety; and
- .3 the Owner has agreed to pay the Balance of the Contract Price in accordance with the terms of the Construction Contract to the Surety or to a contractor selected to perform the Construction Contract.

§ 4 Failure on the part of the Owner to comply with the notice requirement in Section 3.1 shall not constitute a failure to comply with a condition precedent to the Surety's obligations, or release the Surety from its obligations, except to the extent the Surety demonstrates actual prejudice.

§ 5 When the Owner has satisfied the conditions of Section 3, the Surety shall promptly and at the Surety's expense take one of the following actions:

§ 5.1 Arrange for the Contractor, with the consent of the Owner, to perform and complete the Construction Contract;

§ 5.2 Undertake to perform and complete the Construction Contract itself, through its agents or independent contractors;

§ 5.3 Obtain bids or negotiated proposals from qualified contractors acceptable to the Owner for a contract for performance and completion of the Construction Contract, arrange for a contract to be prepared for execution by the Owner and a contractor selected with the Owner's concurrence, to be secured with performance and payment bonds executed by a qualified surety equivalent to the bonds issued on the Construction Contract, and pay to the Owner the amount of damages as described in Section 7 in excess of the Balance of the Contract Price incurred by the Owner as a result of the Contractor Default; or

§ 5.4 Waive its right to perform and complete, arrange for completion, or obtain a new contractor and with reasonable promptness under the circumstances:

- .1 After investigation, determine the amount for which it may be liable to the Owner and, as soon as practicable after the amount is determined, make payment to the Owner; or
- 2 Deny liability in whole or in part and notify the Owner, citing the reasons for denial.

§ 6 If the Surety does not proceed as provided in Section 5 with reasonable promptness, the Surety shall be deemed to be in default on this Bond seven days after receipt of an additional written notice from the Owner to the Surety demanding that the Surety perform its obligations under this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner. If the Surety proceeds as provided in Section 5.4, and the Owner refuses the payment or the Surety has denied liability, in whole or in part, without further notice the Owner shall be entitled to enforce any remedy available to the Owner.

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§7 If the Surety elects to act under Section 5.1, 5.2 or 5.3, then the responsibilities of the Surety to the Owner shall not be greater than those of the Contractor under the Construction Contract, and the responsibilities of the Owner to the Surety shall not be greater than those of the Owner under the Construction Contract. Subject to the commitment by the Owner to pay the Balance of the Contract Price, the Surety is obligated, without duplication, for

- .1 the responsibilities of the Contractor for correction of defective work and completion of the Construction Contract;
- .2 additional legal, design professional and delay costs resulting from the Contractor's Default, and resulting from the actions or failure to act of the Surety under Section 5; and
- .3 liquidated damages, or if no liquidated damages are specified in the Construction Contract, actual damages caused by delayed performance or non-performance of the Contractor.

§8 If the Surety elects to act under Section 5.1, 5.3 or 5.4, the Surety's liability is limited to the amount of this Bond.

§ 9 The Surety shall not be liable to the Owner or others for obligations of the Contractor that are unrelated to the Construction Contract, and the Balance of the Contract Price shall not be reduced or set off on account of any such unrelated obligations. No right of action shall accrue on this Bond to any person or entity other than the Owner or its heirs, executors, administrators, successors and assigns.

§ 10 The Surety hereby waives notice of any change, including changes of time, to the Construction Contract or to related subcontracts, purchase orders and other obligations.

§ 11 Any proceeding, legal or equitable, under this Bond may be instituted in any court of competent jurisdiction in the location in which the work or part of the work is located and shall be instituted within two years after a declaration of Contractor Default or within two years after the Contractor ceased working or within two years after the Surety refuses or fails to perform its obligations under this Bond, whichever occurs first. If the provisions of this Paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

§ 12 Notice to the Surety, the Owner or the Contractor shall be mailed or delivered to the address shown on the page on which their signature appears.

§ 13 When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the construction was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

§ 14 Definitions

 \S 14.1 Balance of the Contract Price. The total amount payable by the Owner to the Contractor under the Construction Contract after all proper adjustments have been made, including allowance to the Contractor of any amounts received or to be received by the Owner in settlement of insurance or other claims for damages to which the Contractor is entitled, reduced by all valid and proper payments made to or on behalf of the Contractor under the Construction Contract.

§ 14.2 Construction Contract. The agreement between the Owner and Contractor identified on the cover page, including all Contract Documents and changes made to the agreement and the Contract Documents.

§ 14.3 Contractor Default. Failure of the Contractor, which has not been remedied or waived, to perform or otherwise to comply with a material term of the Construction Contract.

§ 14.4 Owner Default. Failure of the Owner, which has not been remedied or waived, to pay the Contractor as required under the Construction Contract or to perform and complete or comply with the other material terms of the Construction Contract.

§ 14.5 Contract Documents. All the documents that comprise the agreement between the Owner and Contractor.

§ 15 If this Bond is issued for an agreement between a Contractor and subcontractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

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§16 Modifications to this bond are as follows:

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a sin munided below for addition	nal signatures of added	parties, other than	those appearing on the cover page.)
CONTRACTOR AS PRINCIPAL		-	(Corporate Seal)
Compan3/	(Corporate Seal)	Company:	()

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Company:	(Corporate Seat)	Company.
Signature: Name and Title: Address CAUTION: You should sign an original AIA changes will not be obscured.		Signature: Name and Title: Address t, on which this text appears in RED. An original assures that

AIA Document A312™ – 2010. The American Institute of Architects.

AIA Document A312™ – 2010

SURETY:

of business)

292 Newbury St., # 105

Boston, MA 02115

Payment Bond

CONTRACTOR:

(Name, legal status and address) New England School Services, Inc. 98 Hicks Ave Medford, MA 02155 .

OWNER:

(Name, legal status and address)

Town of Natick 75 West Street Natick, MA 01760

CONSTRUCTION CONTRACT Date: March 30, 2020

Amount: \$30,800.00

Description: (Name and location) Contract for Door/Door Hardware Services

BOND

Date: June 1, 2020 (Not earlier than Construction Contract Date)

Amount: \$30,800.00

Modifications to this Bond: X None □ See Section 18

CONTRACTOR AS PRINCIPAL

SURETY

(Corporate Seal) Company: New England School Services, Inc.

(Corporate Seal) Company: United Casualty and Surety Insurance Company

Signature:

Signature: Name Stephen P. Gill Name and Title: Attorney-in-Fact and Title: (Any additional signatures appear on the last page of this Payment Bond.)

(FOR INFORMATION ONLY — Name, address and telephone) AGENT or BROKER:

OWNER'S REPRESENTATIVE: (Architect, Engineer or other party:)

Cross Insurance-Wakefield, Inc. 401 Edgewater Place, Suite 220 Wakefield, MA 01880 (978)887-4900

Bond No. UCSX2X2686

(Name, legal status and principal place

United Casualty and Surety Insurance Company

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

AIA Document A312-2010 combines two separate bonds, a Performance Bond and a Payment Bond, into one form. This is not a single combined Performance and Payment Bond.

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§ 1 The Contractor and Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner to pay for labor, materials and equipment furnished for use in the performance of the Construction Contract, which is incorporated herein by reference, subject to the following terms.

§ 2 If the Contractor promptly makes payment of all sums due to Claimants, and defends, indemnifies and holds harmless the Owner from claims, demands, liens or suits by any person or entity seeking payment for labor, materials or equipment furnished for use in the performance of the Construction Contract, then the Surety and the Contractor shall have no obligation under this Bond.

§ 3 If there is no Owner Default under the Construction Contract, the Surety's obligation to the Owner under this Bond shall arise after the Owner has promptly notified the Contractor and the Surety (at the address described in Section 13) of claims, demands, liens or suits against the Owner or the Owner's property by any person or entity seeking payment for labor, materials or equipment furnished for use in the performance of the Construction Contract and tendered defense of such claims, demands, liens or suits to the Contractor and the Surety.

§ 4 When the Owner has satisfied the conditions in Section 3, the Surety shall promptly and at the Surety's expense defend, indemnify and hold harmless the Owner against a duly tendered claim, demand, lien or suit.

§ 5 The Surety's obligations to a Claimant under this Bond shall arise after the following:

§ 5.1 Claimants, who do not have a direct contract with the Contractor,

- .1 have furnished a written notice of non-payment to the Contractor, stating with substantial accuracy the amount claimed and the name of the party to whom the materials were, or equipment was, furnished or supplied or for whom the labor was done or performed, within ninety (90) days after having last performed labor or last furnished materials or equipment included in the Claim; and
- .2 have sent a Claim to the Surety (at the address described in Section 13).

§ 5.2 Claimants, who are employed by or have a direct contract with the Contractor, have sent a Claim to the Surety (at the address described in Section 13).

§ 6 If a notice of non-payment required by Section 5.1.1 is given by the Owner to the Contractor, that is sufficient to satisfy a Claimant's obligation to furnish a written notice of non-payment under Section 5.1.1.

§ 7 When a Claimant has satisfied the conditions of Sections 5.1 or 5.2, whichever is applicable, the Surety shall promptly and at the Surety's expense take the following actions:

§ 7.1 Send an answer to the Claimant, with a copy to the Owner, within sixty (60) days after receipt of the Claim, stating the amounts that are undisputed and the basis for challenging any amounts that are disputed; and

§ 7.2 Pay or arrange for payment of any undisputed amounts.

§7.3 The Surety's failure to discharge its obligations under Section 7.1 or Section 7.2 shall not be deemed to constitute a waiver of defenses the Surety or Contractor may have or acquire as to a Claim, except as to undisputed amounts for which the Surety and Claimant have reached agreement. If, however, the Surety fails to discharge its obligations under Section 7.1 or Section 7.2, the Surety shall indemnify the Claimant for the reasonable attorney's fees the Claimant incurs thereafter to recover any sums found to be due and owing to the Claimant.

§ 8 The Surety's total obligation shall not exceed the amount of this Bond, plus the amount of reasonable attorney's fees provided under Section 7.3, and the amount of this Bond shall be credited for any payments made in good faith by the Surety.

§9 Amounts owed by the Owner to the Contractor under the Construction Contract shall be used for the performance of the Construction Contract and to satisfy claims, if any, under any construction performance bond. By the Contractor furnishing and the Owner accepting this Bond, they agree that all funds earned by the Contractor in the performance of the Construction Contract are dedicated to satisfy obligations of the Contractor and Surety under this Bond, subject to the Owner's priority to use the funds for the completion of the work.

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§ 10 The Surety shall not be liable to the Owner, Claimants or others for obligations of the Contractor that are unrelated to the Construction Contract. The Owner shall not be liable for the payment of any costs or expenses of any Claimant under this Bond, and shall have under this Bond no obligation to make payments to, or give notice on behalf of, Claimants or otherwise have any obligations to Claimants under this Bond.

§ 11 The Surety hereby waives notice of any change, including changes of time, to the Construction Contract or to related subcontracts, purchase orders and other obligations.

§ 12 No suit or action shall be commenced by a Claimant under this Bond other than in a court of competent jurisdiction in the state in which the project that is the subject of the Construction Contract is located or after the expiration of one year from the date (1) on which the Claimant sent a Claim to the Surety pursuant to Section 5.1.2 or 5.2, or (2) on which the last labor or service was performed by anyone or the last materials or equipment were furnished by anyone under the Construction Contract, whichever of (1) or (2) first occurs. If the provisions of this Paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

§ 13 Notice and Claims to the Surety, the Owner or the Contractor shall be mailed or delivered to the address shown on the page on which their signature appears. Actual receipt of notice or Claims, however accomplished, shall be sufficient compliance as of the date received.

§ 14 When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the construction was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

§ 15 Upon request by any person or entity appearing to be a potential beneficiary of this Bond, the Contractor and Owner shall promptly furnish a copy of this Bond or shall permit a copy to be made.

§ 16 Definitions

§ 16.1 Claim. A written statement by the Claimant including at a minimum:

- the name of the Claimant; .1
- the name of the person for whom the labor was done, or materials or equipment furnished; .2
- a copy of the agreement or purchase order pursuant to which labor, materials or equipment was .3
- furnished for use in the performance of the Construction Contract;
- a brief description of the labor, materials or equipment furnished; 4
- the date on which the Claimant last performed labor or last furnished materials or equipment for use in .5 the performance of the Construction Contract;
- the total amount earned by the Claimant for labor, materials or equipment furnished as of the date of .6 the Claim:
- the total amount of previous payments received by the Claimant; and .7
- the total amount due and unpaid to the Claimant for labor, materials or equipment furnished as of the .8 date of the Claim.

§ 16.2 Claimant. An individual or entity having a direct contract with the Contractor or with a subcontractor of the Contractor to furnish labor, materials or equipment for use in the performance of the Construction Contract. The term Claimant also includes any individual or entity that has rightfully asserted a claim under an applicable mechanic's lien or similar statute against the real property upon which the Project is located. The intent of this Bond shall be to include without limitation in the terms "labor, materials or equipment" that part of water, gas, power, light, heat, oil, gasoline, telephone service or rental equipment used in the Construction Contract, architectural and engineering services required for performance of the work of the Contractor and the Contractor's subcontractors, and all other items for which a mechanic's lien may be asserted in the jurisdiction where the labor, materials or equipment were furnished.

§ 16.3 Construction Contract. The agreement between the Owner and Contractor identified on the cover page, including all Contract Documents and all changes made to the agreement and the Contract Documents.

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§ 16.4 Owner Default. Failure of the Owner, which has not been remedied or waived, to pay the Contractor as required under the Construction Contract or to perform and complete or comply with the other material terms of the Construction Contract.

§ 16.5 Contract Documents. All the documents that comprise the agreement between the Owner and Contractor.

§ 17 If this Bond is issued for an agreement between a Contractor and subcontractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

§ 18 Modifications to this bond are as follows:

(Space is provided below for additiona	l signatures of addea	parties, other than those appearing on	the cover page.)
CONTRACTOR AS PRINCIPAL		SURETY	(Corporate Seal)
Company:	(Corporate Seal)	Company:	(Corporate Seat)

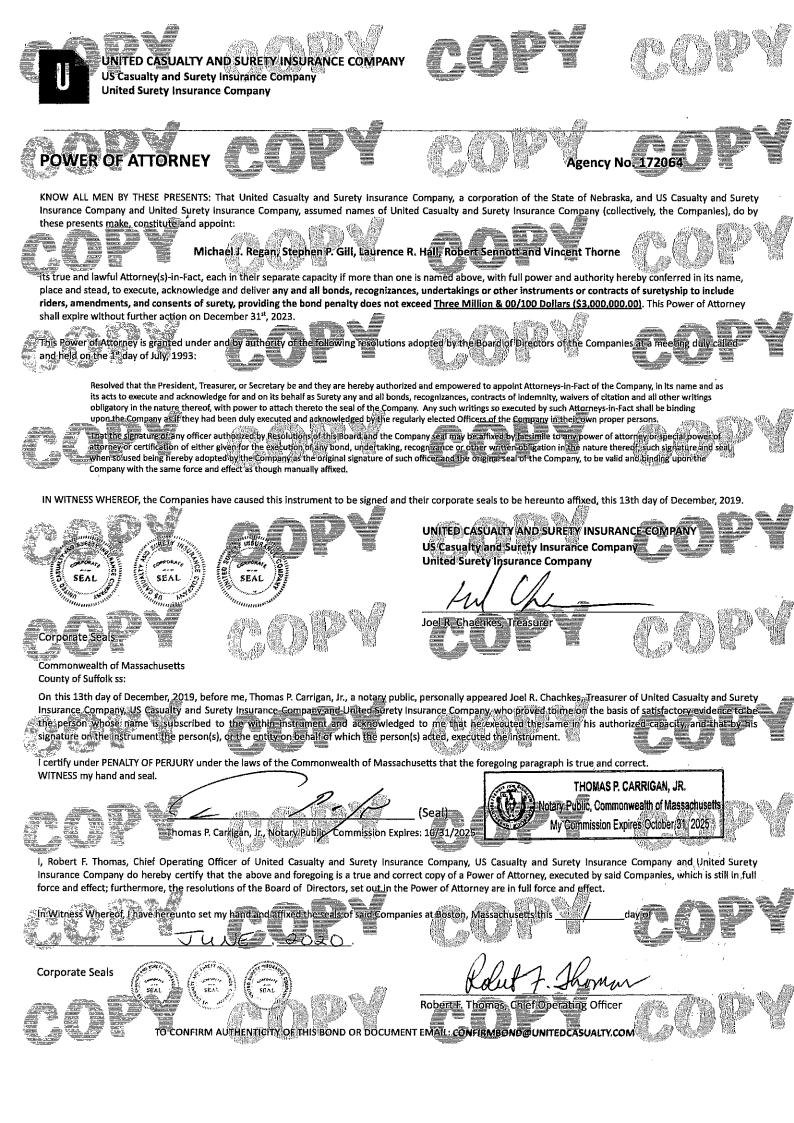
Signature: Name and Title: Address	 Signature: Name and Title: Address	

CAUTION: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will not be obscured.

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ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
02/18/2020

Wakefield MA 01880 INSURERA: Travelers Indemnity of America 250 INSURED INSURER B: The Phoenix Insurance Co 250 INSURED INSURER C: Travelers Property Casualty Co of America 250	C						D NO DICUT		CERTIFICATE HOLDER, T	HIS	
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