

# *TOWN OF NATICK MASSACHUSETTS*

**TO:** Natick Select Board  
Robert R. Rooney, Acting Town Administrator  
James Errickson, Deputy Town Administrator - Operations

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

**DATE:** May 21, 2021

**SUBJECT: CONTRACT EXTENSION  
ELEVATOR MAINTENANCE SERVICES**

In June 2019, the Town of Natick entered into a contract with BBE Corporation (“Buckley Elevator”) for elevator testing and maintenance services. The term of this contract was for one (1) year (6/24/19-6/23/20) with two (2) one (1)-year options for renewal, each individually exercisable at the discretion of the Town. The rate was \$140.00/hour for testing and \$170.00/hour for maintenance services.

In May 2020, The Town of Natick, by the Natick Select Board, voted to extend the term of the contract for an additional one (1)-year term (6/24/20-6/23/21)

The current contract was procured through M.G.L. c. 30, §39M, as dictated by M.G.L. c. 149, §44A, and was vetted through a very carefully drafted Invitation for Bids, seeking the lowest responsible and eligible bidder. We have reviewed market conditions and have determined that no firm would likely meet the rate received in the 2019 bid.

BBE/Buckley has continued to perform extremely well in its current contract with the Town. Given this set of circumstances, as well as BBE/Buckley’s beneficial performance, we recommend it to be in the Town’s best interest to exercise its second extension of the current contract – for the year beginning on June 24, 2021, and ending on June 23, 2022. Assuming the Select Board is inclined to do so, renewal may be accomplished by executing the attached draft correspondence to BBE/Buckley. This will be the Town’s final extension of the current contract. We anticipate bidding a successor contract next year. Please advise if you have any questions or require additional information.

Funding: Facilities Department Operating Budget (\$16,320.00, estimated)

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

June 2, 2021

Linda Buckley, Esq., President  
Buckley Elevator/BBE Corporation  
27 Congress Street  
Suite 205-5  
Salem, MA 01970

*RE: Elevator Testing and Maintenance Services  
NOTICE OF EXERCISE OF SECOND RENEWAL TERM*

Dear Ms. Buckley:

As you are aware, the Town of Natick, Massachusetts and BBE Corporation ("Buckley Elevator") are parties to a contract for elevator testing and maintenance services in the Town of Natick ("Contract.")

Article 3 of the Contract, dated June 24, 2019, entitled "Term," provides as follows: "The term of this Contract shall commence as of the date set forth in the opening paragraph of this Contract, and shall end one (1) year later. At the sole discretion of the Town, this Contract may be renewed for one (1) or two (2) additional one (1)-year terms."

On May 11, 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.

On June 2, 2021, the Town of Natick, by vote of the Natick Select Board, exercised its second option to extend the Contract for a second additional one (1)-year renewal term.

This option year shall expire on June 23, 2022. This letter shall serve as notice to Buckley Elevator of the Town's exercise of its second and final option available. The Town anticipates bidding a successor contract next year.

All provisions of the Contract shall remain in full force and effect during this second option period.

Thank you for your consideration.

Very truly yours,

The Natick Select Board

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Karen Adelman-Foster, Chair

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Richard P. Jennett, Jr., Vice Chair

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Michael J. Hickey, Jr., Clerk

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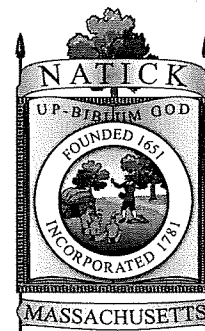
Paul Joseph

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Susan G. Salamoff

cc. Robert R. Rooney, Acting Town Administrator  
James Errickson, Deputy Town Administrator - Operations  
Francesse Dorval, Temporary Comptroller  
Karis L. North, Esq., Office of the Town Counsel

***Town of Natick***  
***Massachusetts 01760***  
***Home of Champions***



Jonathan H. Freedman, Chair  
Karen Adelman-Foster, Vice Chair  
Richard P. Jennett, Jr., Clerk  
Michael J. Hickey, Jr.,  
Susan G. Salamoff

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

May 11, 2020

Linda Buckley, Esq., President  
Buckley Elevator/BBE Corporation  
27 Congress Street  
Suite 205-5  
Salem, MA 01970

RE: *Elevator Testing and Maintenance Services*  
*NOTICE OF EXERCISE OF FIRST RENEWAL TERM*

Dear Ms. Buckley:

As you are aware, the Town of Natick, Massachusetts and BBE Corporation ("Buckley Elevator") are parties to a contract for elevator testing and maintenance services in the Town of Natick ("Contract.")

Article 3 of the Contract, dated June 24, 2019, entitled "Term," provides as follows: "The term of this Contract shall commence as of the date set forth in the opening paragraph of this Contract, and shall end one (1) year later. At the sole discretion of the Town, this Contract may be renewed for one (1) or two (2) additional one (1)-year terms."


On May 11, 2020, the Town of Natick, by vote of the Natick Board of Selectmen, exercised its option to extend the Contract for one (1) additional one (1)-year renewal term. This option year shall expire on June 23, 2021. This letter shall serve as notice to Buckley Elevator 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.

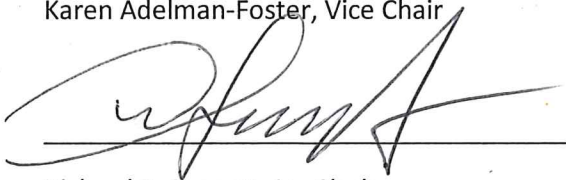
Very truly yours,

The Natick Board of Selectmen

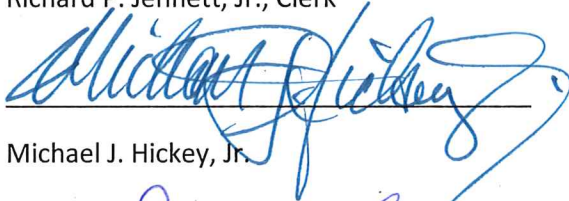
  
Jonathan H. Freedman, Chair

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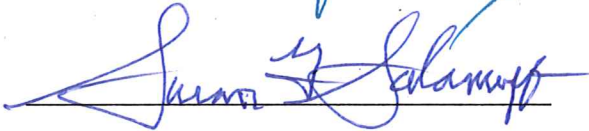
Karen Adelman-Foster, Vice Chair



Richard P. Jennett, Jr., Clerk

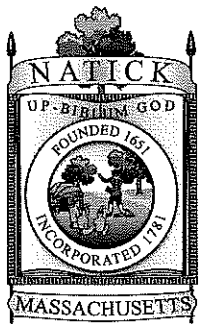


Michael J. Hickey, Jr.



Susan G. Salamoff

cc. William D. Chenard, Deputy Town Administrator - Operations  
Jeremy Marsette, Director, Natick Public Works  
Arti P. Mehta, Comptroller  
Karis L. North, Esq.



## TOWN OF NATICK MASSACHUSETTS

**TO:** Natick Board of Selectmen  
Melissa Malone, Town Administrator  
William Chenard, Deputy Town Administrator - Operations  
John Gadson, Director, Natick Facilities Department

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

**DATE:** May 5, 2020

**SUBJECT: CONTRACT EXTENSION  
ELEVATOR MAINTENANCE SERVICES**

In June 2019, the Town of Natick entered into a contract with BBE Corporation ("Buckley Elevator") for elevator testing and maintenance services. 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 \$140.00/hour for testing and \$170.00/hour for maintenance services.

The current contract was procured through M.G.L. c. 30, §39M, as dictated by M.G.L. c. 149, §44A, and was vetted through a very carefully drafted Invitation for Bids, seeking the lowest responsible and eligible bidder. We have reviewed market conditions and have determined that no firm would likely meet the rate received in the 2019 bid.

BBE/Buckley has continued to perform extremely well in its current contract with the Town. Given this set of circumstances, as well as BBE/Buckley'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 June 24, 2020, and ending on June 23, 2021. Assuming the Board of Selectmen/Selectboard are so inclined to do so, renewal may be accomplished by executing the attached draft correspondence to BBE/Buckley. Please advise if you have any questions or require additional information.

Funding: Facilities Department Operating Budget (\$16,320.00, estimated)

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

May 11, 2020

Linda Buckley, Esq., President  
Buckley Elevator/BBE Corporation  
27 Congress Street  
Suite 205-5  
Salem, MA 01970

*RE: Elevator Testing and Maintenance Services  
NOTICE OF EXERCISE OF FIRST RENEWAL TERM*

Dear Ms. Buckley:

As you are aware, the Town of Natick, Massachusetts and BBE Corporation ("Buckley Elevator") are parties to a contract for elevator testing and maintenance services in the Town of Natick ("Contract.")

Article 3 of the Contract, dated June 24, 2019, entitled "Term," provides as follows: "The term of this Contract shall commence as of the date set forth in the opening paragraph of this Contract, and shall end one (1) year later. At the sole discretion of the Town, this Contract may be renewed for one (1) or two (2) additional one (1)-year terms."

On May 11, 2020, the Town of Natick, by vote of the Natick Board of Selectmen, exercised its option to extend the Contract for one (1) additional one (1)-year renewal term. This option year shall expire on June 23, 2021. This letter shall serve as notice to Buckley Elevator 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 Board of Selectmen

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Jonathan H. Freedman, Chair

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Karen Adelman-Foster, Vice Chair

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Richard P. Jennett, Jr., Clerk

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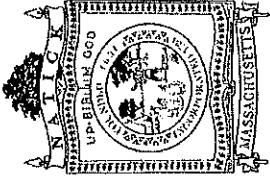
Michael J. Hickey, Jr.

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Susan G. Salamoff

cc. William D. Chenard, Deputy Town Administrator - Operations  
Jeremy Marsette, Director, Natick Public Works  
Arti P. Mehta, Comptroller  
Karis L. North, Esq.





# TOWN OF NATICK

## Massachusetts 01760

[www.natickma.gov](http://www.natickma.gov)

Bryan R. Le Blanc  
Procurement Officer

VIA REGULAR MAIL ([buckley@buckleyelevator.com](mailto:buckley@buckleyelevator.com))

July 24, 2019

Linda Buckley, Esq., President  
Buckley Elevator/BBE Corporation  
27 Congress Street  
Suite 205-5  
Salem, MA 01970

RE: Elevator Maintenance and Testing/Notice of Award/Town of Natick

Dear Ms. Buckley:

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

I invite you to reach out to Kevin Coxall, Facilities Maintenance Manager, for project-related questions. Mr. Coxall is managing this project. He may be reached at [kcoxall@natickma.org](mailto:kcoxall@natickma.org) or at 508-647-6400, ext. 1504.

All prevailing wage reports for the project should be filed with Mr. Coxall ([kcoxall@natickma.org](mailto:kcoxall@natickma.org)) and with the Procurement Office ([bleblanc@natickma.org](mailto:bleblanc@natickma.org)).

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

Very truly yours,

Bryan R. Le Blanc



Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

This Contract is made this twenty-fourth day of June 2019, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and Buckley Elevator (BBE Corporation), a corporation organized under the laws of the Commonwealth of Massachusetts, with a principal office located at 27 Congress Street, Suite 205-5 Salem, MA 01970 (hereinafter the "Contractor").

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

1. Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide services related to elevator maintenance/testing in the Town of Natick, as set forth in the Invitation for Bids for Services Related to Elevator Maintenance/Testing in the Town of Natick ("IFB"), issued by the Board of Selectmen of the Town of Natick, Massachusetts, which is incorporated herein by reference.

2. Standard of Care

The Contractor's services shall be performed as expeditiously as is consistent with professional skill and care and the orderly progress of the work. The Contractor shall exercise due care and diligence in the rendition of all services under this Contract in accordance with the applicable professional standards in the eastern Massachusetts area. The Contractor's services shall be performed as expeditiously as is consistent with such standards.

3. Term

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

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

The provisions of the IFB and the Contractor's Bid are incorporated herein by reference. In the event of any conflict among the Contract Documents, the Documents shall be construed according to the following priorities:

|                   |                                 |
|-------------------|---------------------------------|
| Highest Priority: | Amendments to Contract (if any) |
| Second Priority:  | Contract                        |

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

|                  |                             |
|------------------|-----------------------------|
| Third Priority:  | Addenda to the IFB (if any) |
| Fourth Priority: | IFB                         |
| Fifth Priority:  | Contractor's Bid            |

**5. Payment**

In consideration for performance of the work in accordance with the requirements of this Contract, and in accordance with M.G.L. c.30, §39K, the Town shall pay the Contractor the prices set forth in the Contractor's Bid, a copy of which is attached hereto and incorporated by reference. Notwithstanding any other provision herein, the amount of this contract shall not exceed \$16,320.00.

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  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

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

6. Warranty

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warranted against manufacturing and design defect for a minimum of three (3) years after the Town's acceptance of the same. All manufacturers' warranties on any equipment delivered shall be assigned to the Town of Natick.

7. Compliance with Laws

The Contractor shall comply with all provisions of Federal, Massachusetts and Town of Natick law applicable to his work including, without limitation, statutes, by-laws, rules, regulations, orders and directives, as amended, and including, without limitation, the Williams-Steiger Occupational Safety and Health Act of 1970, as amended, and related regulations, as amended, in effect throughout the term of this Contract and any extension or renewal thereof. Without limitation, the Contractor shall comply with the provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws, as amended, and the applicable minimum wage rates as determined by the Massachusetts Commissioner of Labor and Industries. This Contract shall be considered to include in their entirety all terms respecting workers' compensation insurance and other terms required to be included in it by Chapter 152 of the Massachusetts General Laws, as amended, and applicable provisions of any other laws, including, without limitation, Chapter 30, Sections 39F, 39G, 39K, 39L, 39M, 39N, 39O, 39P, and 39R of the Massachusetts General Laws, as amended, and Chapter 149, Sections 34, 34A, and 34B of the Massachusetts General Laws, as amended, and Chapter 82, Section 40 of the Massachusetts General Laws, as amended, as though such terms were set forth in their entirety herein.

8. Insurance

The Contractor shall provide and maintain throughout the term of the Contract and any extension or renewal thereof the following insurance with companies that are authorized and licensed in the Commonwealth of Massachusetts to issue policies for the coverages and limits so required.

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

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.
- c. Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.
- d. Excess Liability Insurance, Umbrella Form - \$1,000,000 each occurrence and \$2,000,000 aggregate, which shall be following form, providing coverage over commercial general liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- e. The Town of Natick shall be named as an additional insured on each such policy of Commercial General Liability Insurance, Excess Liability Insurance, Umbrella Form, and Automobile Liability Insurance.
- f. All certificates and policies shall contain the following provision:  
  
"Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place."
- g. Certificates evidencing such insurance in five (5) copies shall be furnished to the Town at the execution of this Agreement. Such certificates shall not merely name the types of policy provided, but shall specifically refer to this Agreement and shall state that such insurance is as required by this 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
- h. The Contractor shall also be required to provide to the Town of Natick with its proof of insurance coverage endorsements or riders to the policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form, which indicate that the Town of Natick is named as an additional insured on each such policy.
- i. No insurance shall be obtained from an insurer which:

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

- (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.

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

11. **Familiarity with Area of Work**  

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

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

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

The Contractor shall provide services under this Contract as an independent contractor with the Town of Natick, and not as an employee of the Town of Natick. No employee, agent or representative of the Contractor shall be entitled to receive any benefits of employment with the Town of Natick, including, without limitation, salary, overtime, vacation pay, holiday pay, sick leave, health insurance, life insurance, pension or deferred compensation.
15. **Use of Alcohol and Controlled and/or Mood Altering Substances Prohibited**  

The Contractor hereby acknowledges that the use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Town of Natick property which is the subject matter of this 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



Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

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.

16. No Smoking

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

17. CORI/SORI Requirements

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

18. Delays/*Force Majeure*

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

19. Termination

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

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

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

b. If any assignment shall be made by the Contractor or by any guarantor of the Contractor for the benefit of creditors, or if a petition is filed by the Contractor or by any guarantor of the Contractor for adjudication as a bankrupt, or for reorganization or an arrangement under any provision of the Bankruptcy Act as then in force and effect, or if an involuntary petition under any of the provisions of the Bankruptcy Act is filed against the Contractor and such involuntary petition is not discharged within ninety (90) days thereafter, in any event the Town may terminate this Contract upon written notice to the Contractor.

c. The award of this Contract and the continued operation of this Contract are contingent upon appropriation by Natick Town Meeting of sufficient money to fund the Contract. Should Natick Town Meeting fail to appropriate necessary funds therefor, the Town of Natick shall no longer be under any obligation to tender performance, including payment, under the terms of this Contract. In that event the Town may terminate this Contract upon written notice to the Contractor.

d. The Town may terminate this Contract upon written notice to the Contractor if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend the Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.

e. The Town may also terminate this Contract for convenience upon thirty (30) days' written notice to the Contractor.

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

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

20. Notices

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

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

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

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

If to the Contractor:   Buckley Elevator (BBE Corporation)  
27 Congress Street  
Suite 205-5  
Salem, MA 01970.

21. Miscellaneous Provisions

- a. Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.
- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
- c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

- d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
- e. The Contractor shall maintain the confidentiality of information designated by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.
- f. The Contractor shall not represent or purport to represent that it speaks for the Town vis-à-vis the media or the public at-large without the Town's express, written consent in advance.
- g. Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an after-hours emergency.
- h. By entering into this Agreement, the Contractor certifies under penalties of perjury that its Bid was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- i. By entering into this Agreement, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C, Section 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Bid documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

1. The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap. The previous sentence shall include, but not be limited to, the following: advertising; recruitment; hiring; rates of pay or other forms of compensation; terms; conditions or privileges of employment; employment upgrading; transfer; demotion; layoff; and termination. The Contractor shall take affirmative actions to insure that applicants are employed, and that employees are treated during their employment, without regard to race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap.
- m. To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections in this 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.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

- s. If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.
- t. The provisions of this Contract shall be binding upon and shall inure to the benefit of the heirs, assigns and successors in interest of the parties.
- u. This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues or principles.
- v. This Contract is executed in triplicate as a sealed instrument.

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

The Town of Natick, Massachusetts

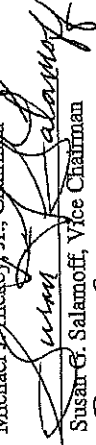
Buckley Elevator (BBE Corporation)

by: the Natick Board of Selectmen

by:


  
Michael I. Hickey, Jr., Chairman

  
Signature

  
Susan G. Salamoff, Vice Chairman

  
Printed Name

  
Jonathan H. Friedman, Clerk

  
Printed Title

  
Karen Adelman-Foster

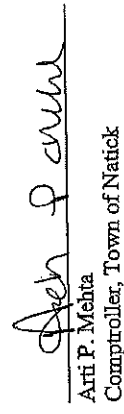
  
Richard P. Jennett, Jr.

Dated: 7/23/19

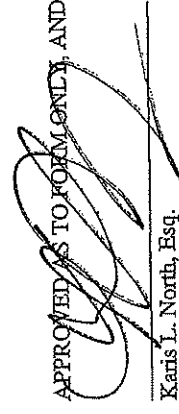
Dated: 7/11/19

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.

  
Ari P. Mehta  
Comptroller, Town of Natick

Dated: 7.16.19

  
Karis L. North, Esq.

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

Dated: 7/22/19

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

CERTIFICATE OF VOTE

I, Stephen Beardon, hereby certify  
(Clerk/Secretary)

that I am the duly qualified and acting COO of  
(Corporation Name) BBE Corp (Title)

and I further certify that at a meeting of the Directors of said Corporation duly called and held on June 20 19 at which meeting all Directors were present and voting, the following vote was unanimously passed:

VOTED: To authorize and empower either Stephen Beardon  
(Name) (Title)

Linda Buckley (Name) (Title) President, or  
(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 1 day of July, 2019 and has not been changed or modified in any respect.

Signature

Stephen Beardon

Printed Name

COO

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

The undersigned hereby submits a sealed bid for services related to elevator maintenance/  
testing in the Town of Natick.

Printed Name of Bidder:

Backley Elevator ; BBE Corporation

Address:

27 Congress Street

Suite 205-S

Salem MA 01970

- A. HOURLY RATE TO PERFORM TESTING SERVICES - \$ 140 PER HOUR  
(ASSUMING 1 HOUR PER ELEVATOR PER QUARTER) x 4 QUARTERS x 17  
ELEVATORS IN NATICK) = \$ 9520
- + B. HOURLY RATE TO PERFORM ON-CALL MAINTENANCE SERVICES -  
\$ 170 PER HOUR x FORTY (40) HOURS - NATICK'S  
HISTORICAL NUMBER OF ON-CALL MAINTENANCE HOURS PER YEAR =  
\$ 6800

TOTAL SUM OF A + B (FOR YEARLY BID COMPARISON PURPOSES)

\$ 16,320

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 BIDDER, IN ANY CONTRACT WITH THE TOWN, SHALL ONLY BE PAID FOR TOTAL HOURS ACTUALLY WORKED.

Bidder acknowledges receipt of addenda nos. N/A

Bidder certifies as follows:

- A. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
- B. Bidder holds all applicable documentation and Insurance in accordance with this invitation for Bids. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with the Contract.)
- C. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
- D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
- E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall demonstrate that it is an established business with a minimum of five (5) years' experience in providing the type of services represented in this IFB. Bidder's verifiable experience record shall be acceptable to the Town. (Bidder shall attach to the Bid Form a short statement of the status of the business, the year of incorporation/commencement, a list of any name changes, and a list of any lawsuits pending against it.
- F. Bidder provides supervision of all workers performing under all contracts held and pledges to provide such supervision under any contract awarded by the Town.

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

H. Bidder has suitable financial status to meet obligations incident to the work. (Bidder shall attach to the Bid Form a financial statement that shows the Bidder's present financial status.

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

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

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

L. Bidder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

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

The undersigned understands that, pursuant to M.G.L. c.30, §39M, the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, to the lowest responsible and eligible Bidder, based upon the hourly rates for the two (2) following quantities.

For bid comparison purposes, we shall use a yearly total sum of the following two (2) quantities:

1. Bidder's hourly rate per elevator (assuming a 1 hour test per elevator per quarter) to perform quarterly testing x 17 elevators/lifts x 4 quarters per year in the Town of Natick; plus
2. Bidder's hourly rate to perform on-call maintenance services x forty (40) hours historically used per year.

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

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

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

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

*[Signature]*  
Sylvia Leada

Printed Title

Chief Quality Officer

Date

6/5/19

If a Corporation:  
Full Legal Name BBG Corporation

Officers of Corporation and Addresses

Linda Buckley - President - 24 Adams Road, Mattitland MA

Tom Buckley - VP - 34 Miele Lane, Braintree MA

Steve Anden - COO - 220 Woburn St Reading, MA

Mike Buckley - Treasurer -

State of Incorporation MA

Principal Place of Business 27 Congress St

Suite 205-5

Salem, MA 01970

Telephone Number 978-594-1197

Qualified in Massachusetts Yes ☒ No ☐

Principal Place of Business in Massachusetts

12 "

Telephone Number 978-594-1197

Full Legal Name of Surety Company

BBE Corporation

Principal Place of Business of Surety Company

Deane's Insurance

100 Western Park Dr, Woburn MA

Telephone Number 781-935-8480

Admitted in Massachusetts Yes ☒ No ☐

Place of Business in Massachusetts

Sell AS drive

Telephone Number 781-935-8480

Appendix 2  
CERTIFICATE OF NON-COLLUSION

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

BBE Corporation; Burey Berber  
Name of Bidder  
27 Congress St. Salem MA 01970  
Address of Bidder  
978-599-1197

Telephone Number  
By: [Signature]  
(Signature)  
Stephen Rader  
Printed Name  
CEO  
Printed Title  
6/5/19  
Date

Appendix 3  
CERTIFICATE OF TAX COMPLIANCE

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

BBS Corporation, Beverly Beach  
Name of Bidder

27 Congress St  
Address of Bidder

36 West 5th Street #4  
978-594-1197  
Telephone Number

By: [Signature]  
(Signature)

Stephen Jordan  
Printed Name

COO  
Printed Title

6/5/19  
Date



Appendix 4  
CONFLICT OF INTEREST CERTIFICATION

The Bidder hereby certifies that:

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

BBE-Corporation ; Beverly Hancock

Name of Bidder

27 Congress St

Address of Bidder

Sk 255-5

Salem MA

Telephone Number

By: [Signature]

(Signature)

Stephen Kunka

Printed Name

COO

Printed Title

6/5/19

Date

Appendix 5  
CERTIFICATE OF CORPORATE BIDDER

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

(Corporate Seal)

Name of Bidder BBE City Brewery Alameda

Address of Bidder 27 Congress St

416 205-5

Telephone Number 504 205-2190

By: [Signature]  
(Signature)

Printed Name Shelva Nelson

Printed Title COO

Date 6/5/19

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

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

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

BEE Corporation, Building Elevator  
Name of Bidder

77 Congress St  
Address of Bidder

56 205-5 Salem MA

978-594-1197  
Telephone Number

By: [Signature]  
(Signature)

Steven Anderson  
Printed Name

CEO  
Printed Title

6/5/19  
Date

Appendix 7

CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS

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

BBC Corporation, a Minority Enterprise  
Name of Bidder

27 Century St Ste 207-5  
Address of Bidder

Salem, MA 01970

978-594-1197  
Telephone Number

By: [Signature]  
(Signature)

Steven Hadden  
Printed Name

Cec  
Printed Title

6/5/19  
Date

Appendix 8  
CERTIFICATE OF NON-DEBARMENT

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

BBC Corporation  
Name of Bidder  
27 Congress St 205-5  
Address of Bidder  
Salem, MA 01970  
Telephone Number  
978-594-1197  
By: [Signature]  
(Signature)  
Stephen Radden  
Printed Name  
CEO  
Printed Title  
10/5/19  
Date

# BID BOND

## Document A310™ - 2010

Conforms with The American Institute of Architects AIA Document 310

**CONTRACTOR:**  
(Name, legal status and address)  
BBE Corporation

27 Congress Street Ste 205-5  
Salem, MA 01970

**SURETY:**  
(Name, legal status and principal place of business)  
Boston Indemnity Company, Inc.  
P.O. Box 6  
Florham Park, NJ 07932

**OWNER:**  
(Name, legal status and address)  
Town of Natick  
MA

This document has important legal consequences. Consultation with an attorney is encouraged with respect to the completion or modification.  
Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

**BOND AMOUNT:** \$ Five Percent of the Attached bid (5%)

**PROJECT:**

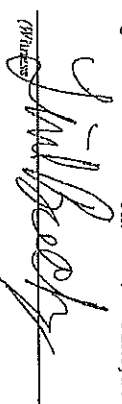
(Name, location or address, and Project number, if any)  
Services Related to Elevator Maintenance/Testing

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days to the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.


If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be the Contractor.


When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, 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.

Signed and sealed this 6th day of June, 2019

  
(Witness)

  
(Witness)

**BBE Corporation**  
(Principal)  
  
(Title)

**Boston Indemnity Company, Inc.**  
(Surety)  
  
(Title)

**David A. Boutlette, Attorney-in-Fact**

# Boston Indemnity Company, Inc.

I, KNOW ALL MEN BY THESE PRESENTS, that BOSTON INDEMNITY COMPANY, INC., a South Dakota Corporation, with its principal office in North Andover, MA, does hereby constitute and appoint James J. Axon, David A. Boudette, Michael F. Carney, Adam W. DeSanctis, Michael T. Gilbert, Bryan F. Juwa, Gregory D. Juwa, Wilder Parks Jr., Paul A. Patalano

is true and lawful Attorney(s)-in-Fact to make, execute, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or other writings obligatory in nature of a bond.

This authority is made under and by the authority of a resolution which was passed by the Board of Directors of BOSTON INDEMNITY COMPANY, INC., on the 1<sup>st</sup> day of October, 2018 as follows:

Resolved, that the President of the Company is hereby authorized to appoint and empower any representative of the Company or other person or persons as Attorney-in-Fact to execute on behalf of the Company any bonds, undertakings, policies, contracts of indemnity or other writings obligatory in nature of a bond not to exceed Four Million dollars (\$4,000,000.00), which the Company might execute through its duly elected officers, and affix the seal of the Company thereto. Any said execution of such documents by an Attorney-in-Fact shall be as binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company. Any Attorney-in-Fact, so appointed, may be removed for good cause and the authority so granted may be revoked as specified in the Power of Attorney.

Resolved, that the signature of the President and the seal of the Company may be affixed by facsimile on any power of attorney granted, and the signature of the Secretary, and the seal of the Company may be affixed by facsimile to any certificate of any such power and any such power or certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certificate so executed and sealed shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS THEREOF, BOSTON INDEMNITY COMPANY, INC., has caused this instrument to be signed by its President, and its Corporate Seal to be affixed this 15th day of October, 2018.



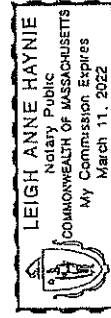
BOSTON INDEMNITY COMPANY, INC.

BY

*Matthew J. Semeraro*  
Matthew J. Semeraro  
President

## ACKNOWLEDGEMENT

On this 15th day of October, 2018, before me, personally came Matthew J. Semeraro to me known, who being duly sworn, did depose and say that he is the President of BOSTON INDEMNITY COMPANY, INC., the corporation described in and which executed the above instrument; that he executed said instrument on behalf of the corporation by authority of his office under the By-Laws of said corporation.



BY

*Leigh Anne Haynie*  
Leigh Anne Haynie  
Notary Public

## CERTIFICATE

I, the undersigned, Secretary of BOSTON INDEMNITY COMPANY, INC., A South Dakota Insurance Company, DO HEREBY CERTIFY that the original Power of Attorney of which the foregoing is a true and correct copy, is in full force and effect and has not been revoked and the resolutions as set forth are now in force.

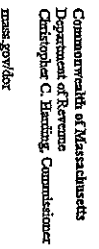
Signed and Sealed at Houston, TX this 6th Day of June, 2019.



BY

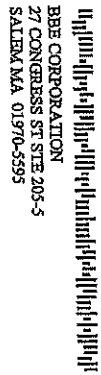
*Leslie K. Shaunty*  
Leslie K. Shaunty  
Secretary

**WARNING:** Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.



Letter ID: L1699650432  
Notice Date: June 4, 2019  
Case ID: 0-000-496-287

**CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE**



The Commissioner of Revenue certifies that, as of the date of this certificate, HBE CORPORATION is in compliance with its tax obligations under Chapter 62C of the Massachusetts General Laws.

This certificate doesn't certify that the taxpayer is compliant in taxes such as unemployment insurance 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 through Friday, 8:30 a.m. to 4:30 p.m..

Visit [mass.gov/dor](http://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
- Sign up for e-billing to save paper
- Make payments or set up autopay

Edward W. Gifford

Edward W. Coyle, Jr., Chief  
Collections Bureau







*The Commonwealth of Massachusetts*  
*Executive Office for Administration and Finance*  
*Division of Capital Asset Management and Maintenance*

CHARLES D. BAKER  
GOVERNOR

KARYN E. POLITO  
LIEUTENANT GOVERNOR

One Ashburton Place, 15th Floor  
Boston, Massachusetts 02108  
Tel: 857-204-1305  
Fax: 617-727-8284

Email: Certification.DCMM@state.ma.us

MICHAEL J. HEFFERNAN  
SECRETARY ADMINISTRATION &  
FINANCE

CAROL W. GLADSTONE  
COMMISSIONER

Prime/General

Certificate of Contractor Eligibility

CONTRACTOR IDENTIFICATION NUMBER: 2982

This Certificate Shall be Used for Submitting Prime/General Bids Only

1. CERTIFICATION PERIOD

This Certificate is valid from 02/25/2019 to 02/24/2020\*

2. CONTRACTOR'S NAME:

BBE Corporation dba Buckley Elevator

3. CONTRACTOR'S ADDRESS:

27 Congress St - Suite 205-S, Salem, MA 01970

4. WORK CATEGORIES:

This Contractor is certified to file bids under Massachusetts General Laws Chapter 149, Chapter 149A and Chapter 25A in the following checked Categories of Work:

☐ Alarm Systems  
☐ Asbestos Removal  
☐ Deleading  
☐ Demolition  
☐ Doors and Windows  
☐ Electrical  
☐ Electronic Security Systems  
☒ Elevators

☐ Emergency Management System  
☐ Exterior Siding  
☐ Fire Protection Sprinkler Systems  
☐ Floor Covering  
☐ General Building Construction  
☐ HVAC  
☐ Historical Building Restoration  
☐ Historical Masonry

☐ Historical Painting  
☐ Historical Roofing  
☐ Masonry  
☐ Mechanical Systems  
☐ Modular Construction/Prefab  
☐ Painting  
☐ Plumbing

☐ Pumping Stations  
☐ Roofing  
☐ Sewage and Water Treatment Plants  
☐ Telecommunications Systems  
☐ Waterproofing  
☐ Special (for DCMM pre-approved projects only)

5. EVALUATIONS:

Number of Projects Evaluated: 8  
Average Project Evaluation Rating: 88  
Number of Projects Below Passing: 0

6. PROJECT LIMITS:

Single Project Limit (SPL): \$1,073,000  
Aggregate Work Limit (AWL): \$9,994,000  
General Building Construction Limit: \$N/A

7. SUPPLIER DIVERSITY OFFICE CERTIFICATION: Yes

☐ VBE ☐ LGBTBE ☐ MBE ☐ MWBE ☒ WBE ☐ SDVOBE ☐ DOBE

Brian K. McPherson, Director of Access & Opportunity, for  
Carol W. Gladstone, Commissioner

01/26/2019  
Approval Date

\* NOTE TO CONTRACTORS: Complete Applications for Renewal of Contractor Eligibility are due no later than three months PRIOR to the Expiration Date of the Certification Period shown above. Failure to submit Complete Application timely may result in a gap in Certification or a lapse in Certification altogether for your Company.

Reviewer's Initials: KI



Buckley Elevator

#### STATEMENT OF STATUS

##### Summary for: BBE CORPORATION

The exact name of the Domestic Profit Corporation: BBE CORPORATION

Entity Type: Domestic Profit Corporation

Identification Number: 273028514

Old ID Number: 001032123

Date of Organization in Massachusetts: 07-12-2010

##### Address:

27 CONGRESS STREET SUITE 205-5

SALEM, MA 01970 USA

The name and address of the Registered Agent:

##### Name:

LINDA BUCKLEY

27 CONGRESS ST. SUITE 205-5

SALEM, MA 01970 USA

Buckley Elevator has been performing work similar to that required in this bid since 2010. Buckley Elevator has been providing Elevator Maintenance and Service for municipalities of similar size to the Town of Natick during that time.

References are available upon request.

  
Steve Reardon

Chief Operating Officer

Buckley Elevator - a BBE Corporation Company  
27 Congress Street - Suite 205-5, Salem, MA 01970  
978-594-1197 Office 978-336-0436 Fax  
South Shore Office - 106 Finnell Drive Unit #7, Weymouth, MA 02188  
[www.buckleyelevator.com](http://www.buckleyelevator.com)



NOTEPAD:

HOLDER CODE CORCO-7  
INSURED'S NAME BBE Corporation

BBECO-1  
OP ID: JC

PAGE 2  
Date 04/04/2019

... Performed by the named insured. Excess policy to follow forum.  
Insurance is primary and all other are non-contributory.

# DESANCTIS INSURANCE AGENCY, INC.

100 Unicorn Park Drive  
Woburn, Massachusetts 01801

Phone: (781) 935-8480  
Fax: (781) 933-5645

June 6th, 2019

Town of Natick

RE: BBE Corporation

PROJECT: Services Related to Elevator Maintenance/Testing

To Whom It May Concern:

DeSanctis Insurance Agency, Inc. has made arrangements with Boston Indemnity Company, Inc., to issue a certain Performance and Payment Bond in favor of BBE Corp. in connection with the proposed contract between BBE Corp. and Town of Natick which is in the range of \$50,000.

This letter is written with the understanding that the Surety's obligation only relates to the proposed contract and bond forms and is also subject to receipt, review and acceptance of any necessary underwriting data. This commitment will expire in sixty (60) days from the bid date.

Please be advised that this letter is not pre-qualifying the client for Subcontractor Default Insurance. We accept no responsibility whatsoever as to the qualifying requirements of this client for the underwriting of Subcontractor Default Insurance.

Please note any arrangement for performance and/or payment bonds is a matter between the contractor and surety. We assume no liability to third parties, or to you, if for any reason we elect not to execute said bond(s).

Sincerely,



Attorney-in-fact  
David A. Boutiette

POWER OF ATTORNEY  
BC-400507  
Boston Indemnity Company, Inc.

KNOW ALL MEN BY THESE PRESENTS, that BOSTON INDEMNITY COMPANY, INC., a South Dakota Corporation, with its principal office in North Andover, MA, does hereby constitute and appoint:  
James J. Axon, David A. Boutlette, Michael F. Carney, Adam W. DeSantis, Michael T. Gilbert, Bryan F. Juwa, Gregory D. Juwa, Wilder Parks Jr., Paul A. Patalano

its true and lawful Attorney(s)-in-Fact to make, execute, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or other writings obligatory in nature of a bond.

This authority is made under and by the authority of a resolution which was passed by the Board of Directors of BOSTON INDEMNITY COMPANY, INC., on the 1<sup>st</sup> day of October, 2018 as follows:

Resolved, that the President of the Company is hereby authorized to appoint and empower any representative of the Company or other person or persons as Attorney-In-Fact to execute on behalf of the Company any bonds, undertakings, policies, contracts of indemnity or other writings obligatory in nature of a bond not to exceed Four Million dollars (\$4,000,000.00), which the Company might execute through its duly elected officers, and affix the seal of the Company thereto. Any said execution of such documents by an Attorney-In-Fact shall be as binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company. Any Attorney-In-Fact, so appointed, may be removed for good cause and the authority so granted may be revoked as specified in the Power of Attorney.

Resolved, that the signature of the President and the seal of the Company may be affixed by facsimile on any power of attorney granted, and the signature of the Secretary, and the seal of the Company may be affixed by facsimile to any certificate of any such power and any such power or certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certificate so executed and sealed shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS THEREOF, BOSTON INDEMNITY COMPANY, INC., has caused this instrument to be signed by its President, and its Corporate Seal to be affixed this 15th day of October, 2018.

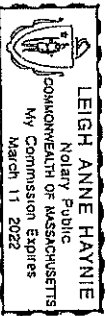


BOSTON INDEMNITY COMPANY, INC.

BY Matthew J. Semeraro  
Matthew J. Semeraro  
President

ACKNOWLEDGEMENT

On this 15th day of October, 2018, before me, personally came Matthew J. Semeraro to me known, who being duly sworn, did depose and say that he is the President of BOSTON INDEMNITY COMPANY, INC., the corporation described in and which executed the above instrument, that he executed said instrument on behalf of the corporation by authority of his office under the By-laws of said corporation.



BY Leigh Anne Haynie  
Leigh Anne Haynie  
Notary Public

CERTIFICATE

I, the undersigned, Secretary of BOSTON INDEMNITY COMPANY, INC., a South Dakota Insurance Company, DO HEREBY CERTIFY that the original Power of Attorney of which the foregoing is a true and correct copy, is in full force and effect and has not been revoked and the resolutions as set forth are now in force.

Signed and Sealed at Houston, TX this 6th Day of June, 2019.



BY Leslie K. Straunty  
Leslie K. Straunty  
Secretary

**WARNING:** Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.



BBECO-1

OP ID: CD

## CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

06/04/2019

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

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

|  |   |   |
|--|---|---|
| PRODUCER<br>DeSanctis Insurance Agency, Inc.<br>100 Unicorn Park Drive<br>Webb, MA 01801 | CONTACT<br>NAME<br>PHONE<br>FAX<br>E-MAIL<br>ADDRESS  | INSURER'S AFFORDING COVERAGE<br>NAIC #    |
| INSURED<br>BBE Corporation<br>dba Buckley Elevator<br>PO Box 925<br>Salem, MA 01970      | INSURER A: Great American Insurance<br>INSURER B: U.S. Fire Insurance Company<br>INSURER C: Crum & Forster Insurance Co.<br>INSURER D: Liberty Mutual Insurance Cos.<br>INSURER E: Harleysville Insurance<br>INSURER F: | 16691<br>21113<br>42471<br>23043<br>26182 |

REVISION NUMBER:

CERTIFICATE NUMBER:

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

| INSURER<br>LTD. | TYPE OF INSURANCE  | ADDITIONAL<br>INSURED | POLICY NUMBER    | POLICY EFF.<br>DATE (MM/DD/YYYY) | POLICY EXP.<br>DATE (MM/DD/YYYY) | LIMITS  |
|-----------------|--|-----------------------|------------------|----------------------------------|----------------------------------|---|
| A               | <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY<br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br><input checked="" type="checkbox"/> XCU Hazards<br><input checked="" type="checkbox"/> BIKI Contractual<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br><input type="checkbox"/> OTHER |                       | GLP194861401     | 10/26/2018                       | 10/26/2019                       | EACH OCCURRENCE \$ 1,000,000<br>DAMAGE TO RENTED PREMISES (per occurrence) \$ 300,000<br>MED EXP (per one person) \$ 10,000<br>PERSONAL & ADV INJURY \$ 1,000,000<br>GENERAL AGGREGATE \$ 4,000,000<br>PRODUCTS - COM/OF AGS \$ 4,000,000<br>Pollution COVERED SINGLE LIMIT \$ 100,000<br>COVERED (per accident) \$ 1,000,000<br>BODILY INJURY (per person) \$<br>BODILY INJURY (per accident) \$<br>PROPERTY DAMAGE (per person) \$<br>PROPERTY DAMAGE (per accident) \$ |
| C               | <input type="checkbox"/> AUTOMOBILE LIABILITY<br><input type="checkbox"/> ANY AUTO<br><input type="checkbox"/> ALL OWNED AUTOS<br><input checked="" type="checkbox"/> HIRED AUTOS<br><input type="checkbox"/> SCHEDULED AUTOS<br><input checked="" type="checkbox"/> NON-OWNED AUTOS   |                       | 1337446107       | 10/26/2018                       | 10/26/2019                       | EACH OCCURRENCE \$ 5,000,000<br>AGGREGATE \$ 5,000,000  |
| D               | <input checked="" type="checkbox"/> UMBRELLA LIAB<br><input type="checkbox"/> EXCESS LIAB<br><input type="checkbox"/> RETENTION \$<br><input type="checkbox"/> CLAIMS-MADE<br><input type="checkbox"/> NONE  |                       | 100027926102     | 10/26/2018                       | 10/26/2019                       | EACH OCCURRENCE \$<br>AGGREGATE \$  |
| B               | WORKERS COMPENSATION AND EMPLOYERS LIABILITY<br>ANY EMPLOYERS OR CONTRACTORS<br>OFFICER/OWNER EXCLUDED?<br>If yes, describe order (Mandatory in NH)  | Y/N<br>N/A            | 4087351377<br>MA | 10/26/2018                       | 10/26/2019                       | PER STATUTE<br>X PER EACH ACCIDENT \$ 1,000,000<br>EL DISEASE - EA EMPLOYEE \$ 1,000,000<br>EL DISEASE - POLICY LIMIT \$ 1,300,000  |
| E               | DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)<br>Illustration of Coverage.<br>Property Section  |                       | CP00000028698R   | 07/02/2019                       | 07/02/2020                       | BPP<br>Deduct 500   |

Description of Operations / Locations / Vehicles (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Illustration of Coverage.

|  |  |
|--|--|
| CERTIFICATE HOLDER   | CANCELLATION   |
| Town of Natick<br>13 East Central Street, Rm 205<br>Natick, MA 01760 | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. |
|  | AUTHORIZED REPRESENTATIVE<br><i>Christine B Gallagher</i>  |

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ACORD 25 (2014/01)

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**William Francis Galvin**  
Secretary of the Commonwealth of Massachusetts

## Corporations Division

### Business Entity Summary

ID Number: 273028514

[Request certificate](#)

[New search](#)

Summary for: BBE CORPORATION

The exact name of the Domestic Profit Corporation: BBE CORPORATION

Entity type: Domestic Profit Corporation

Identification Number: 273028514 Old ID Number: 001032123

Date of Organization in Massachusetts:  
07-12-2010

Last date certain:

Current Fiscal Month/Day: 12/31 Previous Fiscal Month/Day: 12/31

The location of the Principal Office:

Address: 27 CONGRESS STREET SUITE 205-5

City or town, State, Zip code, SALEM, MA 01970 USA

Country:

The name and address of the Registered Agent:

Name: LINDA BUCKLEY

Address: 27 CONGRESS ST. SUITE 205-5

City or town, State, Zip code, SALEM, MA 01970 USA

Country:

The Officers and Directors of the Corporation:

| Title                         | Individual Name     | Address                                    |
|-------------------------------|---------------------|--|
| PRESIDENT                     | LINDA A BUCKLEY ESQ | 24 ADAMS ROAD MARBLEHEAD, MA 01945<br>USA  |
| PRESIDENT                     | LINDA BUCKLEY ESQ   | 24 ADAMS ROAD MARBLEHEAD, MA 01945<br>USA  |
| TREASURER                     | MICHAEL BUCKLEY     | 34 MICHELE LANE BRAINTREE, MA 02184<br>USA |
| SECRETARY                     | STEPHEN J REARDON   | 220 WOBURN ST READING, MA 01867<br>USA     |
| CHIEF<br>OPERATING<br>OFFICER | STEPHEN J REARDON   | 220 WOBURN ST READING, MA 01867<br>USA     |
| VICE PRESIDENT                | THOMAS BUCKLEY      | 34 MICHELE LANE BRAINTREE, MA 02184<br>USA |



|          |                       |   |
|----------|-----------------------|---|
| DIRECTOR | TIMOTHY M REARDON     | 69 LOWELL ST READING, MA 01867 USA      |
| DIRECTOR | THOMAS BUCKLEY        | 34 MICHELE LANE BRAINTREE, MA 02184 USA |
| DIRECTOR | LINDA A. BUCKLEY ESQ. | 24 ADAMS ROAD MARBLEHEAD, MA 01945 USA  |
| DIRECTOR | STEPHEN J REARDON     | 50 HERBERT ROAD BRAINTREE, MA 02184 US  |

Business entity stock is publicly traded: ☐

The total number of shares and the par value, if any, of each class of stock which this business entity is authorized to issue:

| Class of Stock | Par value per share | No. of shares | Total Authorized | Total par value | Total issued and outstanding | No. of shares |
|----------------|---------------------|---------------|------------------|-----------------|------------------------------|---------------|
| CNP            | \$ 0.00             | 1,000         | \$ 0.00          | 1,000           |                              |               |

☐ Consent ☐ Confidential ☐ Data ☐ Merger ☐ Allowed ☐ Manufacturing

View filings for this business entity:

ALL FILINGS  
Administrative Dissolution  
Annual Report  
Application For Revival  
Articles of Amendment

[View filings](#)

Comments or notes associated with this business entity:

[New search](#)



Buckley Elevator

#### STATEMENT OF STATUS

##### BBE CORPORATION

Entity type: Domestic Profit Corporation

Date of Organization in Massachusetts: 07-12-2010

##### Address:

27 CONGRESS STREET SUITE 205-5  
SALEM, MA 01970 USA

Buckley Elevator does not have any lawsuits pending against it.

Buckley Elevator has been performing work similar to that required in this bid since 2010. Buckley Elevator has been providing Elevator Maintenance and Service for municipalities of similar size to the Town of Natick during that time.

References are available upon request.

Steve Reardon  
Chief Operating Officer

Buckley Elevator - a BBE Corporation Company  
27 Congress Street - Suite 205-5, Salem, MA 01970  
978-594-1197 - Office 978-336-0436 - Fax  
South Shore Office - 106 Finnell Drive Unit #7, Weymouth, MA 02188  
[www.buckleyelevator.com](http://www.buckleyelevator.com)



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

William Francis Galvin  
Secretary of the  
Commonwealth

Date: June 06, 2019

To Whom It May Concern :

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

**BBE CORPORATION**

is a domestic corporation organized on July 12, 2010 , under the General Laws of the Commonwealth of Massachusetts. I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's dissolution; that articles of dissolution have not been filed by said corporation; that, said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.



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

*William Francis Galvin*

Secretary of the Commonwealth

Certificate Number: 19060127610

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

Processed by:



William Francis Galvin  
Secretary of the  
Commonwealth

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

Date: June 06, 2019

To Whom It May Concern :

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

**BBE CORPORATION**

is a domestic corporation organized on July 12, 2010 , under the General Laws of the Commonwealth of Massachusetts. I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's dissolution; that articles of dissolution have not been filed by said corporation; that, said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.

In testimony of which,

I have hereunto affixed the

Great Seal of the Commonwealth

on the date first above written.



*William Francis Galvin*  
Secretary of the Commonwealth

Certificate Number: 19060127610

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

Processed by:

## Corporations Division

Secretary of the Commonwealth of Massachusetts

### Certificate Request Form

| * ID Number | * Entity name   | * Select a certificate type | E-mail delivery          |
|-------------|-----------------|-----------------------------|--------------------------|
| 273028514   | BBE CORPORATION | Good Standing               | <input type="checkbox"/> |

**Fee:**

\$ 12.00

Note: An expedited service fee will be added when this request is completed

Expedited fee:

\$ 3.00

**Special filing instructions:** Enter any details that apply to this request

**Filer's contact information: complete all required (\*) boxes:**

\* Contact name: STEPHEN REARDON  
Business name: BBE CORPORATION  
\* Mailing address: 27 CONGRESS ST  
Additional address detail: SUITE 205-5  
\* City, State, Zip code: SALEM MA 01970  
Country: UNITED STATES  
Contact phone number: 9785941197 Extension: 02963  
\* Contact e-mail address: INFO@BUCKLEYELEVATOR.COM

Providing an email address allows the Corporations Division to contact you quickly if your filing is rejected.

**Town of Natick  
Natick, Massachusetts**

## **INVITATION FOR BIDS**

**FOR**

### **SERVICES RELATED TO ELEVATOR MAINTENANCE/TESTING**

**May 22, 2019**

**BIDS DUE:**

**June 6, 2019, 11:00 A.M. LOCAL TIME**

**Late Bids Will Be Rejected**

**DELIVER COMPLETED BIDS TO:**

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

**TOWN OF NATICK  
NATICK, MASSACHUSETTS 01760**

**NOTICE TO BIDDERS**

The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 ("the Town"), acting through the Natick Board of Selectmen, invites the submission of sealed bids for elevator maintenance/testing services in the Town of Natick. The Invitation for Bids ("IFB") may be obtained from the Procurement Office, c/o Natick Public Works Building, 75 West Street, Natick, MA 01760, by contacting [bleblanc@natickma.org](mailto:bleblanc@natickma.org) between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on May 22, 2019. Sealed Bids will be received until 11:00 A.M. local time, June 6, 2019, at Natick Public Works Building, 75 West Street, Natick, MA 01760, at which time and place all bids will be publicly opened and read. If the Procurement Office within DPW is closed due to weather or other emergency, the deadline for receipt of bids shall be extended until 11:00 A.M. on the next business day that the Procurement Office is open. All Bids shall comply with the IFB issued by the Town of Natick, including, without limitation, Section 1, Instructions to Bidders, and Bid Submission Requirements. The Town reserves the right to waive any informality in or to reject any, any part of, or all Bids in the best interest of the Town. Any Bid submitted will be binding for thirty (30) days subsequent to the time of bid opening. Award is subject to appropriation and vote of the Natick Board of Selectmen.

**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 elevator maintenance/testing 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 [bleblanc@natickma.org](mailto:bleblanc@natickma.org) between 8:00 A.M. and 4:00 P.M. local time, Monday through Thursday, and between 8:00 A.M. and 12:00 P.M. (noon) local time, Friday, beginning on May 22, 2019.

No formal Pre-Bid Conference will be held.

Questions regarding this IFB shall be submitted in writing and shall be delivered to the Procurement Office by email to [bleblanc@natickma.org](mailto:bleblanc@natickma.org) by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on May 30, 2019. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders.

Sealed Bids marked "Town of Natick: Sealed Bid for Services Related to Elevator Maintenance/Testing in the Town of Natick" shall be received by 11:00 A.M. local time, June 6, 2019, at this address:

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

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

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

Each Bid shall be accompanied by a Bid Deposit in the form of a Bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by, a responsible bank or trust company, payable to the Town of Natick, MA. The amount of such Bid Deposit shall be five



(5%) percent of the value of the Bid, which shall be calculated by multiplying the hourly rate times the historical number of hours (108), as indicated in Section 3, below.

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

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

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

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

Changes, modifications or withdrawal of Bids shall be submitted in writing to the Procurement Officer prior to the deadline and shall be contained in a sealed envelope clearly marked, as appropriate, "CORRECTION, MODIFICATION OR WITHDRAWAL OF SEALED BID FOR SERVICES RELATED TO ELEVATOR MAINTENANCE/TESTING IN THE TOWN OF NATICK". No corrections, modifications, or withdrawal of Bids shall be permitted after Bids have been opened.

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

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

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

## **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 [bleblanc@natickma.org](mailto:bleblanc@natickma.org) by the close of business (4:00 P.M. local time, Monday through Thursday, and 12:00 P.M. (noon), Friday) on May 30, 2019. Questions presented after this time shall not be considered. No question shall be considered which is not submitted in writing. Any questions requiring consideration shall be answered in an addendum delivered to all registered Bidders.

## **Section 3. Background & Specifications**

### **A. Scope of Work – As Provided by Natick Facilities Department.**

Pursuant to this IFB, the Successful Bidder shall provide all labor and materials necessary to provide elevator maintenance/testing 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.)

1. The work performed shall consist of, but not necessarily limited to, the furnishing of all necessary supervision, labor, materials, tools, and equipment necessary to perform regularly scheduled maintenance and inspections, general and regency repairs, and mandatory annual full load tests, including annual inspections of all elevator units.
2. The purpose of this service is to reduce wear and prolong the useful life of moving parts through proper maintenance - as well as reporting the results of the annual safety inspection to the Town.
3. The elevator and chairlift services that will be performed are included herein, and their recommended maintenance frequencies are identified herein.
4. It shall be the responsibility of the Successful Bidder to ensure that the services performed are in

compliance with CMR 524, Board of Elevator Regulations, re: practical test as required by Massachusetts General Law c. 143, section 64(8.01(1)).

5. Buildings covered herein shall include:

- a. Natick Town Hall, 13 East Central Street, Natick, MA 01760 – 1 elevator
- b. Natick Police Station, 20 East Central Street, Natick, MA 01760 – 1 elevator
- c. Natick Fire Station, 22 East Central Street, Natick, MA 01760 – 1 elevator
- d. Morse Institute Library, 14 East Central Street, Natick, MA 01760 – 2 elevators
- e. Natick Community/Senior Center, 117 East Central Street, Natick, MA 01760 – 1 elevator, 1 wheelchair platform lift (at stage)
- f. Natick Public Works, 75 West Street, Natick, MA 01760 – 1 freight lift
- g. Natick High School, 15 West Street, Natick, MA 01760 – 2 elevators, also 1 equipment lift at Memorial Field, West Street, Natick, MA 1 elevator Natick Pre-School
- h. Wilson Middle School, 22 Rutledge Road, Natick, MA 01760 – 1 elevator
- i. Kennedy Middle School, 165 Mill Street, Natick, MA 01760 – 1 elevator
- j. Bennett-Hemenway Elementary School, 22 Evergreen Road, Natick, MA 01760 – 1 elevator
- k. Memorial Elementary School, 107 Eliot Street, Natick, MA 01760 – 2 platform wheelchair lifts
- l. Cole Recreation Center, 179 Boden Lane, Natick, MA 01760 – 1 wheelchair platform lift

A full breakdown of the elevators is as follows:

## Town Elevators

| Elevator Location              | Elevator State ID | Manufacturer          | Note |
|--------------------------------|-------------------|-----------------------|------|
| Town Hall                      | 198-P-201         | Thyssenkrupp Elevator |      |
| Police Station                 | 198-P-199         |                       |      |
| Fire Headquarters              | 198-P-200         |                       |      |
| Morse Inst. Library 1<br>Front | 198-P-185         |                       |      |
| Morse Inst. Library 2<br>Rear  | 198-P-186         |                       |      |
| Community Center 1             | 198-P-332         | Canton Elevator       |      |
| Community Center 2             | 198-W-333         |                       |      |
| Cole Center                    | 198-W-163         | Wheel Oyator          |      |
| DPW                            | 198-W-360         | Garaventa Genesis     |      |

## School Elevators

| Elevator Location    | Elevator State ID | Manufacturer   | Note             |
|----------------------|-------------------|--|------------------|
| Bennett Hemenway     | 198-P-203         | Chemcolift Inc Hydraulic El  |                  |
| Brown School         | N/A               |  |                  |
| Johnson School       | N/A               |  |                  |
| Kennedy School       | 198-P-27          | Dover  |                  |
| Lija School          | N/A               |  |                  |
| Memorial School 1    | 198-W-126         | Porch Lift   | In the middle    |
| Memorial School 2    | 198-W-13          | Porch Lift   | Front Lobby      |
| Natick High School 1 | 198-P-300         | Otis   | By Library       |
| Natick High School 2 | 198-P-331         | Otis   | Near Gym         |
| Memorial Field Lift  | 198-W-326         | United Elevatorco - National Wheel-O-Vator (Division of Thyssenkrupp Access) | Football stadium |
| Pre-School           | 198-P-199         |  |                  |
| Wilson               | 198-P-231         | Kone   |                  |

\*Buildings and elevators/lifts may be added to any contract awarded pursuant to this IFB at a later date.

#### **B. Services**

1. Regularly scheduled services, inspection, and maintenance services shall include, but shall not necessarily be limited to, the following: oiling and greasing all mechanical parts, furnishing all necessary lubricants, cleaning and adjusting control panels, and performing appropriate ordinary repairs.
2. Successful Bidder's personnel shall keep the equipment properly adjusted and shall exercise care and precautions to ensure the equipment and equipment closets or rooms are kept clean and are maintained at all times in good, proper and safe operating conditions.
3. Frequencies of services shall be performed on a quarterly basis (Jan-Mar), (Apr-Jun), (Jul-Sep), and (Oct-Dec). Scheduling of visits within the recommended frequencies shall be at the discretion of the Successful Bidder (within normal business hours of the Town).
4. The Successful Bidder shall submit a detailed list of activities to be performed each month at each location as part of the routine service provided.
5. The Successful Bidder shall contact the Department of Facilities prior to the performance of any service in order to notify the proper building personnel. If prior notification is not given, the Successful Bidder will be turned away and will still be responsible for the required services.
6. The Successful Bidder shall submit a detailed list of activities that were performed each month at each location as part of the routine service provided. This list shall also include any repairs needing to be done that were caught during the routine service and that were unable to be accomplished at that time.
7. The Successful Bidder shall provide documentation for each visit – irrespective of the reason for such visit – directly to the Director of Facilities (and not merely to the building representative.)

#### **C. Repairs**

1. Ordinary repairs shall include, but shall not necessarily be limited to, the following: repair to emergency lights, repair to damaged buttons and/or controls, adjustment, repair of malfunctioning doors or misalignment at floor levels, repairs to handrails, replacement of missing screws and bolts within the elevator cars, etc.  
(This is not an inclusive list and is only a summary of ordinary repair type items.)
2. Items that are not considered ordinary are: replacement of pistons, cables, major door hardware;

installation or replacement of emergency lights, telephones, car floor, ceilings or other interior parts; replacement of motors; replacement of electronic boards and or controls; and replacement of contacts. (This is not an inclusive list and is only a summary of non-ordinary repair items.)

3. Obsolete parts, vandalism repairs, and normal repairs are all billable when itemized estimates for them have been presented to the Director of Facilities and when a valid purchase order number for those repairs has been submitted to the Town.

4. For all repairs, it shall be the Successful Bidder's responsibility to notify the Director of Facilities or his/her designee about repairs. (This is needed to correct existing malfunctions or potential malfunctions where such can be determined and to be on call to make such repairs as the Town may order.) This must be done within the month the needs are discovered. Details on which elevator/lift, the exact deficiency, a recommendation on who will do the repairs (Town or Successful Bidder), and a cost estimate are required. The Director of Facilities will submit this work to the Successful Bidder.

5. The maximum response time allowed by the Town is one (1) hour from the first notification (unless the Director of Facilities has agreed on a different time. This different time, when provided, will be presented to the Successful Bidder in writing via email.)

6. Only authorized personnel from the Department of Facilities will make a request for emergency services or repairs.

7. The Successful Bidder shall provide documentation for each visit – irrespective of the reason for such visit – directly to the Director of Facilities (and not merely to the building representative.)

#### **D. Provisions for Services and Repairs**

1. No elevator shall be removed from service for adjustments or maintenance repair unless authorized by the Director of Facilities or his/her designee.

2. No repairs or maintenance shall be started until all material required for the repair or service is on hand on the job site, or in the Successful Bidder's local office.

3. The Successful Bidder will notify the Director of Facilities or his/her designee prior to reporting to any Town facility.

4. Once the repair or service is started, it shall continue without interruption, during normal business hours of the trade, until all repairs are complete.

5. The Successful Bidder shall obtain all permits and shall pay all fees as required. The Department of Facilities will reimburse the Successful Bidder from the original costs for these fees. The Town does not accept material markups.

6. If a Successful Bidder does not pull the proper permits, it will be responsible, to the extent

allowed by law, for any and all fines that may be levied against them. This is non-negotiable.

7. Notice shall be given to the Director of Facilities or his/her designee prior to the shutdown of any elevator or lift along with the duration of the shutdown.

#### **E. Annual Inspections**

1. Once each year during the term of any contract, the Successful Bidder shall furnish all labor, equipment, shall test weights, and shall obtain and pay for all permits and fees to make annual tests. All coordination with state and/or other inspectors and vendors is the responsibility of the Successful Bidder. The cost of the annual test is to be included in the price for the service program. If permit fees are required, the Town shall reimburse the Successful Bidder for the actual price paid by the Successful Bidder. The Town does not accept material markups.

2. Following the annual tests and inspections, the Director of Facilities or his/her designee will require from the Successful Bidder a report detailing any deficiencies or repairs as required by the State Inspector. Specific details on the deficiencies, as well as a cost estimate and a suggestion on who will do the work (Town or Successful Bidder), are required. All deficiencies must be corrected within thirty (30) days of the annual test and inspection.

3. The Successful Bidder shall be required to submit applications for annual inspections to the Department of Public Safety (DPS) at least sixty (60) days prior to the expiration of current inspection certificates. Failure to submit applications may result in DPS fines; and the Successful Bidder (not the Town) shall be responsible for any fines incurred for failure to inspect, up to the maximum allowed by law. Any fines incurred due to late applications are not a reimbursable expense.

4. Conformity of the services and materials with the specifications (and material/price list) and their acceptability to the Town shall be subject to the determination of the Director of Public Facilities or his/her designee.

#### **B. Successful Bidder's Personnel**

The Successful Bidder shall be responsible for any training of his/her/its personnel. The Successful Bidder's personnel shall be adequately trained by the Successful Bidder, shall 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 foreman.

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

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

#### Section 4. Bid Submission Requirements

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

1. A fully executed Bid Form (Appendix 1) (which shall include certification of the following:
  - A. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
  - B. Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with the Contract.)
  - C. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
  - D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
  - E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall demonstrate that it is an established business with a minimum of five (5) years' experience in providing the type of services represented by this IFB. Bidder's verifiable experience record shall be acceptable to the Town. (Bidder shall attach to the Bid Form a short statement of the status of the business, the year of incorporation/commencement, a list of any name changes, and a list of any lawsuits pending against it.



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

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

H. Bidder has suitable financial status to meet obligations incident to the work. (Bidder shall attach to the Bid Form a financial statement that shows the Bidder's present financial status.

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

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

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

L. Bidder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

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

2. A fully executed Certificate of Non-Collusion. (Appendix 2)

3. A fully executed Certificate of Tax Compliance. (M.G.L. c.62C, §49A) (Appendix 3)

4. A fully executed Conflict of Interest Certification. (M.G.L. c.268A) (Appendix 4)

5. A fully executed Certificate of Corporate Bidder, if applicable. (Appendix 5)

6. A fully executed Certificate of Compliance with M.G.L. c.151B. (Appendix 6)

7. A fully executed Certificate of Compliance with EEO/AA/SDO provisions. (Appendix 7)

8. A full executed Certificate of Non-Debarment. (Appendix 8)
9. A Bid Deposit in the form of a Bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by, a responsible bank or trust company, payable to the Awarding Authority. The amount of such Bid Deposit shall be in the amount of five (5%) percent of the value of the Bid.
10. A certificate of insurability from an insurance company that is licensed to do business in the Commonwealth of Massachusetts indicating that all the provisions of the specifications can be met.
11. A letter of intent from a surety company that is licensed to do business in the Commonwealth of Massachusetts stating that the Bidder shall be able to obtain a Performance Bond in the amount of one hundred (100%) percent of the Contract Price.
12. A letter of intent from a surety company that is licensed to do business in the Commonwealth of Massachusetts stating that the Bidder shall be able to obtain a Labor and Materials Payment Bond in the amount of one hundred (100%) percent of the Contract Price.

#### Section 5. Bid Submission

Sealed Bids marked "Town of Natick: Sealed Bid for Services Related to Elevator Maintenance/Testing in the Town of Natick" shall be received by 11:00 A.M. local time, June 6, 2019, at this address:

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

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

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

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

## Section 6. Selection Process and Award

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 hourly rates for the two (2) following quantities.

For bid comparison purposes, we shall use a yearly total sum of the following two (2) quantities:

1. Bidder's hourly rate per elevator (assuming a 1 hour test per elevator per quarter) to perform quarterly testing x 17 elevators/lifts x 4 quarters per year in the Town of Natick; plus
2. Bidder's hourly rate to perform on-call maintenance services x forty (40) hours historically used per year.

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.

The term "lowest responsible and eligible Bidder" shall mean the Bidder: "(1) whose Bid is the lowest of those Bidders possessing the skill, ability and integrity necessary for the faithful performance of the work; (2) who shall certify that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (3) who shall certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; (4) who, where the provisions of Section 8B of Chapter 29 (of the Massachusetts General Laws (M.G.L.)) apply, shall have been determined to be qualified thereunder; and (5) who obtains within ten (10) days of the notification of Contract award the security by bond required under Section 29 of Chapter 149 (of the Massachusetts General Laws (M.G.L.)); provided that for the purposes of this section the term "security by bond" shall mean the bond of a surety company qualified to do business under the laws of the commonwealth and satisfactory to the Awarding Authority; provided further, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable". M.G.L. c.30, §39M.

Nothing in this IFB will compel the Town to award a Contract. The Town may cancel this IFB, may waive, to the extent allowed by law, any informalities, and may reject any and all Bids, if the Town, in its sole discretion, determines said action to be in the best interest of the

Town of Natick. The Town may reject as non-eligible any Bid that fails to satisfy any of the Bid Submission Requirements.)

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

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

Within ten (10) business days after notification of award of a Contract by the Town, the Successful Bidder shall furnish to the Town a Performance Bond in the amount of one hundred (100%) percent of the Contract price (the bidder's hourly rate x 108 hours), with a surety company which is acceptable to the Town.

Within ten (10) business days after notification of award of Contract by the Town, the Successful Bidder shall furnish to the Town a Labor and Materials Payment Bond in the amount of one hundred (100%) percent of the Contract price (the bidder's hourly rate x 108 hours), with a surety company which is acceptable to the Town.

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

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

The Town may terminate any such Contract upon written notice to the Successful Bidder if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend any such Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.

#### **Section 7. Compliance with Laws**

The Successful Bidder shall comply with all provisions of Federal, Massachusetts and Town of Natick law applicable to his work including, without limitation, statutes, by-laws, rules, regulations, orders and directives, as amended, and including, without limitation, the Williams-Stetiger Occupational Safety and Health Act of 1970, as amended, and related regulations, as amended, in effect throughout the term of Contract and any extension or renewal thereof. Without limitation, the Successful Bidder shall comply, to the extent applicable, with the provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws, as amended. Any Contract shall be considered to include in their entirety all terms respecting workers' compensation insurance and other terms required to be included in it by Chapter 152 of the Massachusetts General Laws, as amended, and any other laws, as though such terms were set forth in their entirety herein.

#### **Section 8. Insurance**

The Successful Bidder shall keep in force throughout the term of the Contract and any extension or renewal thereof the amount of insurance described in the Contract which is a part of this IFB and is incorporated herein by reference. Without limitation of other requirements of this IFB, no Contract shall be entered into by the parties unless the Successful Bidder complies with all applicable insurance requirements, including, without limitation, the required language mandating that the Town of Natick shall be named as an additional insured on the required policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form.

#### Section 9. Indemnification

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

#### Section 10. Performance Bond Requirements

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

#### Section 11. Labor and Materials Payment Bond Requirements

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

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

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

#### Section 13. No Smoking

Pursuant to Massachusetts General Laws (M.G.L.) c. 270, §22, the Commonwealth of

Massachusetts Smokefree Workplace Law, the Successful Bidder, its officers, employees, agents, and representatives shall refrain from smoking and from using tobacco products in any public building in the Town of Natick.

#### **Section 14. COR/SORI Requirements**

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

#### **Section 15. Appendices**

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

APPENDIX 1  
TOWN OF NATICK  
BID FORM

The undersigned hereby submits a sealed bid for services related to elevator maintenance/  
testing in the Town of Natick.

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

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

- A. HOURLY RATE TO PERFORM TESTING SERVICES - \$ \_\_\_\_\_ PER HOUR  
(ASSUMING 1 HOUR PER ELEVATOR PER QUARTER) x 4 QUARTERS x 17  
ELEVATORS IN NATICK) = \$ \_\_\_\_\_
- + B. HOURLY RATE TO PERFORM ON-CALL MAINTENANCE SERVICES -  
\$ \_\_\_\_\_ PER HOUR x FORTY (40) HOURS - NATICK'S  
HISTORICAL NUMBER OF ON-CALL MAINTENANCE HOURS PER YEAR =  
\$ \_\_\_\_\_

TOTAL SUM OF A + B (FOR YEARLY BID COMPARISON PURPOSES)  
\$ \_\_\_\_\_

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 BIDDER, IN ANY CONTRACT WITH THE TOWN, SHALL ONLY BE PAID FOR TOTAL HOURS ACTUALLY WORKED.

Bidder acknowledges receipt of addenda nos. \_\_\_\_\_

Bidder certifies as follows:

- A. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
- B. Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with the Contract.)
- C. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
- D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
- E. Bidder possesses the skill, ability and integrity necessary for the faithful performance of services under any contract with the Town. Each Bidder shall demonstrate that it is an established business with a minimum of five (5) years' experience in providing the type of services represented in this IFB. Bidder's verifiable experience record shall be acceptable to the Town. (Bidder shall attach to the Bid Form a short statement of the status of the business, the year of incorporation/commencement, a list of any name changes, and a list of any lawsuits pending against it.
- F. Bidder provides supervision of all workers performing under all contracts held and pledges to provide such supervision under any contract awarded by the Town.



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

H. Bidder has suitable financial status to meet obligations incident to the work. (Bidder shall attach to the Bid Form a financial statement that shows the Bidder's present financial status.

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

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

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

L. Bidder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

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

The undersigned understands that, pursuant to M.G.L. c.30, §39M, the Town shall award, within thirty (30) days of the opening of sealed Bids, one (1) Contract, if at all, to the lowest responsible and eligible Bidder, based upon the hourly rates for the two (2) following quantities.

For bid comparison purposes, we shall use a yearly total sum of the following two (2) quantities:

1. Bidder's hourly rate per elevator (assuming a 1 hour test per elevator per quarter) to perform quarterly testing x 17 elevators/lifts x 4 quarters per year in the Town of Natick; plus
2. Bidder's hourly rate to perform on-call maintenance services x forty (40) hours historically used per year.

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

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

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

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

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

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

Authorized Signature

Printed Name

Printed Title

Date

If a Corporation:  
Full Legal Name

Officers of Corporation and Addresses

State of Incorporation \_\_\_\_\_

Principal Place of Business \_\_\_\_\_

Telephone Number \_\_\_\_\_

Qualified in Massachusetts Yes \_\_\_\_\_ No \_\_\_\_\_

Principal Place of Business in Massachusetts \_\_\_\_\_

Telephone Number \_\_\_\_\_

Full Legal Name of Surety Company \_\_\_\_\_

Principal Place of Business of Surety Company \_\_\_\_\_

\_\_\_\_\_

Telephone Number \_\_\_\_\_

Admitted in Massachusetts Yes \_\_\_\_\_ No \_\_\_\_\_

Place of Business in Massachusetts

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Telephone Number \_\_\_\_\_

Appendix 2  
**CERTIFICATE OF NON-COLLUSION**

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

**Appendix 3**  
**CERTIFICATE OF TAX COMPLIANCE**

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

Appendix 4  
CONFLICT OF INTEREST CERTIFICATION

The Bidder hereby certifies that:

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

Appendix 5  
CERTIFICATE OF CORPORATE BIDDER

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

(Corporate Seal)

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

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



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

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

Appendix 7

**CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS**

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

Appendix 8  
CERTIFICATE OF NON-DEBARMENT

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_  
Telephone Number

By: \_\_\_\_\_  
(Signature)

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

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

\_\_\_\_\_  
Date

**Appendix 9**  
**PREVAILING WAGE RATES**

**See attached document.**



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

Prevailing Wage Rates

CHARLES D. BAXTER  
Governor

KARINNE POLITO  
Lt. Governor

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

ROSALYN ADOSTA  
Secretary  
WILLIAM D. MCKINNEY  
Deputy

Awarding Authority:

Town of Natick

Contract Number:

City/Town: NATICK

Description of Work:

IFB/On-Call Elevator Repair/Testing Services

Job Location:

Various Locations in Natick

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentices Standards (DLS/DAS). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dls/fpw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| <b>Construction</b>                                       |                |           |         |         |                              |            |
| <b>(2 AXLE) DRIVER - EQUIPMENT</b>                        |                |           |         |         |                              |            |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                     |                |           |         |         |                              |            |
| 12/01/2018  | \$33.25        | \$11.91   | \$12.70 | \$0.00  | \$57.86                      |            |
| 06/01/2019  | \$34.25        | \$11.91   | \$12.70 | \$0.00  | \$58.86                      |            |
| 08/01/2019  | \$34.25        | \$12.41   | \$12.70 | \$0.00  | \$59.36                      |            |
| 12/01/2019  | \$34.25        | \$12.41   | \$13.72 | \$0.00  | \$60.38                      |            |
| 06/01/2020  | \$35.15        | \$12.41   | \$13.72 | \$0.00  | \$61.28                      |            |
| 08/01/2020  | \$35.15        | \$12.91   | \$13.72 | \$0.00  | \$61.78                      |            |
| 12/01/2020  | \$35.15        | \$12.91   | \$14.82 | \$0.00  | \$62.88                      |            |
| 06/01/2021  | \$35.95        | \$12.91   | \$14.82 | \$0.00  | \$63.68                      |            |
| 08/01/2021  | \$35.95        | \$13.41   | \$14.82 | \$0.00  | \$64.18                      |            |
| 12/01/2021  | \$35.95        | \$13.41   | \$16.01 | \$0.00  | \$65.37                      |            |
| <b>(3 AXLE) DRIVER - EQUIPMENT</b>                        |                |           |         |         |                              |            |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                     |                |           |         |         |                              |            |
| 12/01/2018  | \$33.32        | \$11.91   | \$12.70 | \$0.00  | \$57.93                      |            |
| 06/01/2019  | \$34.32        | \$11.91   | \$12.70 | \$0.00  | \$58.93                      |            |
| 08/01/2019  | \$34.32        | \$12.41   | \$12.70 | \$0.00  | \$59.43                      |            |
| 12/01/2019  | \$34.32        | \$12.41   | \$13.72 | \$0.00  | \$60.45                      |            |
| 06/01/2020  | \$35.22        | \$12.41   | \$13.72 | \$0.00  | \$61.35                      |            |
| 08/01/2020  | \$35.22        | \$12.91   | \$13.72 | \$0.00  | \$61.85                      |            |
| 12/01/2020  | \$35.22        | \$12.91   | \$14.82 | \$0.00  | \$62.95                      |            |
| 06/01/2021  | \$36.02        | \$12.91   | \$14.82 | \$0.00  | \$63.75                      |            |
| 08/01/2021  | \$36.02        | \$13.41   | \$14.82 | \$0.00  | \$64.25                      |            |
| 12/01/2021  | \$36.02        | \$13.41   | \$16.01 | \$0.00  | \$65.44                      |            |
| <b>(4 &amp; 5 AXLE) DRIVER - EQUIPMENT</b>                |                |           |         |         |                              |            |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                     |                |           |         |         |                              |            |
| 12/01/2018  | \$33.44        | \$11.91   | \$12.70 | \$0.00  | \$58.05                      |            |
| 06/01/2019  | \$34.44        | \$11.91   | \$12.70 | \$0.00  | \$59.05                      |            |
| 08/01/2019  | \$34.44        | \$12.41   | \$12.70 | \$0.00  | \$59.55                      |            |
| 12/01/2019  | \$34.44        | \$12.41   | \$13.72 | \$0.00  | \$60.57                      |            |
| 06/01/2020  | \$35.34        | \$12.41   | \$13.72 | \$0.00  | \$61.47                      |            |
| 08/01/2020  | \$35.34        | \$12.91   | \$13.72 | \$0.00  | \$61.97                      |            |
| 12/01/2020  | \$35.34        | \$12.91   | \$14.82 | \$0.00  | \$63.07                      |            |
| 06/01/2021  | \$36.14        | \$12.91   | \$14.82 | \$0.00  | \$63.87                      |            |
| 08/01/2021  | \$36.14        | \$13.41   | \$14.82 | \$0.00  | \$64.37                      |            |
| 12/01/2021  | \$36.14        | \$13.41   | \$16.01 | \$0.00  | \$65.56                      |            |
| <b>AD/SUBMERGIBLE PILOT</b>                               |                |           |         |         |                              |            |
| PILE DRIVER LOCAL 56 (ZONE 1)                             |                |           |         |         |                              |            |
| 08/01/2018  | \$97.80        | \$9.90    | \$21.15 | \$0.00  | \$128.85                     |            |
| 08/01/2019  | \$102.78       | \$9.90    | \$21.15 | \$0.00  | \$133.83                     |            |
| <b>For apprentice rates see "Apprentice- PILE DRIVER"</b> |                |           |         |         |                              |            |
| <b>ANK TRACK OPERATOR</b>                                 |                |           |         |         |                              |            |
| LABORERS - ZONE 2   |                |           |         |         |                              |            |
| 12/01/2018  | \$34.27        | \$7.85    | \$14.44 | \$0.00  | \$56.56                      |            |
| 06/01/2019  | \$35.14        | \$7.85    | \$14.44 | \$0.00  | \$57.43                      |            |
| 12/01/2019  | \$36.00        | \$7.85    | \$14.44 | \$0.00  | \$58.29                      |            |
| 06/01/2020  | \$36.89        | \$7.85    | \$14.44 | \$0.00  | \$59.18                      |            |
| 12/01/2020  | \$37.78        | \$7.85    | \$14.44 | \$0.00  | \$60.07                      |            |
| 06/01/2021  | \$38.70        | \$7.85    | \$14.44 | \$0.00  | \$60.99                      |            |
| 12/01/2021  | \$39.61        | \$7.85    | \$14.44 | \$0.00  | \$61.90                      |            |

For apprentice rates see "Apprentice- LABORER"

For apprentice rates see "Apprentice- LABORER"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT.<br>HEAT & FRESH INSULATORS LOCAL 4 (BOSTON) | 12/01/2018     | \$35.40   | \$12.50 | \$8.50  | \$0.00                    | \$56.40    |
|   | 06/01/2019     | \$36.40   | \$12.50 | \$8.50  | \$0.00                    | \$57.40    |
|   | 12/01/2019     | \$37.40   | \$12.50 | \$8.50  | \$0.00                    | \$58.40    |
|   | 06/01/2020     | \$38.40   | \$12.50 | \$8.50  | \$0.00                    | \$59.40    |
| ASPHALT PAVING<br>LABORERS - ZONE 2   | 12/01/2020     | \$39.40   | \$12.50 | \$8.50  | \$0.00                    | \$60.40    |
|   | 12/01/2018     | \$33.77   | \$7.85  | \$14.44 | \$0.00                    | \$56.06    |
|   | 06/01/2019     | \$34.64   | \$7.85  | \$14.44 | \$0.00                    | \$56.93    |
|   | 12/01/2019     | \$35.50   | \$7.85  | \$14.44 | \$0.00                    | \$57.79    |
| For apprentice rates see "Apprentice- LABORER"                                      | 06/01/2020     | \$36.39   | \$7.85  | \$14.44 | \$0.00                    | \$58.68    |
|   | 12/01/2020     | \$37.28   | \$7.85  | \$14.44 | \$0.00                    | \$59.57    |
|   | 06/01/2021     | \$38.20   | \$7.85  | \$14.44 | \$0.00                    | \$60.49    |
|   | 12/01/2021     | \$39.11   | \$7.85  | \$14.44 | \$0.00                    | \$61.40    |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE<br>OPERATING ENGINEERS LOCAL 4               | 12/01/2018     | \$47.58   | \$11.50 | \$15.60 | \$0.00                    | \$74.68    |
|   | 06/01/2019     | \$48.68   | \$11.50 | \$15.60 | \$0.00                    | \$75.78    |
|   | 12/01/2019     | \$49.83   | \$11.50 | \$15.60 | \$0.00                    | \$76.93    |
|   | 06/01/2020     | \$50.93   | \$11.50 | \$15.60 | \$0.00                    | \$78.03    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                          | 12/01/2020     | \$52.08   | \$11.50 | \$15.60 | \$0.00                    | \$79.18    |
|   | 06/01/2021     | \$53.18   | \$11.50 | \$15.60 | \$0.00                    | \$80.28    |
|   | 12/01/2021     | \$54.33   | \$11.50 | \$15.60 | \$0.00                    | \$81.43    |
| BACKHOE/FRONT-END LOADER<br>OPERATING ENGINEERS LOCAL 4                             | 12/01/2018     | \$47.58   | \$11.50 | \$15.60 | \$0.00                    | \$74.68    |
|   | 06/01/2019     | \$48.68   | \$11.50 | \$15.60 | \$0.00                    | \$75.78    |
|   | 12/01/2019     | \$49.83   | \$11.50 | \$15.60 | \$0.00                    | \$76.93    |
|   | 06/01/2020     | \$50.93   | \$11.50 | \$15.60 | \$0.00                    | \$78.03    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                          | 12/01/2020     | \$52.08   | \$11.50 | \$15.60 | \$0.00                    | \$79.18    |
|   | 06/01/2021     | \$53.18   | \$11.50 | \$15.60 | \$0.00                    | \$80.28    |
|   | 12/01/2021     | \$54.33   | \$11.50 | \$15.60 | \$0.00                    | \$81.43    |
| BARCO-TYPE JUMPING TAMPER<br>LABORERS - ZONE 2                                      | 12/01/2018     | \$33.77   | \$7.85  | \$14.44 | \$0.00                    | \$56.06    |
|   | 06/01/2019     | \$34.64   | \$7.85  | \$14.44 | \$0.00                    | \$56.93    |
|   | 12/01/2019     | \$35.50   | \$7.85  | \$14.44 | \$0.00                    | \$57.79    |
|   | 06/01/2020     | \$36.39   | \$7.85  | \$14.44 | \$0.00                    | \$58.68    |
| For apprentice rates see "Apprentice- LABORER"                                      | 12/01/2020     | \$37.28   | \$7.85  | \$14.44 | \$0.00                    | \$59.57    |
|   | 06/01/2021     | \$38.20   | \$7.85  | \$14.44 | \$0.00                    | \$60.49    |
|   | 12/01/2021     | \$39.11   | \$7.85  | \$14.44 | \$0.00                    | \$61.40    |
| BLOCK PAYER, RAMMER / CURB SETTER<br>LABORERS - ZONE 2                              | 12/01/2018     | \$34.27   | \$7.85  | \$14.44 | \$0.00                    | \$56.56    |
|   | 06/01/2019     | \$35.14   | \$7.85  | \$14.44 | \$0.00                    | \$57.43    |
|   | 12/01/2019     | \$36.00   | \$7.85  | \$14.44 | \$0.00                    | \$58.29    |
|   | 06/01/2020     | \$36.89   | \$7.85  | \$14.44 | \$0.00                    | \$59.18    |
| For apprentice rates see "Apprentice- LABORER"                                      | 12/01/2020     | \$37.78   | \$7.85  | \$14.44 | \$0.00                    | \$60.07    |
|   | 06/01/2021     | \$38.70   | \$7.85  | \$14.44 | \$0.00                    | \$60.99    |
|   | 12/01/2021     | \$39.61   | \$7.85  | \$14.44 | \$0.00                    | \$61.90    |

| Classification        | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------|----------------|-----------|--------|---------|---------------------------|------------|
| BOILER MAKER          | 01/01/2019     | \$44.71   | \$7.07 | \$17.72 | \$0.00                    | \$69.50    |
| BOILERMAKERS LOCAL 29 | 01/01/2020     | \$46.10   | \$7.07 | \$17.98 | \$0.00                    | \$71.15    |

#### Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2019

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

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

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



## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

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

| Effective Date - | Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|---------|---------|---------------------------|------------|
| 02/01/2019       | 1    | 50      | \$25.71              | \$10.75 | \$20.06 | \$0.00                    | \$56.52    |
|                  | 2    | 60      | \$30.85              | \$10.75 | \$20.06 | \$0.00                    | \$61.66    |
|                  | 3    | 70      | \$35.99              | \$10.75 | \$20.06 | \$0.00                    | \$66.80    |
|                  | 4    | 80      | \$41.13              | \$10.75 | \$20.06 | \$0.00                    | \$71.94    |
|                  | 5    | 90      | \$46.27              | \$10.75 | \$20.06 | \$0.00                    | \$77.08    |

## Effective Date - 08/01/2019

| Effective Date - | Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|---------|---------|---------------------------|------------|
| 08/01/2019       | 1    | 50      | \$26.38              | \$10.75 | \$20.20 | \$0.00                    | \$57.33    |
|                  | 2    | 60      | \$31.66              | \$10.75 | \$20.20 | \$0.00                    | \$62.61    |
|                  | 3    | 70      | \$36.93              | \$10.75 | \$20.20 | \$0.00                    | \$67.88    |
|                  | 4    | 80      | \$42.21              | \$10.75 | \$20.20 | \$0.00                    | \$73.16    |
|                  | 5    | 90      | \$47.48              | \$10.75 | \$20.20 | \$0.00                    | \$78.43    |

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER  
OPERATING ENGINEERS LOCAL 4

| Effective Date - | Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|---------|---------|---------------------------|------------|
| 12/01/2018       | 1    | 50      | \$47.10              | \$11.50 | \$15.60 | \$0.00                    | \$74.20    |
| 06/01/2019       | 2    | 60      | \$48.19              | \$11.50 | \$15.60 | \$0.00                    | \$75.29    |
| 12/01/2019       | 3    | 70      | \$49.33              | \$11.50 | \$15.60 | \$0.00                    | \$76.43    |
| 06/01/2020       | 4    | 80      | \$50.41              | \$11.50 | \$15.60 | \$0.00                    | \$77.51    |
| 12/01/2020       | 5    | 90      | \$51.55              | \$11.50 | \$15.60 | \$0.00                    | \$78.65    |
| 06/01/2021       |      |         | \$52.64              | \$11.50 | \$15.60 | \$0.00                    | \$79.74    |
| 12/01/2021       |      |         | \$53.78              | \$11.50 | \$15.60 | \$0.00                    | \$80.88    |

For apprentices rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN  
LABORERS - FOUNDATION AND MARINE

| Effective Date - | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|--------|---------|---------------------------|------------|
| 12/01/2018       | 1    | 50      | \$39.75              | \$7.85 | \$15.55 | \$0.00                    | \$63.15    |
| 06/01/2019       | 2    | 60      | \$40.75              | \$7.85 | \$15.55 | \$0.00                    | \$64.15    |
| 12/01/2019       | 3    | 70      | \$41.75              | \$7.85 | \$15.55 | \$0.00                    | \$65.15    |
| 06/01/2020       | 4    | 80      | \$42.74              | \$7.85 | \$15.55 | \$0.00                    | \$66.14    |
| 12/01/2020       | 5    | 90      | \$43.72              | \$7.85 | \$15.55 | \$0.00                    | \$67.12    |
| 06/01/2021       |      |         | \$44.74              | \$7.85 | \$15.55 | \$0.00                    | \$68.14    |
| 12/01/2021       |      |         | \$45.75              | \$7.85 | \$15.55 | \$0.00                    | \$69.15    |

For apprentices rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER  
LABORERS - FOUNDATION AND MARINE

| Effective Date - | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|--------|---------|---------------------------|------------|
| 12/01/2018       | 1    | 50      | \$38.60              | \$7.85 | \$15.55 | \$0.00                    | \$62.00    |
| 06/01/2019       | 2    | 60      | \$39.60              | \$7.85 | \$15.55 | \$0.00                    | \$63.00    |
| 12/01/2019       | 3    | 70      | \$40.60              | \$7.85 | \$15.55 | \$0.00                    | \$64.00    |
| 06/01/2020       | 4    | 80      | \$41.59              | \$7.85 | \$15.55 | \$0.00                    | \$64.99    |
| 12/01/2020       | 5    | 90      | \$42.57              | \$7.85 | \$15.55 | \$0.00                    | \$65.97    |
| 06/01/2021       |      |         | \$43.59              | \$7.85 | \$15.55 | \$0.00                    | \$66.99    |
| 12/01/2021       |      |         | \$44.60              | \$7.85 | \$15.55 | \$0.00                    | \$68.00    |

For apprentices rates see "Apprentice- LABORER"

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification   | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| CAISSON & UNDERPINNING TOP MAN<br>LABORERS - FOUNDATION AND MARINE | 12/01/2018     | \$38.60   | \$7.85 | \$15.55 | \$0.00                    | \$62.00    |
|  | 06/01/2019     | \$39.60   | \$7.85 | \$15.55 | \$0.00                    | \$63.00    |
|  | 12/01/2019     | \$40.60   | \$7.85 | \$15.55 | \$0.00                    | \$64.00    |
|  | 06/01/2020     | \$41.59   | \$7.85 | \$15.55 | \$0.00                    | \$64.99    |
|  | 12/01/2020     | \$42.57   | \$7.85 | \$15.55 | \$0.00                    | \$65.97    |

For apprentice rates see "Apprentice LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| CARBIDE CORE DRILL OPERATOR<br>LABORER - ZONE 2 | 12/01/2018 | \$33.77 | \$7.85 | \$14.44 | \$0.00 | \$56.06 |
|   | 06/01/2019 | \$34.64 | \$7.85 | \$14.44 | \$0.00 | \$56.93 |
|   | 12/01/2019 | \$35.50 | \$7.85 | \$14.44 | \$0.00 | \$57.79 |
|   | 06/01/2020 | \$36.39 | \$7.85 | \$14.44 | \$0.00 | \$58.68 |
|   | 12/01/2020 | \$37.28 | \$7.85 | \$14.44 | \$0.00 | \$59.57 |

For apprentice rates see "Apprentice LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER<br>CARPENTERS - ZONE 2 (Eastern Massachusetts) | 03/01/2019 | \$42.35 | \$9.90 | \$17.50 | \$0.00 | \$69.75 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2019

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

Notes:

|   |
|---|
| % Inductured After 10/1/17: 45/45/53/55/57/60/80/80     |
| Step 1&2 \$30.69/ 3&4 \$36.59/ 5&6 \$53.59/ 7&8 \$59.55 |
| Apprentice to Journeyworker Ratio:1:5                   |

|                                  |            |         |        |        |        |         |
|----------------------------------|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAMB             | 04/01/2019 | \$27.52 | \$7.07 | \$7.86 | \$0.00 | \$42.45 |
| CARPENTERS - ZONE 2 (Wood Frame) | 10/01/2019 | \$27.95 | \$7.07 | \$7.86 | \$0.00 | \$42.88 |

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

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

Effective Date - 10/01/2019

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

Notes:

% Indentured After 10/1/77; 45/45/55/57/70/80/80  
Step 1&2 \$19.45/ 3&4 \$26.56/ 5&6 \$34.19/ 7&8 \$36.95

Apprentice to Journeyworker Ratio:1:5

|                              |            |         |         |         |        |         |
|------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING    | 01/01/2019 | \$43.68 | \$12.50 | \$22.41 | \$0.30 | \$78.89 |
| BRICKLAYERS LOCAL 3 (LOWELL) | 07/01/2019 | \$44.56 | \$12.50 | \$22.41 | \$0.30 | \$79.77 |
|                              | 01/01/2020 | \$45.80 | \$12.50 | \$22.41 | \$0.30 | \$81.01 |

## Classification

Effective Date Base Wage Health Pension Supplemental  
(\*) Total Rate  
Unemployment

## Apprentice - CEMENT MASONRY/PLASTERING - Lowwell

Effective Date - 01/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$21.84              | \$12.50 | \$15.41 | \$0.00                       | \$49.75    |
| 2    | 60      | \$26.21              | \$12.50 | \$17.41 | \$0.30                       | \$56.42    |
| 3    | 65      | \$28.39              | \$12.50 | \$18.41 | \$0.30                       | \$59.60    |
| 4    | 70      | \$30.58              | \$12.50 | \$19.41 | \$0.30                       | \$62.79    |
| 5    | 75      | \$32.76              | \$12.50 | \$20.41 | \$0.30                       | \$65.97    |
| 6    | 80      | \$34.94              | \$12.50 | \$21.41 | \$0.30                       | \$69.15    |
| 7    | 90      | \$39.31              | \$12.50 | \$22.41 | \$0.30                       | \$74.52    |

Effective Date - 07/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$22.28              | \$12.50 | \$15.41 | \$0.00                       | \$50.19    |
| 2    | 60      | \$26.74              | \$12.50 | \$17.41 | \$0.30                       | \$56.95    |
| 3    | 65      | \$28.96              | \$12.50 | \$18.41 | \$0.30                       | \$60.17    |
| 4    | 70      | \$31.19              | \$12.50 | \$19.41 | \$0.30                       | \$63.40    |
| 5    | 75      | \$33.42              | \$12.50 | \$20.41 | \$0.30                       | \$66.63    |
| 6    | 80      | \$35.65              | \$12.50 | \$21.41 | \$0.30                       | \$69.86    |
| 7    | 90      | \$40.10              | \$12.50 | \$22.41 | \$0.30                       | \$75.31    |

## Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR  
LABORERS - ZONE 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 12/01/2018 | \$33.77 | \$7.85 | \$14.44 | \$0.00 | \$56.06 |
| 06/01/2019 | \$34.64 | \$7.85 | \$14.44 | \$0.00 | \$56.93 |
| 12/01/2019 | \$35.50 | \$7.85 | \$14.44 | \$0.00 | \$57.79 |
| 06/01/2020 | \$36.39 | \$7.85 | \$14.44 | \$0.00 | \$58.68 |
| 12/01/2020 | \$37.28 | \$7.85 | \$14.44 | \$0.00 | \$59.57 |
| 06/01/2021 | \$38.20 | \$7.85 | \$14.44 | \$0.00 | \$60.49 |
| 12/01/2021 | \$39.11 | \$7.85 | \$14.44 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

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

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$48.58 | \$11.50 | \$15.60 | \$0.00 | \$75.68 |
| 06/01/2019 | \$49.68 | \$11.50 | \$15.60 | \$0.00 | \$76.78 |
| 12/01/2019 | \$50.83 | \$11.50 | \$15.60 | \$0.00 | \$77.93 |
| 06/01/2020 | \$51.93 | \$11.50 | \$15.60 | \$0.00 | \$79.03 |
| 12/01/2020 | \$53.08 | \$11.50 | \$15.60 | \$0.00 | \$80.18 |
| 06/01/2021 | \$54.18 | \$11.50 | \$15.60 | \$0.00 | \$81.28 |
| 12/01/2021 | \$55.33 | \$11.50 | \$15.60 | \$0.00 | \$82.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification              | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|----------------|-----------|---------|---------|---------------------------|------------|
| COMPRESSOR OPERATOR         | 12/01/2018     | \$32.03   | \$11.50 | \$15.60 | \$0.00                    | \$59.13    |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2019     | \$32.78   | \$11.50 | \$15.60 | \$0.00                    | \$59.88    |
|                             | 12/01/2019     | \$33.57   | \$11.50 | \$15.60 | \$0.00                    | \$60.67    |
|                             | 06/01/2020     | \$34.32   | \$11.50 | \$15.60 | \$0.00                    | \$61.42    |
|                             | 12/01/2020     | \$35.10   | \$11.50 | \$15.60 | \$0.00                    | \$62.20    |
|                             | 06/01/2021     | \$35.85   | \$11.50 | \$15.60 | \$0.00                    | \$62.95    |
|                             | 12/01/2021     | \$36.64   | \$11.50 | \$15.60 | \$0.00                    | \$63.74    |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

#### DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2

| Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|--------|---------|---------------------------|------------|
| 01/01/2019     | \$50.36   | \$8.15 | \$20.85 | \$0.00                    | \$79.36    |
| 07/01/2019     | \$51.46   | \$8.15 | \$20.85 | \$0.00                    | \$80.46    |
| 01/01/2020     | \$52.56   | \$8.15 | \$20.85 | \$0.00                    | \$81.56    |
| 07/01/2020     | \$53.66   | \$8.15 | \$20.85 | \$0.00                    | \$82.66    |
| 01/01/2021     | \$54.76   | \$8.15 | \$20.85 | \$0.00                    | \$83.76    |

#### Apprentice - PAINTER Local 35 - BRIDGESTANKS

Effective Date - 01/01/2019

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

Effective Date - 07/01/2019

| Step | Percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$25.73              | \$8.15 | \$0.00  | \$0.00                    | \$33.88    |
| 2    | 55      | \$28.30              | \$8.15 | \$5.64  | \$0.00                    | \$42.09    |
| 3    | 60      | \$30.88              | \$8.15 | \$6.15  | \$0.00                    | \$45.18    |
| 4    | 65      | \$33.45              | \$8.15 | \$6.66  | \$0.00                    | \$48.26    |
| 5    | 70      | \$36.02              | \$8.15 | \$17.78 | \$0.00                    | \$61.95    |
| 6    | 75      | \$38.60              | \$8.15 | \$18.29 | \$0.00                    | \$65.04    |
| 7    | 80      | \$41.17              | \$8.15 | \$18.80 | \$0.00                    | \$68.12    |
| 8    | 90      | \$46.31              | \$8.15 | \$19.83 | \$0.00                    | \$74.29    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

#### DEMO: ADZEMAN LABORERS - ZONE 2

| Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|--------|---------|---------------------------|------------|
| 12/01/2018     | \$38.80   | \$7.85 | \$15.35 | \$0.00                    | \$62.00    |
| 06/01/2019     | \$39.80   | \$7.85 | \$15.35 | \$0.00                    | \$63.00    |
| 12/01/2019     | \$40.80   | \$7.85 | \$15.35 | \$0.00                    | \$64.00    |

For apprentice rates see "Apprentice- LABORER"

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| <b>DEMO: BACKHOE/LOADER/HAMMER OPERATOR<br/>LABORERS - ZONE 2</b> |                |           |         |         |                              |            |
| For apprentice rates see "Apprentice- LABORER"                    |                |           |         |         |                              |            |
| DEMO: BURNERS<br>LABORERS - ZONE 2                                | 12/01/2018     | \$39.55   | \$7.85  | \$15.35 | \$0.00                       | \$62.75    |
|   | 06/01/2019     | \$40.55   | \$7.85  | \$15.35 | \$0.00                       | \$63.75    |
|   | 12/01/2019     | \$41.55   | \$7.85  | \$15.35 | \$0.00                       | \$64.75    |
| <b>DEMO: CONCRETE CUTTER/SAWYER<br/>LABORERS - ZONE 2</b>         |                |           |         |         |                              |            |
| For apprentice rates see "Apprentice- LABORER"                    |                |           |         |         |                              |            |
| DEMO: JACKHAMMER OPERATOR<br>LABORERS - ZONE 2                    | 12/01/2018     | \$39.55   | \$7.85  | \$15.35 | \$0.00                       | \$62.75    |
|   | 06/01/2019     | \$40.55   | \$7.85  | \$15.35 | \$0.00                       | \$63.75    |
|   | 12/01/2019     | \$41.55   | \$7.85  | \$15.35 | \$0.00                       | \$64.75    |
| <b>DEMO: WRECKING LABORER<br/>LABORERS - ZONE 2</b>               |                |           |         |         |                              |            |
| For apprentice rates see "Apprentice- LABORER"                    |                |           |         |         |                              |            |
| DEMO: JACKHAMMER OPERATOR<br>LABORERS - ZONE 2                    | 12/01/2018     | \$38.80   | \$7.85  | \$15.35 | \$0.00                       | \$62.00    |
|   | 06/01/2019     | \$39.80   | \$7.85  | \$15.35 | \$0.00                       | \$63.00    |
|   | 12/01/2019     | \$40.80   | \$7.85  | \$15.35 | \$0.00                       | \$64.00    |
| <b>For apprentice rates see "Apprentice- LABORER"</b>             |                |           |         |         |                              |            |
| DIRECTIONAL DRILL MACHINE OPERATOR<br>OPERATING ENGINEERS LOCAL 4 | 12/01/2018     | \$47.10   | \$11.50 | \$15.60 | \$0.00                       | \$74.20    |
|   | 06/01/2019     | \$48.19   | \$11.50 | \$15.60 | \$0.00                       | \$75.29    |
|   | 12/01/2019     | \$49.33   | \$11.50 | \$15.60 | \$0.00                       | \$76.43    |
|   | 06/01/2020     | \$50.41   | \$11.50 | \$15.60 | \$0.00                       | \$77.51    |
|   | 12/01/2020     | \$51.55   | \$11.50 | \$15.60 | \$0.00                       | \$78.65    |
|   | 06/01/2021     | \$52.64   | \$11.50 | \$15.60 | \$0.00                       | \$79.74    |
|   | 12/01/2021     | \$53.78   | \$11.50 | \$15.60 | \$0.00                       | \$80.88    |
| <b>For apprentice rates see "Apprentice- OPERATING ENGINEERS"</b> |                |           |         |         |                              |            |
| DIVER   | 08/01/2018     | \$65.20   | \$9.90  | \$21.15 | \$0.00                       | \$96.25    |
| PILE DRIVER LOCAL 56 (ZONE 1)                                     | 08/01/2019     | \$68.52   | \$9.90  | \$21.15 | \$0.00                       | \$99.57    |
| <b>For apprentice rates see "Apprentice- PILE DRIVER"</b>         |                |           |         |         |                              |            |
| DIVER TENDER  | 08/01/2018     | \$46.57   | \$9.90  | \$21.15 | \$0.00                       | \$77.62    |
| PILE DRIVER LOCAL 56 (ZONE 1)                                     | 08/01/2019     | \$48.94   | \$9.90  | \$21.15 | \$0.00                       | \$79.99    |
| <b>For apprentice rates see "Apprentice- PILE DRIVER"</b>         |                |           |         |         |                              |            |
| DIVER TENDER (EFFLUENT)   | 08/01/2018     | \$69.86   | \$9.90  | \$21.15 | \$0.00                       | \$100.91   |
| PILE DRIVER LOCAL 56 (ZONE 1)                                     | 08/01/2019     | \$73.41   | \$9.90  | \$21.15 | \$0.00                       | \$104.46   |
| <b>For apprentice rates see "Apprentice- PILE DRIVER"</b>         |                |           |         |         |                              |            |
| DIVER/SURVEY (EFFLUENT)   | 08/01/2018     | \$97.80   | \$9.90  | \$21.15 | \$0.00                       | \$128.85   |
| PILE DRIVER LOCAL 56 (ZONE 1)                                     | 08/01/2019     | \$102.78  | \$9.90  | \$21.15 | \$0.00                       | \$133.83   |
| <b>For apprentice rates see "Apprentice- PILE DRIVER"</b>         |                |           |         |         |                              |            |
| DEARBIDGE OPERATOR (Construction)<br>ELECTRICIANS LOCAL 103       | 03/01/2019     | \$51.10   | \$13.00 | \$18.88 | \$0.00                       | \$82.98    |
| <b>For apprentice rates see "Apprentice- ELECTRICIAN"</b>         |                |           |         |         |                              |            |
| ELECTRICIAN<br>ELECTRICIANS LOCAL 103                             | 03/01/2019     | \$51.10   | \$13.00 | \$18.88 | \$0.00                       | \$82.98    |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2019

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

Notes: App Prior 1/1/05: 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:13\*\*\*

ELEVATOR CONSTRUCTOR  
ELEVATOR CONSTRUCTORS LOCAL 4

|            |         |         |         |        |          |
|------------|---------|---------|---------|--------|----------|
| 01/01/2019 | \$59.47 | \$15.58 | \$17.51 | \$0.00 | \$92.56  |
| 01/01/2020 | \$61.42 | \$15.73 | \$18.41 | \$0.00 | \$95.56  |
| 01/01/2021 | \$63.47 | \$15.88 | \$19.31 | \$0.00 | \$98.66  |
| 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2019

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

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$30.71              | \$15.73 | \$0.00  | \$0.00                    | \$46.44    |
| 2    | 55      | \$33.78              | \$15.73 | \$18.41 | \$0.00                    | \$67.92    |
| 3    | 65      | \$39.92              | \$15.73 | \$18.41 | \$0.00                    | \$74.06    |
| 4    | 70      | \$42.99              | \$15.73 | \$18.41 | \$0.00                    | \$77.13    |
| 5    | 80      | \$49.14              | \$15.73 | \$18.41 | \$0.00                    | \$83.28    |

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

Apprentice to Journeyworker Ratio:1:1

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| ELEVATOR CONSTRUCTOR HELPER<br>ELEVATOR CONSTRUCTORS LOCAL 4                    | 01/01/2019     | \$41.63   | \$15.58 | \$17.51 | \$0.00                    | \$74.72    |
|   | 01/01/2020     | \$42.99   | \$15.73 | \$18.41 | \$0.00                    | \$77.13    |
|   | 01/01/2021     | \$44.43   | \$15.88 | \$19.31 | \$0.00                    | \$79.62    |
|   | 01/01/2022     | \$45.93   | \$16.03 | \$20.21 | \$0.00                    | \$82.17    |
| For apprentices rates see "Apprentice - ELEVATOR CONSTRUCTOR LABORERS - ZONE 2" |                |           |         |         |                           |            |
| FENCE & GUARD RAIL ERECTOR  | 12/01/2018     | \$33.77   | \$7.85  | \$14.44 | \$0.00                    | \$56.06    |
|   | 06/01/2019     | \$34.64   | \$7.85  | \$14.44 | \$0.00                    | \$56.93    |
|   | 12/01/2019     | \$35.50   | \$7.85  | \$14.44 | \$0.00                    | \$57.79    |
|   | 06/01/2020     | \$36.39   | \$7.85  | \$14.44 | \$0.00                    | \$58.68    |
|   | 12/01/2020     | \$37.28   | \$7.85  | \$14.44 | \$0.00                    | \$59.57    |
|   | 06/01/2021     | \$38.20   | \$7.85  | \$14.44 | \$0.00                    | \$60.49    |
|   | 12/01/2021     | \$39.11   | \$7.85  | \$14.44 | \$0.00                    | \$61.40    |
| For apprentices rates see "Apprentice- LABORERS"                                |                |           |         |         |                           |            |
| FIELD ENGINEER PERSON-BLDG SITE, HVY/HVY<br>OPERATING ENGINEERS LOCAL 4         | 11/01/2018     | \$43.19   | \$11.00 | \$15.50 | \$0.00                    | \$69.69    |
|   | 05/01/2019     | \$44.33   | \$11.00 | \$15.50 | \$0.00                    | \$70.83    |
|   | 11/01/2019     | \$45.33   | \$11.00 | \$15.50 | \$0.00                    | \$71.83    |
|   | 05/01/2020     | \$46.48   | \$11.00 | \$15.50 | \$0.00                    | \$72.98    |
|   | 11/01/2020     | \$47.48   | \$11.00 | \$15.50 | \$0.00                    | \$73.98    |
|   | 05/01/2021     | \$48.68   | \$11.00 | \$15.50 | \$0.00                    | \$75.18    |
|   | 11/01/2021     | \$49.63   | \$11.00 | \$15.50 | \$0.00                    | \$76.13    |
|   | 05/01/2022     | \$50.78   | \$11.00 | \$15.50 | \$0.00                    | \$77.28    |
| For apprentices rates see "Apprentice- OPERATING ENGINEERS"                     |                |           |         |         |                           |            |
| FIELD ENGINEER PARTY CHIEF-BLDG SITE, HVY/HVY<br>OPERATING ENGINEERS LOCAL 4    | 11/01/2018     | \$44.67   | \$11.00 | \$15.50 | \$0.00                    | \$71.17    |
|   | 05/01/2019     | \$45.82   | \$11.00 | \$15.50 | \$0.00                    | \$72.32    |
|   | 11/01/2019     | \$46.83   | \$11.00 | \$15.50 | \$0.00                    | \$73.33    |
|   | 05/01/2020     | \$47.98   | \$11.00 | \$15.50 | \$0.00                    | \$74.48    |
|   | 11/01/2020     | \$48.99   | \$11.00 | \$15.50 | \$0.00                    | \$75.49    |
|   | 05/01/2021     | \$50.15   | \$11.00 | \$15.50 | \$0.00                    | \$76.65    |
|   | 11/01/2021     | \$51.16   | \$11.00 | \$15.50 | \$0.00                    | \$77.66    |
|   | 05/01/2022     | \$52.32   | \$11.00 | \$15.50 | \$0.00                    | \$78.82    |
| For apprentices rates see "Apprentice- OPERATING ENGINEERS"                     |                |           |         |         |                           |            |
| FIELD ENGINEER ROD PERSON-BLDG SITE, HVY/HVY<br>OPERATING ENGINEERS LOCAL 4     | 11/01/2018     | \$22.45   | \$11.00 | \$15.50 | \$0.00                    | \$48.95    |
|   | 05/01/2019     | \$23.13   | \$11.00 | \$15.50 | \$0.00                    | \$49.63    |
|   | 11/01/2019     | \$23.72   | \$11.00 | \$15.50 | \$0.00                    | \$50.22    |
|   | 05/01/2020     | \$24.39   | \$11.00 | \$15.50 | \$0.00                    | \$50.89    |
|   | 11/01/2020     | \$24.98   | \$11.00 | \$15.50 | \$0.00                    | \$51.48    |
|   | 05/01/2021     | \$25.66   | \$11.00 | \$15.50 | \$0.00                    | \$52.16    |
|   | 11/01/2021     | \$26.26   | \$11.00 | \$15.50 | \$0.00                    | \$52.76    |
|   | 05/01/2022     | \$26.93   | \$11.00 | \$15.50 | \$0.00                    | \$53.43    |
| For apprentices rates see "Apprentice- OPERATING ENGINEERS"                     |                |           |         |         |                           |            |
| FIRE ALARM INSTALLER<br>ELECTRICIANS LOCAL 103                                  | 03/01/2019     | \$51.10   | \$13.00 | \$18.88 | \$0.00                    | \$82.98    |
| For apprentices rates see "Apprentice- ELECTRICIANS"                            |                |           |         |         |                           |            |
| FIRE ALARM REPAIR / MAINTENANCE<br>/ COMMISSIONING ELECTRICIANS<br>LOCAL 103    | 03/01/2019     | \$38.33   | \$13.00 | \$16.82 | \$0.00                    | \$68.15    |
| For apprentices rates see "Apprentice- TELECOMMUNICATIONS TECHNICIANS"          |                |           |         |         |                           |            |



## Classification

FIREMAN (ASST. ENGINEER)  
OPERATING ENGINEERS LOCAL 4

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 12/01/2018     | \$39.13   | \$11.50 | \$15.60 | \$0.00                    | \$66.23    |
| 06/01/2019     | \$40.04   | \$11.50 | \$15.60 | \$0.00                    | \$67.14    |
| 12/01/2019     | \$40.99   | \$11.50 | \$15.60 | \$0.00                    | \$68.09    |
| 06/01/2020     | \$41.90   | \$11.50 | \$15.60 | \$0.00                    | \$69.00    |
| 12/01/2020     | \$42.85   | \$11.50 | \$15.60 | \$0.00                    | \$69.95    |
| 06/01/2021     | \$43.76   | \$11.50 | \$15.60 | \$0.00                    | \$70.86    |
| 12/01/2021     | \$44.71   | \$11.50 | \$15.60 | \$0.00                    | \$71.81    |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FLAGGER & SIGNALER  
LABORERS - ZONE 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 12/01/2018 | \$22.50 | \$7.85 | \$14.44 | \$0.00 | \$44.79 |
| 06/01/2019 | \$22.50 | \$7.85 | \$14.44 | \$0.00 | \$44.79 |
| 12/01/2019 | \$23.50 | \$7.85 | \$14.44 | \$0.00 | \$45.79 |
| 06/01/2020 | \$23.50 | \$7.85 | \$14.44 | \$0.00 | \$45.79 |
| 12/01/2020 | \$24.50 | \$7.85 | \$14.44 | \$0.00 | \$46.79 |
| 06/01/2021 | \$24.50 | \$7.85 | \$14.44 | \$0.00 | \$46.79 |
| 12/01/2021 | \$24.50 | \$7.85 | \$14.44 | \$0.00 | \$46.79 |

For apprentice rates see "Apprentice- LABORER"

FLOORCOVERER  
FLOORCOVERERS LOCAL 2168 ZONE I

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 05/01/2016 | \$42.13 | \$9.80 | \$17.62 | \$0.00 | \$69.55 |
|------------|---------|--------|---------|--------|---------|

## Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2016

| Step | Percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$21.07              | \$9.80 | \$1.79  | \$0.00                    | \$32.66    |
| 2    | 55      | \$23.17              | \$9.80 | \$1.79  | \$0.00                    | \$34.76    |
| 3    | 60      | \$25.28              | \$9.80 | \$12.25 | \$0.00                    | \$47.33    |
| 4    | 65      | \$27.38              | \$9.80 | \$12.25 | \$0.00                    | \$49.43    |
| 5    | 70      | \$29.49              | \$9.80 | \$14.04 | \$0.00                    | \$53.33    |
| 6    | 75      | \$31.60              | \$9.80 | \$14.04 | \$0.00                    | \$55.44    |
| 7    | 80      | \$33.70              | \$9.80 | \$15.83 | \$0.00                    | \$59.33    |
| 8    | 85      | \$35.81              | \$9.80 | \$15.83 | \$0.00                    | \$61.44    |

Notes: Steps are 750 hrs.

% After 09/1/17: 45/45/55/55/70/80/80 (1500hr Steps)

Step 1 &amp; 2 \$30.55/ 3 &amp; 4 \$36.49/ 5 &amp; 6 \$33.33/ 7 &amp; 8 \$59.33

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER  
OPERATING ENGINEERS LOCAL 4

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$47.58 | \$11.50 | \$15.60 | \$0.00 | \$74.68 |
| 06/01/2019 | \$48.68 | \$11.50 | \$15.60 | \$0.00 | \$75.78 |
| 12/01/2019 | \$49.83 | \$11.50 | \$15.60 | \$0.00 | \$76.93 |
| 06/01/2020 | \$50.93 | \$11.50 | \$15.60 | \$0.00 | \$78.03 |
| 12/01/2020 | \$52.08 | \$11.50 | \$15.60 | \$0.00 | \$79.18 |
| 06/01/2021 | \$53.18 | \$11.50 | \$15.60 | \$0.00 | \$80.28 |
| 12/01/2021 | \$54.33 | \$11.50 | \$15.60 | \$0.00 | \$81.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification                   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------------------------|----------------|-----------|---------|---------|---------------------------|------------|
| GENERATOR/LIGHTING PLANT/HEATERS | 12/01/2018     | \$32.03   | \$11.50 | \$15.60 | \$0.00                    | \$59.13    |
| OPERATING ENGINEERS LOCAL #      | 06/01/2019     | \$32.78   | \$11.50 | \$15.60 | \$0.00                    | \$59.88    |

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 12/01/2019 | \$33.57 | \$11.50 | \$15.60 | \$0.00 | \$60.67 |
| GLAZIER LOCAL #5 (ZONE 2)                          | 06/01/2020 | \$34.32 | \$11.50 | \$15.60 | \$0.00 | \$61.42 |
|  | 12/01/2020 | \$35.10 | \$11.50 | \$15.60 | \$0.00 | \$62.20 |
|  | 06/01/2021 | \$35.85 | \$11.50 | \$15.60 | \$0.00 | \$62.95 |
|  | 12/01/2021 | \$36.64 | \$11.50 | \$15.60 | \$0.00 | \$63.74 |

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| For apprentice rates see "Apprentice-OPERATING ENGINEERS" | 01/01/2019 | \$39.86 | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
|   | 07/01/2019 | \$40.96 | \$8.15 | \$20.85 | \$0.00 | \$69.96 |
|   | 01/01/2020 | \$42.06 | \$8.15 | \$20.85 | \$0.00 | \$71.06 |
|   | 07/01/2020 | \$43.16 | \$8.15 | \$20.85 | \$0.00 | \$72.16 |
|   | 01/01/2021 | \$44.26 | \$8.15 | \$20.85 | \$0.00 | \$73.26 |

Apprentice - GLAZIER - Local 31 Zone 2  
Effective Date - 01/01/2019

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

Effective Date - 07/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$20.48              | \$8.15 | \$0.00  | \$0.00                    | \$28.63    |
| 2    | 55      | \$22.53              | \$8.15 | \$5.64  | \$0.00                    | \$36.32    |
| 3    | 60      | \$24.58              | \$8.15 | \$6.15  | \$0.00                    | \$38.88    |
| 4    | 65      | \$26.62              | \$8.15 | \$6.66  | \$0.00                    | \$41.43    |
| 5    | 70      | \$28.67              | \$8.15 | \$17.78 | \$0.00                    | \$54.60    |
| 6    | 75      | \$30.72              | \$8.15 | \$18.29 | \$0.00                    | \$57.16    |
| 7    | 80      | \$32.77              | \$8.15 | \$18.80 | \$0.00                    | \$59.72    |
| 8    | 90      | \$36.86              | \$8.15 | \$19.83 | \$0.00                    | \$64.84    |

Notes:  
Steps are 730 hrs.  
Apprentice to Journeyworker Ratio:1:1

Classification

HOISTING ENGINEER/Cranes/GRADALLS  
OPERATING ENGINEERS LOCAL 4

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 12/01/2018     | \$47.58   | \$11.50 | \$15.60 | \$0.00                    | \$74.68    |
| 06/01/2019     | \$48.68   | \$11.50 | \$15.60 | \$0.00                    | \$75.78    |
| 12/01/2019     | \$49.83   | \$11.50 | \$15.60 | \$0.00                    | \$76.93    |
| 06/01/2020     | \$50.93   | \$11.50 | \$15.60 | \$0.00                    | \$78.03    |
| 12/01/2020     | \$52.08   | \$11.50 | \$15.60 | \$0.00                    | \$79.18    |
| 06/01/2021     | \$53.18   | \$11.50 | \$15.60 | \$0.00                    | \$80.28    |
| 12/01/2021     | \$54.33   | \$11.50 | \$15.60 | \$0.00                    | \$81.43    |

Apprentice - OPERATING ENGINEERS - Local 4

| Effective Date -<br>Step | Percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--------------------------|---------|----------------------|---------|---------|---------------------------|------------|
| 1                        | 55      | \$26.17              | \$11.50 | \$0.00  | \$0.00                    | \$37.67    |
| 2                        | 60      | \$28.55              | \$11.50 | \$15.60 | \$0.00                    | \$55.65    |
| 3                        | 65      | \$30.93              | \$11.50 | \$15.60 | \$0.00                    | \$58.03    |
| 4                        | 70      | \$33.31              | \$11.50 | \$15.60 | \$0.00                    | \$60.41    |
| 5                        | 75      | \$35.69              | \$11.50 | \$15.60 | \$0.00                    | \$62.79    |
| 6                        | 80      | \$38.06              | \$11.50 | \$15.60 | \$0.00                    | \$65.16    |
| 7                        | 85      | \$40.44              | \$11.50 | \$15.60 | \$0.00                    | \$67.54    |
| 8                        | 90      | \$42.82              | \$11.50 | \$15.60 | \$0.00                    | \$69.92    |

Effective Date - 06/01/2019

| Step | Percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$26.77              | \$11.50 | \$0.00  | \$0.00                    | \$38.27    |
| 2    | 60      | \$29.21              | \$11.50 | \$15.60 | \$0.00                    | \$56.31    |
| 3    | 65      | \$31.64              | \$11.50 | \$15.60 | \$0.00                    | \$58.74    |
| 4    | 70      | \$34.08              | \$11.50 | \$15.60 | \$0.00                    | \$61.18    |
| 5    | 75      | \$36.51              | \$11.50 | \$15.60 | \$0.00                    | \$63.61    |
| 6    | 80      | \$38.94              | \$11.50 | \$15.60 | \$0.00                    | \$66.04    |
| 7    | 85      | \$41.38              | \$11.50 | \$15.60 | \$0.00                    | \$68.48    |
| 8    | 90      | \$43.81              | \$11.50 | \$15.60 | \$0.00                    | \$70.91    |

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)

SHEETMETAL WORKERS LOCAL 17-A

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 02/01/2019 | \$46.50 | \$13.20 | \$24.12 | \$2.52 | \$86.34 |
| 08/01/2019 | \$48.10 | \$13.20 | \$24.12 | \$2.56 | \$87.98 |
| 02/01/2020 | \$49.75 | \$13.20 | \$24.12 | \$2.61 | \$89.68 |
| 08/01/2020 | \$51.35 | \$13.20 | \$24.12 | \$2.66 | \$91.33 |
| 02/01/2021 | \$53.00 | \$13.20 | \$24.12 | \$2.71 | \$93.03 |
| 08/01/2021 | \$54.75 | \$13.20 | \$24.12 | \$2.76 | \$94.83 |
| 02/01/2022 | \$56.50 | \$13.20 | \$24.12 | \$2.81 | \$96.63 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)

ELECTRICIANS LOCAL 103

For apprentice rates see "Apprentice- ELECTRICIAN"

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 03/01/2019 | \$51.10 | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
|------------|---------|---------|---------|--------|---------|

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| <b>HVAC (TESTING AND BALANCING - AIR)</b>  |                |           |         |         |                           |            |
| <b>SHEETMETAL WORKERS LOCAL 17-A</b>   |                |           |         |         |                           |            |
|  | 02/01/2019     | \$46.50   | \$13.20 | \$24.12 | \$2.52                    | \$86.34    |
|  | 08/01/2019     | \$48.10   | \$13.20 | \$24.12 | \$2.56                    | \$87.98    |
|  | 02/01/2020     | \$49.75   | \$13.20 | \$24.12 | \$2.61                    | \$89.68    |
|  | 08/01/2020     | \$51.35   | \$13.20 | \$24.12 | \$2.66                    | \$91.33    |
|  | 02/01/2021     | \$53.00   | \$13.20 | \$24.12 | \$2.71                    | \$93.03    |
|  | 08/01/2021     | \$54.75   | \$13.20 | \$24.12 | \$2.76                    | \$94.83    |
|  | 02/01/2022     | \$56.50   | \$13.20 | \$24.12 | \$2.81                    | \$96.63    |
| <b>For apprentices rates see "Apprentice-SHEET METAL WORKER"</b>                 |                |           |         |         |                           |            |
| <b>HVAC (TESTING AND BALANCING - WATER)</b>                                      |                |           |         |         |                           |            |
| <b>PIPEFITTERS LOCAL 517</b>   |                |           |         |         |                           |            |
|  | 03/01/2019     | \$53.19   | \$10.95 | \$19.74 | \$0.00                    | \$83.88    |
|  | 09/01/2019     | \$54.69   | \$10.95 | \$19.74 | \$0.00                    | \$85.38    |
|  | 03/01/2020     | \$56.19   | \$10.95 | \$19.74 | \$0.00                    | \$86.88    |
|  | 09/01/2020     | \$57.69   | \$10.95 | \$19.74 | \$0.00                    | \$88.38    |
|  | 03/01/2021     | \$59.19   | \$10.95 | \$19.74 | \$0.00                    | \$89.88    |
| <b>For apprentices rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"</b> |                |           |         |         |                           |            |
| <b>HVAC/MECHANIC</b>   |                |           |         |         |                           |            |
| <b>PIPEFITTERS LOCAL 517</b>   |                |           |         |         |                           |            |
|  | 03/01/2019     | \$53.19   | \$10.95 | \$19.74 | \$0.00                    | \$83.88    |
|  | 09/01/2019     | \$54.69   | \$10.95 | \$19.74 | \$0.00                    | \$85.38    |
|  | 03/01/2020     | \$56.19   | \$10.95 | \$19.74 | \$0.00                    | \$86.88    |
|  | 09/01/2020     | \$57.69   | \$10.95 | \$19.74 | \$0.00                    | \$88.38    |
|  | 03/01/2021     | \$59.19   | \$10.95 | \$19.74 | \$0.00                    | \$89.88    |
| <b>For apprentices rates see "Apprentice-PIPEFITTER" or "TUNER/PIPEFITTER"</b>   |                |           |         |         |                           |            |
| <b>HYDRAULIC DRILLS</b>  |                |           |         |         |                           |            |
| <b>LABORER - ZONE 2</b>  |                |           |         |         |                           |            |
|  | 12/01/2018     | \$34.27   | \$7.85  | \$14.44 | \$0.00                    | \$56.56    |
|  | 06/01/2019     | \$35.14   | \$7.85  | \$14.44 | \$0.00                    | \$57.43    |
|  | 12/01/2019     | \$36.00   | \$7.85  | \$14.44 | \$0.00                    | \$58.29    |
|  | 06/01/2020     | \$36.89   | \$7.85  | \$14.44 | \$0.00                    | \$59.18    |
|  | 12/01/2020     | \$37.78   | \$7.85  | \$14.44 | \$0.00                    | \$60.07    |
|  | 06/01/2021     | \$38.70   | \$7.85  | \$14.44 | \$0.00                    | \$60.99    |
|  | 12/01/2021     | \$39.61   | \$7.85  | \$14.44 | \$0.00                    | \$61.90    |
| <b>For apprentices rates see "Apprentice-LABORER"</b>                            |                |           |         |         |                           |            |
| <b>INSULATOR (PIPES &amp; TANKS)</b>   |                |           |         |         |                           |            |
| <b>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</b>                              |                |           |         |         |                           |            |
|  | 09/01/2018     | \$47.09   | \$12.50 | \$15.60 | \$0.00                    | \$75.19    |
|  | 09/01/2019     | \$49.59   | \$12.50 | \$15.60 | \$0.00                    | \$77.69    |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

| Effective Date - | Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|---------|---------|---------------------------|------------|
| 09/01/2018       | 1    | 50      | \$23.55              | \$12.50 | \$11.40 | \$0.00                    | \$47.45    |
|                  | 2    | 60      | \$28.25              | \$12.50 | \$12.24 | \$0.00                    | \$52.99    |
|                  | 3    | 70      | \$32.96              | \$12.50 | \$13.08 | \$0.00                    | \$58.54    |
|                  | 4    | 80      | \$37.67              | \$12.50 | \$13.92 | \$0.00                    | \$64.09    |

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.80              | \$12.50 | \$11.40 | \$0.00                    | \$48.70    |
| 2    | 60      | \$29.75              | \$12.50 | \$12.24 | \$0.00                    | \$54.49    |
| 3    | 70      | \$34.71              | \$12.50 | \$13.08 | \$0.00                    | \$60.29    |
| 4    | 80      | \$39.67              | \$12.50 | \$13.92 | \$0.00                    | \$66.09    |

Notes:  
Steps are 1 year

Apprentices to Journeyworker Ratio:1:4

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (BOSTON AREA)

09/16/2018 \$46.07 \$8.00 \$22.85 \$0.00 \$76.92

Apprentice - IRONWORKER - Local 7 Boston

| Effective Date - | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|--------|---------|---------------------------|------------|
| 09/16/2018       | 1    | 60      | \$27.64              | \$8.00 | \$22.85 | \$0.00                    | \$58.49    |
|                  | 2    | 70      | \$32.25              | \$8.00 | \$22.85 | \$0.00                    | \$63.10    |
|                  | 3    | 75      | \$34.55              | \$8.00 | \$22.85 | \$0.00                    | \$65.40    |
|                  | 4    | 80      | \$36.86              | \$8.00 | \$22.85 | \$0.00                    | \$67.71    |
|                  | 5    | 85      | \$39.16              | \$8.00 | \$22.85 | \$0.00                    | \$70.01    |
|                  | 6    | 90      | \$41.46              | \$8.00 | \$22.85 | \$0.00                    | \$72.31    |

Notes:

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

Apprentices to Journeyworker Ratio:\*\*

JACKHAMMER & PAVING BREAKER OPERATOR

LABORERS - ZONE 2

| Effective Date - | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|--------|---------|---------------------------|------------|
| 12/01/2018       |      |         | \$33.77              | \$7.85 | \$14.44 | \$0.00                    | \$56.06    |
| 06/01/2019       |      |         | \$34.64              | \$7.85 | \$14.44 | \$0.00                    | \$56.93    |
| 12/01/2019       |      |         | \$35.50              | \$7.85 | \$14.44 | \$0.00                    | \$57.79    |
| 06/01/2020       |      |         | \$36.39              | \$7.85 | \$14.44 | \$0.00                    | \$58.68    |
| 12/01/2020       |      |         | \$37.28              | \$7.85 | \$14.44 | \$0.00                    | \$59.57    |
| 06/01/2021       |      |         | \$38.20              | \$7.85 | \$14.44 | \$0.00                    | \$60.49    |
| 12/01/2021       |      |         | \$39.11              | \$7.85 | \$14.44 | \$0.00                    | \$61.40    |

For apprentice rates see \*Apprentice- LABORER\*

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

Classification

Effective Date Base Wage Health Pension Supplemental Total Rate  
Unemployment

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile  
Effective Date - 02/01/2019

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

Effective Date - 08/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$21.00              | \$10.75 | \$19.11 | \$0.00                    | \$50.86    |
| 2    | 60      | \$25.19              | \$10.75 | \$19.11 | \$0.00                    | \$55.05    |
| 3    | 70      | \$29.39              | \$10.75 | \$19.11 | \$0.00                    | \$59.25    |
| 4    | 80      | \$33.59              | \$10.75 | \$19.11 | \$0.00                    | \$63.45    |
| 5    | 90      | \$37.79              | \$10.75 | \$19.11 | \$0.00                    | \$67.65    |

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILE LAYERS & TERRAZZO MECH  
BROCKLETONS LOCAL 3 - MARBLE & TILE

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 02/01/2019 | \$53.57 | \$10.75 | \$20.66 | \$0.00 | \$84.98 |
| 08/01/2019 | \$54.92 | \$10.75 | \$20.80 | \$0.00 | \$86.47 |
| 02/01/2020 | \$55.55 | \$10.75 | \$20.80 | \$0.00 | \$87.10 |
| 08/01/2020 | \$56.90 | \$10.75 | \$20.95 | \$0.00 | \$88.60 |
| 02/01/2021 | \$57.54 | \$10.75 | \$20.95 | \$0.00 | \$89.24 |
| 08/01/2021 | \$58.94 | \$10.75 | \$21.11 | \$0.00 | \$90.80 |
| 02/01/2022 | \$59.51 | \$10.75 | \$21.11 | \$0.00 | \$91.37 |

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

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

Effective Date - 02/01/2019

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

Effective Date - 08/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$27.46              | \$10.75 | \$20.80 | \$0.00                       | \$59.01    |
| 2    | 60      | \$32.95              | \$10.75 | \$20.80 | \$0.00                       | \$64.50    |
| 3    | 70      | \$38.44              | \$10.75 | \$20.80 | \$0.00                       | \$69.99    |
| 4    | 80      | \$43.94              | \$10.75 | \$20.80 | \$0.00                       | \$75.49    |
| 5    | 90      | \$49.43              | \$10.75 | \$20.80 | \$0.00                       | \$80.98    |

Notes:

Apprentice to Journeyworker Ratio:1:5

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

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$47.10 | \$11.50 | \$15.60 | \$0.00 | \$74.20 |
| 06/01/2019 | \$48.19 | \$11.50 | \$15.60 | \$0.00 | \$75.29 |
| 12/01/2019 | \$49.33 | \$11.50 | \$15.60 | \$0.00 | \$76.43 |
| 06/01/2020 | \$50.41 | \$11.50 | \$15.60 | \$0.00 | \$77.51 |
| 12/01/2020 | \$51.55 | \$11.50 | \$15.60 | \$0.00 | \$78.65 |
| 06/01/2021 | \$52.64 | \$11.50 | \$15.60 | \$0.00 | \$79.74 |
| 12/01/2021 | \$53.78 | \$11.50 | \$15.60 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE  
OPERATING ENGINEERS LOCAL 4

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$47.10 | \$11.50 | \$15.60 | \$0.00 | \$74.20 |
| 06/01/2019 | \$48.19 | \$11.50 | \$15.60 | \$0.00 | \$75.29 |
| 12/01/2019 | \$49.33 | \$11.50 | \$15.60 | \$0.00 | \$76.43 |
| 06/01/2020 | \$50.41 | \$11.50 | \$15.60 | \$0.00 | \$77.51 |
| 12/01/2020 | \$51.55 | \$11.50 | \$15.60 | \$0.00 | \$78.65 |
| 06/01/2021 | \$52.64 | \$11.50 | \$15.60 | \$0.00 | \$79.74 |
| 12/01/2021 | \$53.78 | \$11.50 | \$15.60 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILL WRIGHT (Zone 2)  
MILLWRIGHTS LOCAL 1121 - Zone 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 04/01/2019 | \$38.87 | \$9.90 | \$18.50 | \$0.00 | \$67.27 |
|------------|---------|--------|---------|--------|---------|

## Classification

Effective Date      Base Wage      Health      Pension      Supplemental  
Unemployment      Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 55      | \$21.38              | \$9.90 | \$5.31  | \$0.00                       | \$36.59    |
| 2    | 65      | \$25.27              | \$9.90 | \$15.13 | \$0.00                       | \$50.30    |
| 3    | 75      | \$29.15              | \$9.90 | \$16.10 | \$0.00                       | \$55.15    |
| 4    | 85      | \$33.04              | \$9.90 | \$17.05 | \$0.00                       | \$60.00    |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER  
LABORERS - ZONE 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 12/01/2018 | \$33.77 | \$7.85 | \$14.44 | \$0.00 | \$56.06 |
| 06/01/2019 | \$34.64 | \$7.85 | \$14.44 | \$0.00 | \$56.93 |
| 12/01/2019 | \$35.50 | \$7.85 | \$14.44 | \$0.00 | \$57.79 |
| 06/01/2020 | \$36.39 | \$7.85 | \$14.44 | \$0.00 | \$58.68 |
| 12/01/2020 | \$37.28 | \$7.85 | \$14.44 | \$0.00 | \$59.57 |
| 06/01/2021 | \$38.20 | \$7.85 | \$14.44 | \$0.00 | \$60.49 |
| 12/01/2021 | \$39.11 | \$7.85 | \$14.44 | \$0.00 | \$61.40 |

For apprentices rates use "Apprentice- LABORER"

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

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$23.06 | \$11.50 | \$15.60 | \$0.00 | \$50.16 |
| 06/01/2019 | \$23.61 | \$11.50 | \$15.60 | \$0.00 | \$50.71 |
| 12/01/2019 | \$24.18 | \$11.50 | \$15.60 | \$0.00 | \$51.28 |
| 06/01/2020 | \$24.73 | \$11.50 | \$15.60 | \$0.00 | \$51.83 |
| 12/01/2020 | \$25.30 | \$11.50 | \$15.60 | \$0.00 | \$52.40 |
| 06/01/2021 | \$25.85 | \$11.50 | \$15.60 | \$0.00 | \$52.95 |
| 12/01/2021 | \$26.43 | \$11.50 | \$15.60 | \$0.00 | \$53.53 |

For apprentices rates use "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)  
OPERATING ENGINEERS LOCAL 4

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$27.42 | \$11.50 | \$15.60 | \$0.00 | \$54.52 |
| 06/01/2019 | \$28.07 | \$11.50 | \$15.60 | \$0.00 | \$55.17 |
| 12/01/2019 | \$28.74 | \$11.50 | \$15.60 | \$0.00 | \$55.84 |
| 06/01/2020 | \$29.39 | \$11.50 | \$15.60 | \$0.00 | \$56.49 |
| 12/01/2020 | \$30.07 | \$11.50 | \$15.60 | \$0.00 | \$57.17 |
| 06/01/2021 | \$30.71 | \$11.50 | \$15.60 | \$0.00 | \$57.81 |
| 12/01/2021 | \$31.39 | \$11.50 | \$15.60 | \$0.00 | \$58.49 |

For apprentices rates use "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II  
OPERATING ENGINEERS LOCAL 4

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$47.10 | \$11.50 | \$15.60 | \$0.00 | \$74.20 |
| 06/01/2019 | \$48.19 | \$11.50 | \$15.60 | \$0.00 | \$75.29 |
| 12/01/2019 | \$49.33 | \$11.50 | \$15.60 | \$0.00 | \$76.43 |
| 06/01/2020 | \$50.41 | \$11.50 | \$15.60 | \$0.00 | \$77.51 |
| 12/01/2020 | \$51.55 | \$11.50 | \$15.60 | \$0.00 | \$78.65 |
| 06/01/2021 | \$52.64 | \$11.50 | \$15.60 | \$0.00 | \$79.74 |
| 12/01/2021 | \$53.78 | \$11.50 | \$15.60 | \$0.00 | \$80.88 |

For apprentices rates use "Apprentice- OPERATING ENGINEERS"

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

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| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER (BRIDGES/TANKS)<br>PAINTERS LOCAL 35 - ZONE 2 | 01/01/2019     | \$50.36   | \$8.15 | \$20.85 | \$0.00                    | \$79.36    |
|   | 07/01/2019     | \$51.46   | \$8.15 | \$20.85 | \$0.00                    | \$80.46    |
|   | 01/01/2020     | \$52.56   | \$8.15 | \$20.85 | \$0.00                    | \$81.56    |
|   | 07/01/2020     | \$53.66   | \$8.15 | \$20.85 | \$0.00                    | \$82.66    |
|   | 01/01/2021     | \$54.76   | \$8.15 | \$20.85 | \$0.00                    | \$83.76    |

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

| Effective Date - 01/01/2019 |         | Apprentice Base Wage |        | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|--------|--------|---------|---------------------------|------------|
| Step                        | percent |                      |        |        |         |                           |            |
| 1                           | 50      | \$25.18              | \$8.15 | \$0.00 | \$0.00  | \$0.00                    | \$33.33    |
| 2                           | 55      | \$27.70              | \$8.15 | \$5.64 | \$0.00  | \$0.00                    | \$41.49    |
| 3                           | 60      | \$30.22              | \$8.15 | \$6.15 | \$0.00  | \$0.00                    | \$44.52    |
| 4                           | 65      | \$32.73              | \$8.15 | \$6.66 | \$0.00  | \$0.00                    | \$47.54    |
| 5                           | 70      | \$35.25              | \$8.15 | \$7.18 | \$0.00  | \$0.00                    | \$50.58    |
| 6                           | 75      | \$37.77              | \$8.15 | \$7.69 | \$0.00  | \$0.00                    | \$53.61    |
| 7                           | 80      | \$40.29              | \$8.15 | \$8.20 | \$0.00  | \$0.00                    | \$56.64    |
| 8                           | 90      | \$45.32              | \$8.15 | \$9.83 | \$0.00  | \$0.00                    | \$63.30    |

| Effective Date - 07/01/2019 |         | Apprentice Base Wage |        | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|--------|--------|---------|---------------------------|------------|
| Step                        | percent |                      |        |        |         |                           |            |
| 1                           | 50      | \$25.73              | \$8.15 | \$0.00 | \$0.00  | \$0.00                    | \$33.88    |
| 2                           | 55      | \$28.30              | \$8.15 | \$5.64 | \$0.00  | \$0.00                    | \$42.09    |
| 3                           | 60      | \$30.88              | \$8.15 | \$6.15 | \$0.00  | \$0.00                    | \$45.18    |
| 4                           | 65      | \$33.45              | \$8.15 | \$6.66 | \$0.00  | \$0.00                    | \$48.26    |
| 5                           | 70      | \$36.02              | \$8.15 | \$7.18 | \$0.00  | \$0.00                    | \$51.35    |
| 6                           | 75      | \$38.60              | \$8.15 | \$7.69 | \$0.00  | \$0.00                    | \$54.44    |
| 7                           | 80      | \$41.17              | \$8.15 | \$8.20 | \$0.00  | \$0.00                    | \$57.52    |
| 8                           | 90      | \$46.31              | \$8.15 | \$9.83 | \$0.00  | \$0.00                    | \$64.29    |

Notes:  
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

## Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

## Apprentice - PAINTER SIGN - Local 35 Zone 2

Effective Date - 06/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$12.91              | \$7.07 | \$0.00  | \$0.00                       | \$19.98    |
| 2    | 55      | \$14.20              | \$7.07 | \$2.45  | \$0.00                       | \$23.72    |
| 3    | 60      | \$15.49              | \$7.07 | \$2.45  | \$0.00                       | \$25.01    |
| 4    | 65      | \$16.78              | \$7.07 | \$2.45  | \$0.00                       | \$26.30    |
| 5    | 70      | \$18.07              | \$7.07 | \$7.05  | \$0.00                       | \$32.19    |
| 6    | 75      | \$19.36              | \$7.07 | \$7.05  | \$0.00                       | \$33.48    |
| 7    | 80      | \$20.65              | \$7.07 | \$7.05  | \$0.00                       | \$34.77    |
| 8    | 85      | \$21.94              | \$7.07 | \$7.05  | \$0.00                       | \$36.06    |
| 9    | 90      | \$23.23              | \$7.07 | \$7.05  | \$0.00                       | \$37.35    |

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) \*

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. PAINTER LOCAL 35 - ZONE 2

|  | 01/01/2019 | \$41.26 | \$8.15 | \$20.85 | \$0.00 | \$70.26 |
|--|------------|---------|--------|---------|--------|---------|
|  | 07/01/2019 | \$42.36 | \$8.15 | \$20.85 | \$0.00 | \$71.36 |
|  | 01/01/2020 | \$43.46 | \$8.15 | \$20.85 | \$0.00 | \$72.46 |
|  | 07/01/2020 | \$44.56 | \$8.15 | \$20.85 | \$0.00 | \$73.56 |
|  | 01/01/2021 | \$45.66 | \$8.15 | \$20.85 | \$0.00 | \$74.66 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

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

Effective Date - 07/01/2019

| Step | Percent | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------|-----------|--------|---------|---------------------------|------------|
| 1    | 50      |                | \$21.18   | \$8.15 | \$0.00  | \$0.00                    | \$29.33    |
| 2    | 55      |                | \$23.30   | \$8.15 | \$5.64  | \$0.00                    | \$37.09    |
| 3    | 60      |                | \$25.42   | \$8.15 | \$6.15  | \$0.00                    | \$39.72    |
| 4    | 65      |                | \$27.53   | \$8.15 | \$6.66  | \$0.00                    | \$42.34    |
| 5    | 70      |                | \$29.65   | \$8.15 | \$17.78 | \$0.00                    | \$55.58    |
| 6    | 75      |                | \$31.77   | \$8.15 | \$18.29 | \$0.00                    | \$58.21    |
| 7    | 80      |                | \$33.89   | \$8.15 | \$18.80 | \$0.00                    | \$60.84    |
| 8    | 90      |                | \$38.12   | \$8.15 | \$19.83 | \$0.00                    | \$66.10    |

Notes:  
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAIR)

PAINTERS LOCAL 35 - ZONE 2

| Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|--------|---------|---------------------------|------------|
| 01/01/2019     | \$39.32   | \$8.15 | \$20.85 | \$0.00                    | \$68.32    |
| 07/01/2019     | \$40.42   | \$8.15 | \$20.85 | \$0.00                    | \$69.42    |
| 01/01/2020     | \$41.52   | \$8.15 | \$20.85 | \$0.00                    | \$70.52    |
| 07/01/2020     | \$42.62   | \$8.15 | \$20.85 | \$0.00                    | \$71.62    |
| 01/01/2021     | \$43.72   | \$8.15 | \$20.85 | \$0.00                    | \$72.72    |

## Classification

Effective Date Base Wage Health Pension

Supplemental  
Unemployment Total RateApprentice - PAINTER Local 35 Zone 2 - Spray/Confined - Reprint  
Effective Date - 01/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$19.66              | \$8.15 | \$0.00  | \$0.00                       | \$27.81    |
| 2    | 55      | \$21.63              | \$8.15 | \$5.64  | \$0.00                       | \$35.42    |
| 3    | 60      | \$23.59              | \$8.15 | \$6.15  | \$0.00                       | \$37.89    |
| 4    | 65      | \$25.56              | \$8.15 | \$6.66  | \$0.00                       | \$40.37    |
| 5    | 70      | \$27.52              | \$8.15 | \$17.78 | \$0.00                       | \$53.45    |
| 6    | 75      | \$29.49              | \$8.15 | \$18.29 | \$0.00                       | \$55.93    |
| 7    | 80      | \$31.46              | \$8.15 | \$18.80 | \$0.00                       | \$58.41    |
| 8    | 90      | \$33.39              | \$8.15 | \$19.83 | \$0.00                       | \$61.37    |

## Effective Date - 07/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$20.21              | \$8.15 | \$0.00  | \$0.00                       | \$28.36    |
| 2    | 55      | \$22.23              | \$8.15 | \$5.64  | \$0.00                       | \$36.02    |
| 3    | 60      | \$24.25              | \$8.15 | \$6.15  | \$0.00                       | \$38.55    |
| 4    | 65      | \$26.27              | \$8.15 | \$6.66  | \$0.00                       | \$41.08    |
| 5    | 70      | \$28.29              | \$8.15 | \$17.78 | \$0.00                       | \$54.22    |
| 6    | 75      | \$30.32              | \$8.15 | \$18.29 | \$0.00                       | \$56.76    |
| 7    | 80      | \$32.34              | \$8.15 | \$18.80 | \$0.00                       | \$59.29    |
| 8    | 90      | \$36.38              | \$8.15 | \$19.83 | \$0.00                       | \$64.36    |

## Notes:

Steps are 750 hrs.

## Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)  
LABORERS - ZONE 2

|  | 12/01/2018 | \$33.52 | \$7.85 | \$14.44 | \$0.00 | \$55.81 |
|--|------------|---------|--------|---------|--------|---------|
|  | 06/01/2019 | \$34.39 | \$7.85 | \$14.44 | \$0.00 | \$56.68 |
|  | 12/01/2019 | \$35.25 | \$7.85 | \$14.44 | \$0.00 | \$57.54 |
|  | 06/01/2020 | \$36.14 | \$7.85 | \$14.44 | \$0.00 | \$58.43 |
|  | 12/01/2020 | \$37.03 | \$7.85 | \$14.44 | \$0.00 | \$59.32 |
|  | 06/01/2021 | \$37.95 | \$7.85 | \$14.44 | \$0.00 | \$60.24 |
|  | 12/01/2021 | \$38.86 | \$7.85 | \$14.44 | \$0.00 | \$61.15 |

For Apprentice rates see "Apprentice-LABORER"

## PAINTER / TAPEX (BRUSH, NEW) \*

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

|  | 01/01/2019 | \$39.86 | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
|--|------------|---------|--------|---------|--------|---------|
|  | 07/01/2019 | \$40.96 | \$8.15 | \$20.85 | \$0.00 | \$69.96 |
|  | 01/01/2020 | \$42.06 | \$8.15 | \$20.85 | \$0.00 | \$71.06 |
|  | 07/01/2020 | \$43.16 | \$8.15 | \$20.85 | \$0.00 | \$72.16 |
|  | 01/01/2021 | \$44.25 | \$8.15 | \$20.85 | \$0.00 | \$73.25 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 55 Zone 2 - BRUSH NEW

Effective Date - 01/01/2019

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

Effective Date - 07/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$20.48              | \$8.15 | \$0.00  | \$0.00                    | \$28.63    |
| 2    | 55      | \$22.53              | \$8.15 | \$5.64  | \$0.00                    | \$36.32    |
| 3    | 60      | \$24.58              | \$8.15 | \$6.15  | \$0.00                    | \$38.88    |
| 4    | 65      | \$26.62              | \$8.15 | \$6.66  | \$0.00                    | \$41.43    |
| 5    | 70      | \$28.67              | \$8.15 | \$17.78 | \$0.00                    | \$54.60    |
| 6    | 75      | \$30.72              | \$8.15 | \$18.29 | \$0.00                    | \$57.16    |
| 7    | 80      | \$32.77              | \$8.15 | \$18.80 | \$0.00                    | \$59.72    |
| 8    | 90      | \$36.85              | \$8.15 | \$19.83 | \$0.00                    | \$64.84    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 55 - ZONE 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 01/01/2019 | \$37.92 | \$8.15 | \$20.85 | \$0.00 | \$66.92 |
| 07/01/2019 | \$39.02 | \$8.15 | \$20.85 | \$0.00 | \$68.02 |
| 01/01/2020 | \$40.12 | \$8.15 | \$20.85 | \$0.00 | \$69.12 |
| 07/01/2020 | \$41.22 | \$8.15 | \$20.85 | \$0.00 | \$70.22 |
| 01/01/2021 | \$42.32 | \$8.15 | \$20.85 | \$0.00 | \$71.32 |

## Classification

Effective Date Base Wage Health Pension

Supplemental  
Unemployment - Total Rate

## Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$18.96              | \$8.15 | \$0.00  | \$0.00                       | \$27.11    |
| 2    | 55      | \$20.86              | \$8.15 | \$5.64  | \$0.00                       | \$34.65    |
| 3    | 60      | \$22.75              | \$8.15 | \$6.15  | \$0.00                       | \$37.05    |
| 4    | 65      | \$24.65              | \$8.15 | \$6.66  | \$0.00                       | \$39.46    |
| 5    | 70      | \$26.54              | \$8.15 | \$7.78  | \$0.00                       | \$42.47    |
| 6    | 75      | \$28.44              | \$8.15 | \$8.29  | \$0.00                       | \$44.88    |
| 7    | 80      | \$30.34              | \$8.15 | \$8.80  | \$0.00                       | \$47.29    |
| 8    | 90      | \$34.13              | \$8.15 | \$19.83 | \$0.00                       | \$62.11    |

Effective Date - 07/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$19.51              | \$8.15 | \$0.00  | \$0.00                       | \$27.66    |
| 2    | 55      | \$21.46              | \$8.15 | \$5.64  | \$0.00                       | \$35.25    |
| 3    | 60      | \$23.41              | \$8.15 | \$6.15  | \$0.00                       | \$37.71    |
| 4    | 65      | \$25.36              | \$8.15 | \$6.66  | \$0.00                       | \$40.17    |
| 5    | 70      | \$27.31              | \$8.15 | \$7.78  | \$0.00                       | \$43.24    |
| 6    | 75      | \$29.27              | \$8.15 | \$8.29  | \$0.00                       | \$45.71    |
| 7    | 80      | \$31.22              | \$8.15 | \$8.80  | \$0.00                       | \$48.17    |
| 8    | 90      | \$35.12              | \$8.15 | \$19.83 | \$0.00                       | \$63.10    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER  
TEAMSTERS JOINT COUNCIL NO. 18 ZONE B

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
|  | 12/01/2018 | \$33.08 | \$11.91 | \$12.70 | \$0.00 | \$57.69 |
|  | 06/01/2019 | \$34.08 | \$11.91 | \$12.70 | \$0.00 | \$58.69 |
|  | 08/01/2019 | \$34.08 | \$12.41 | \$12.70 | \$0.00 | \$59.19 |
|  | 12/01/2019 | \$34.08 | \$12.41 | \$13.72 | \$0.00 | \$60.21 |
|  | 06/01/2020 | \$34.98 | \$12.41 | \$13.72 | \$0.00 | \$61.11 |
|  | 08/01/2020 | \$34.98 | \$12.91 | \$13.72 | \$0.00 | \$61.61 |
|  | 12/01/2020 | \$34.98 | \$12.91 | \$14.82 | \$0.00 | \$62.71 |
|  | 06/01/2021 | \$35.78 | \$12.91 | \$14.82 | \$0.00 | \$63.51 |
|  | 08/01/2021 | \$35.78 | \$13.41 | \$14.82 | \$0.00 | \$64.01 |
|  | 12/01/2021 | \$35.78 | \$13.41 | \$16.01 | \$0.00 | \$65.20 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND<br>DECK) | 08/01/2018 | \$46.57 | \$9.90  | \$21.15 | \$0.00 | \$77.62 |
| PILE DRIVER LOCAL 56 (ZONE 1)                        | 08/01/2019 | \$48.94 | \$9.90  | \$21.15 | \$0.00 | \$79.99 |
| For apprentice rates see "Apprentice- PILE DRIVER"   |            |         |         |         |        |         |
| PILE DRIVER  | 08/01/2018 | \$46.57 | \$9.90  | \$21.15 | \$0.00 | \$77.62 |
| PILE DRIVER LOCAL 56 (ZONE 1)                        | 08/01/2019 | \$48.94 | \$9.90  | \$21.15 | \$0.00 | \$79.99 |

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPE DRIVER - Local 56 Zone 1

| Effective Date -<br>Step | Percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|--------------------------|---------|----------------------|--------|---------|------------------------------|------------|
| 1                        | 50      | \$23.29              | \$9.90 | \$21.15 | \$0.00                       | \$54.34    |
| 2                        | 60      | \$27.94              | \$9.90 | \$21.15 | \$0.00                       | \$58.99    |
| 3                        | 70      | \$32.60              | \$9.90 | \$21.15 | \$0.00                       | \$63.65    |
| 4                        | 75      | \$34.93              | \$9.90 | \$21.15 | \$0.00                       | \$65.98    |
| 5                        | 80      | \$37.26              | \$9.90 | \$21.15 | \$0.00                       | \$68.31    |
| 6                        | 80      | \$37.26              | \$9.90 | \$21.15 | \$0.00                       | \$68.31    |
| 7                        | 90      | \$41.91              | \$9.90 | \$21.15 | \$0.00                       | \$72.96    |
| 8                        | 90      | \$41.91              | \$9.90 | \$21.15 | \$0.00                       | \$72.96    |

Effective Date - 08/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER  
PIPEFITTERS LOCAL 517

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 03/01/2019 | \$33.19 | \$10.95 | \$19.74 | \$0.00 | \$83.88 |
| 09/01/2019 | \$34.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| 03/01/2021 | \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |

Classification

Effective Date Base Wage Health Pension Supplemental  
Unemployment\* Total Rate

Apprentice - PIPEFITTER-Local 537  
Effective Date - 03/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 40      | \$21.28              | \$10.95 | \$8.00  | \$0.00                       | \$40.23    |
| 2    | 45      | \$23.94              | \$10.95 | \$19.74 | \$0.00                       | \$54.63    |
| 3    | 60      | \$31.91              | \$10.95 | \$19.74 | \$0.00                       | \$62.60    |
| 4    | 70      | \$37.23              | \$10.95 | \$19.74 | \$0.00                       | \$67.92    |
| 5    | 80      | \$42.55              | \$10.95 | \$19.74 | \$0.00                       | \$73.24    |

Effective Date - 09/01/2019

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

Notes:

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

Retire/ACMechanic \*\*1,1;1,2,2,4,3,6,4,8,5,10,6,12,7,14,8,17,9,20,10,23 (Max)

Apprentice to Journeyworker Ratio:\*\*

PIPELAYER  
LABORER - ZONE 2

|  | 12/01/2018 | \$33.77 | \$7.85 | \$14.44 | \$0.00 | \$56.06 |
|--|------------|---------|--------|---------|--------|---------|
|  | 06/01/2019 | \$34.64 | \$7.85 | \$14.44 | \$0.00 | \$56.93 |
|  | 12/01/2019 | \$35.50 | \$7.85 | \$14.44 | \$0.00 | \$57.79 |
|  | 06/01/2020 | \$36.39 | \$7.85 | \$14.44 | \$0.00 | \$58.68 |
|  | 12/01/2020 | \$37.28 | \$7.85 | \$14.44 | \$0.00 | \$59.57 |
|  | 06/01/2021 | \$38.20 | \$7.85 | \$14.44 | \$0.00 | \$60.49 |
|  | 12/01/2021 | \$39.11 | \$7.85 | \$14.44 | \$0.00 | \$61.40 |

For apprentices rates are "Apprentice- LABORER"

PLUMBERS & GASFITTERS  
PLUMBERS & GASFITTERS LOCAL 12

|  | 03/01/2019 | \$56.69 | \$11.82 | \$16.51 | \$0.00 | \$85.02 |
|--|------------|---------|---------|---------|--------|---------|
|  | 09/01/2019 | \$58.19 | \$11.82 | \$16.51 | \$0.00 | \$86.52 |
|  | 03/01/2020 | \$59.69 | \$11.82 | \$16.51 | \$0.00 | \$88.02 |
|  | 09/01/2020 | \$61.19 | \$11.82 | \$16.51 | \$0.00 | \$89.52 |
|  | 03/01/2021 | \$62.69 | \$11.82 | \$16.51 | \$0.00 | \$91.02 |



Classification

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 35      | \$19.84              | \$11.82 | \$5.98  | \$0.00                       | \$37.64    |
| 2    | 40      | \$22.68              | \$11.82 | \$6.79  | \$0.00                       | \$41.29    |
| 3    | 55      | \$31.18              | \$11.82 | \$9.25  | \$0.00                       | \$52.25    |
| 4    | 65      | \$36.85              | \$11.82 | \$10.85 | \$0.00                       | \$59.52    |
| 5    | 75      | \$42.52              | \$11.82 | \$12.50 | \$0.00                       | \$66.84    |

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 35      | \$20.37              | \$11.82 | \$5.98  | \$0.00                       | \$38.17    |
| 2    | 40      | \$23.28              | \$11.82 | \$6.79  | \$0.00                       | \$41.89    |
| 3    | 55      | \$32.00              | \$11.82 | \$9.25  | \$0.00                       | \$53.07    |
| 4    | 65      | \$37.82              | \$11.82 | \$10.85 | \$0.00                       | \$60.49    |
| 5    | 75      | \$43.64              | \$11.82 | \$12.50 | \$0.00                       | \$67.96    |

Notes:  
\*\* 1,2, 2-6, 3-10; 4-14; 5-19 Steps are 1 yr  
Step4 with lic\$63.17 Step5 with lic\$70.47  
Apprentice to Journeyworker Ratio:\*\*

PNEUMATIC CONTROLS (TEMP)  
PIPEFITTERS LOCAL 37

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 03/01/2019 | \$53.19 | \$10.95 | \$19.74 | \$0.00 | \$83.88 |
| 09/01/2019 | \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| 03/01/2021 | \$59.17 | \$10.95 | \$19.74 | \$0.00 | \$89.86 |

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

PNEUMATIC DRILL/TOOL OPERATOR  
LABORERS- ZONE 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 12/01/2018 | \$33.77 | \$7.85 | \$14.44 | \$0.00 | \$56.06 |
| 06/01/2019 | \$34.64 | \$7.85 | \$14.44 | \$0.00 | \$56.93 |
| 12/01/2019 | \$35.50 | \$7.85 | \$14.44 | \$0.00 | \$57.79 |
| 06/01/2020 | \$36.39 | \$7.85 | \$14.44 | \$0.00 | \$58.68 |
| 12/01/2020 | \$37.28 | \$7.85 | \$14.44 | \$0.00 | \$59.57 |
| 06/01/2021 | \$38.20 | \$7.85 | \$14.44 | \$0.00 | \$60.49 |
| 12/01/2021 | \$39.11 | \$7.85 | \$14.44 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER  
LABORERS- ZONE 2

|            |         |        |         |        |         |
|------------|---------|--------|---------|--------|---------|
| 12/01/2018 | \$34.52 | \$7.85 | \$14.44 | \$0.00 | \$56.81 |
| 06/01/2019 | \$35.39 | \$7.85 | \$14.44 | \$0.00 | \$57.68 |
| 12/01/2019 | \$36.25 | \$7.85 | \$14.44 | \$0.00 | \$58.54 |
| 06/01/2020 | \$37.14 | \$7.85 | \$14.44 | \$0.00 | \$59.43 |
| 12/01/2020 | \$38.03 | \$7.85 | \$14.44 | \$0.00 | \$60.32 |
| 06/01/2021 | \$38.95 | \$7.85 | \$14.44 | \$0.00 | \$61.24 |
| 12/01/2021 | \$39.86 | \$7.85 | \$14.44 | \$0.00 | \$62.15 |

For apprentice rates see "Apprentice- LABORER"

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br>OPERATING ENGINEERS LOCAL 4  | 12/01/2018     | \$47.58   | \$11.50 | \$15.60 | \$0.00                       | \$74.68    |
|  | 06/01/2019     | \$48.68   | \$11.50 | \$15.60 | \$0.00                       | \$75.78    |
|  | 12/01/2019     | \$49.83   | \$11.50 | \$15.60 | \$0.00                       | \$76.93    |
|  | 06/01/2020     | \$50.93   | \$11.50 | \$15.60 | \$0.00                       | \$78.03    |
|  | 12/01/2020     | \$52.08   | \$11.50 | \$15.60 | \$0.00                       | \$79.18    |
|  | 06/01/2021     | \$53.18   | \$11.50 | \$15.60 | \$0.00                       | \$80.28    |
|  | 12/01/2021     | \$54.33   | \$11.50 | \$15.60 | \$0.00                       | \$81.43    |
| For applicable rates see "Applicable- OPERATING ENGINEERS"   |                |           |         |         |                              |            |
| PUMP OPERATOR (CONCRETE)<br>OPERATING ENGINEERS LOCAL 4  | 12/01/2018     | \$47.58   | \$11.50 | \$15.60 | \$0.00                       | \$74.68    |
|  | 06/01/2019     | \$48.68   | \$11.50 | \$15.60 | \$0.00                       | \$75.78    |
|  | 12/01/2019     | \$49.83   | \$11.50 | \$15.60 | \$0.00                       | \$76.93    |
|  | 06/01/2020     | \$50.93   | \$11.50 | \$15.60 | \$0.00                       | \$78.03    |
|  | 12/01/2020     | \$52.08   | \$11.50 | \$15.60 | \$0.00                       | \$79.18    |
|  | 06/01/2021     | \$53.18   | \$11.50 | \$15.60 | \$0.00                       | \$80.28    |
|  | 12/01/2021     | \$54.33   | \$11.50 | \$15.60 | \$0.00                       | \$81.43    |
| For applicable rates see "Applicable- OPERATING ENGINEERS"   |                |           |         |         |                              |            |
| PUMP OPERATOR (DEWATERING, OTHER)<br>OPERATING ENGINEERS LOCAL 4   | 12/01/2018     | \$32.03   | \$11.50 | \$15.60 | \$0.00                       | \$59.13    |
|  | 06/01/2019     | \$32.78   | \$11.50 | \$15.60 | \$0.00                       | \$59.88    |
|  | 12/01/2019     | \$33.57   | \$11.50 | \$15.60 | \$0.00                       | \$60.67    |
|  | 06/01/2020     | \$34.32   | \$11.50 | \$15.60 | \$0.00                       | \$61.42    |
|  | 12/01/2020     | \$35.10   | \$11.50 | \$15.60 | \$0.00                       | \$62.20    |
|  | 06/01/2021     | \$35.85   | \$11.50 | \$15.60 | \$0.00                       | \$62.95    |
|  | 12/01/2021     | \$36.64   | \$11.50 | \$15.60 | \$0.00                       | \$63.74    |
| For applicable rates see "Applicable- OPERATING ENGINEERS"   |                |           |         |         |                              |            |
| READY MIX CONCRETE DRIVERS after 4/30/10<br>(Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25C<br>TEAMSTERS LOCAL 25C | 07/01/2017     | \$28.18   | \$8.48  | \$9.72  | \$0.00                       | \$46.38    |
| READY MIX CONCRETE DRIVER<br>TEAMSTERS LOCAL 25C   | 07/01/2017     | \$29.48   | \$8.48  | \$9.72  | \$0.00                       | \$47.68    |
| For applicable rates see "Applicable- OPERATING ENGINEERS"   |                |           |         |         |                              |            |
| RECTIFIERS<br>OPERATING ENGINEERS LOCAL 4  | 12/01/2018     | \$47.10   | \$11.50 | \$15.60 | \$0.00                       | \$74.20    |
|  | 06/01/2019     | \$48.19   | \$11.50 | \$15.60 | \$0.00                       | \$75.29    |
|  | 12/01/2019     | \$49.33   | \$11.50 | \$15.60 | \$0.00                       | \$76.43    |
|  | 06/01/2020     | \$50.41   | \$11.50 | \$15.60 | \$0.00                       | \$77.51    |
|  | 12/01/2020     | \$51.55   | \$11.50 | \$15.60 | \$0.00                       | \$78.65    |
|  | 06/01/2021     | \$52.64   | \$11.50 | \$15.60 | \$0.00                       | \$79.74    |
|  | 12/01/2021     | \$53.78   | \$11.50 | \$15.60 | \$0.00                       | \$80.88    |
| For applicable rates see "Applicable- OPERATING ENGINEERS"   |                |           |         |         |                              |            |
| RIDE-ON MOTORIZED BUGGY OPERATOR<br>LABORERS - ZONE 2  | 12/01/2018     | \$33.77   | \$7.85  | \$14.44 | \$0.00                       | \$56.06    |
|  | 06/01/2019     | \$34.64   | \$7.85  | \$14.44 | \$0.00                       | \$56.93    |
|  | 12/01/2019     | \$35.50   | \$7.85  | \$14.44 | \$0.00                       | \$57.79    |
|  | 06/01/2020     | \$36.39   | \$7.85  | \$14.44 | \$0.00                       | \$58.68    |
|  | 12/01/2020     | \$37.28   | \$7.85  | \$14.44 | \$0.00                       | \$59.57    |
|  | 06/01/2021     | \$38.20   | \$7.85  | \$14.44 | \$0.00                       | \$60.49    |
|  | 12/01/2021     | \$39.11   | \$7.85  | \$14.44 | \$0.00                       | \$61.40    |

For applicable rates see "Applicable- LABORER"

Classification

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 12/01/2018     | \$47.10   | \$11.50 | \$15.60 | \$0.00                    | \$74.20    |
| 06/01/2019     | \$48.19   | \$11.50 | \$15.60 | \$0.00                    | \$75.29    |
| 12/01/2019     | \$49.33   | \$11.50 | \$15.60 | \$0.00                    | \$76.43    |
| 06/01/2020     | \$50.41   | \$11.50 | \$15.60 | \$0.00                    | \$77.51    |
| 12/01/2020     | \$51.55   | \$11.50 | \$15.60 | \$0.00                    | \$78.65    |
| 06/01/2021     | \$52.64   | \$11.50 | \$15.60 | \$0.00                    | \$79.74    |
| 12/01/2021     | \$53.78   | \$11.50 | \$15.60 | \$0.00                    | \$80.88    |
| 02/01/2019     | \$43.36   | \$11.50 | \$15.90 | \$0.00                    | \$70.76    |

For apprentice rates see "Apprentice - OPERATING ENGINEERS"  
 ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing)  
 ROOFERS LOCAL 33

Apprentice - ROOFER - Local 33

| Effective Date - | Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------------------|------|---------|----------------------|---------|---------|---------------------------|------------|
| 02/01/2019       | 1    | 50      | \$21.68              | \$11.50 | \$3.69  | \$0.00                    | \$36.87    |
|                  | 2    | 60      | \$26.02              | \$11.50 | \$15.90 | \$0.00                    | \$53.42    |
|                  | 3    | 65      | \$28.18              | \$11.50 | \$15.90 | \$0.00                    | \$55.58    |
|                  | 4    | 75      | \$32.52              | \$11.50 | \$15.90 | \$0.00                    | \$59.92    |
|                  | 5    | 85      | \$36.86              | \$11.50 | \$15.90 | \$0.00                    | \$64.26    |

[Notes: \*\* 1-5, 2-6-10, the 1:10; Reroofing: 1-4, then 1:1  
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.  
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)]

Apprentice to Journeyworker Ratio:\*\*

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 02/01/2019     | \$43.61   | \$11.50 | \$15.90 | \$0.00                    | \$71.01    |

ROOFER SLATE / TILE / PRECAST CONCRETE  
 ROOFERS LOCAL 33

For apprentice rates see "Apprentice - ROOFER"

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 02/01/2019     | \$46.50   | \$13.20 | \$24.12 | \$2.52                    | \$86.34    |
| 08/01/2019     | \$48.10   | \$13.20 | \$24.12 | \$2.56                    | \$87.98    |
| 02/01/2020     | \$49.75   | \$13.20 | \$24.12 | \$2.61                    | \$89.68    |
| 08/01/2020     | \$51.35   | \$13.20 | \$24.12 | \$2.66                    | \$91.33    |
| 02/01/2021     | \$53.00   | \$13.20 | \$24.12 | \$2.71                    | \$93.03    |
| 08/01/2021     | \$54.75   | \$13.20 | \$24.12 | \$2.76                    | \$94.83    |
| 02/01/2022     | \$56.50   | \$13.20 | \$24.12 | \$2.81                    | \$96.63    |

SHEETMETAL WORKER  
 SHEETMETAL WORKERS LOCAL 17-A

Classification

Effective Date Base Wage Health

Pension

Supplemental  
Unemployment - Total Rate

## Apprentice - SHEET METAL WORKER - Local 17-4

Effective Date - 02/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 42      | \$19.53              | \$13.20 | \$5.89  | \$0.00                       | \$38.62    |
| 2    | 42      | \$19.53              | \$13.20 | \$5.89  | \$0.00                       | \$38.62    |
| 3    | 47      | \$21.86              | \$13.20 | \$11.13 | \$1.39                       | \$47.58    |
| 4    | 47      | \$21.86              | \$13.20 | \$11.13 | \$1.39                       | \$47.58    |
| 5    | 52      | \$24.18              | \$13.20 | \$12.08 | \$1.48                       | \$50.94    |
| 6    | 52      | \$24.18              | \$13.20 | \$12.33 | \$1.49                       | \$51.20    |
| 7    | 60      | \$27.90              | \$13.20 | \$13.70 | \$1.64                       | \$56.44    |
| 8    | 65      | \$30.23              | \$13.20 | \$14.65 | \$1.74                       | \$59.82    |
| 9    | 75      | \$34.88              | \$13.20 | \$16.56 | \$1.94                       | \$66.58    |
| 10   | 85      | \$39.53              | \$13.20 | \$17.96 | \$2.12                       | \$72.81    |

Effective Date - 08/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 42      | \$20.20              | \$13.20 | \$5.89  | \$0.00                       | \$39.29    |
| 2    | 42      | \$20.20              | \$13.20 | \$5.89  | \$0.00                       | \$39.29    |
| 3    | 47      | \$22.61              | \$13.20 | \$11.13 | \$1.41                       | \$48.35    |
| 4    | 47      | \$22.61              | \$13.20 | \$11.13 | \$1.41                       | \$48.35    |
| 5    | 52      | \$25.01              | \$13.20 | \$12.08 | \$1.51                       | \$51.80    |
| 6    | 52      | \$25.01              | \$13.20 | \$12.33 | \$1.52                       | \$52.06    |
| 7    | 60      | \$28.86              | \$13.20 | \$13.70 | \$1.67                       | \$57.43    |
| 8    | 65      | \$31.27              | \$13.20 | \$14.65 | \$1.77                       | \$60.89    |
| 9    | 75      | \$36.08              | \$13.20 | \$16.56 | \$1.98                       | \$67.82    |
| 10   | 85      | \$40.89              | \$13.20 | \$17.96 | \$2.16                       | \$74.21    |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP <35 TONS  
TEAMSTERS JMW CONTRACT NO. 10 ZONE B

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 12/01/2018 | \$33.54 | \$11.91 | \$12.70 | \$0.00 | \$58.15 |
| 06/01/2019 | \$34.54 | \$11.91 | \$12.70 | \$0.00 | \$59.15 |
| 08/01/2019 | \$34.54 | \$12.41 | \$12.70 | \$0.00 | \$59.65 |
| 12/01/2019 | \$34.54 | \$12.41 | \$13.72 | \$0.00 | \$60.67 |
| 06/01/2020 | \$35.44 | \$12.41 | \$13.72 | \$0.00 | \$61.57 |
| 08/01/2020 | \$35.44 | \$12.91 | \$13.72 | \$0.00 | \$62.07 |
| 12/01/2020 | \$35.44 | \$12.91 | \$14.82 | \$0.00 | \$63.17 |
| 06/01/2021 | \$36.24 | \$12.91 | \$14.82 | \$0.00 | \$63.97 |
| 08/01/2021 | \$36.24 | \$13.41 | \$14.82 | \$0.00 | \$64.47 |
| 12/01/2021 | \$36.24 | \$13.41 | \$16.01 | \$0.00 | \$65.66 |

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

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**Classification**

**SPECIALIZED EARTHMOVING EQUIP > 35 TONS**  
**- TEAMSTER JOINT COUNCIL NO. 10 ZONE B**

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 12/01/2018     | \$33.83   | \$11.91 | \$12.70 | \$0.00                    | \$58.44    |
| 06/01/2019     | \$34.83   | \$11.91 | \$12.70 | \$0.00                    | \$59.44    |
| 08/01/2019     | \$34.83   | \$12.41 | \$12.70 | \$0.00                    | \$59.94    |
| 12/01/2019     | \$34.83   | \$12.41 | \$13.72 | \$0.00                    | \$60.96    |
| 06/01/2020     | \$35.73   | \$12.41 | \$13.72 | \$0.00                    | \$61.86    |
| 08/01/2020     | \$35.73   | \$12.91 | \$13.72 | \$0.00                    | \$62.36    |
| 12/01/2020     | \$35.73   | \$12.91 | \$14.82 | \$0.00                    | \$63.46    |
| 06/01/2021     | \$36.53   | \$12.91 | \$14.82 | \$0.00                    | \$64.26    |
| 08/01/2021     | \$36.53   | \$13.41 | \$14.82 | \$0.00                    | \$64.76    |
| 12/01/2021     | \$36.53   | \$13.41 | \$16.01 | \$0.00                    | \$65.95    |
| 03/01/2019     | \$58.98   | \$9.47  | \$19.60 | \$0.00                    | \$88.05    |
| 10/01/2019     | \$60.48   | \$9.47  | \$19.60 | \$0.00                    | \$89.55    |
| 03/01/2020     | \$61.98   | \$9.47  | \$19.60 | \$0.00                    | \$91.05    |
| 10/01/2020     | \$63.48   | \$9.47  | \$19.60 | \$0.00                    | \$92.55    |
| 03/01/2021     | \$64.98   | \$9.47  | \$19.60 | \$0.00                    | \$94.05    |

**SPRINKLER FITTER**

**SPRINKLER FITTERS LOCAL 550 - (Section 4) Zone 1**

## Classification

Effective Date Base Wage Health Pension Supplemental Total Rate  
UnemploymentApprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1  
Effective Date - 03/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 35      | \$20.64              | \$9.47 | \$9.10  | \$0.00                    | \$39.21    |
| 2    | 40      | \$23.59              | \$9.47 | \$9.10  | \$0.00                    | \$42.16    |
| 3    | 45      | \$26.54              | \$9.47 | \$9.10  | \$0.00                    | \$45.11    |
| 4    | 50      | \$29.49              | \$9.47 | \$9.10  | \$0.00                    | \$48.06    |
| 5    | 55      | \$32.44              | \$9.47 | \$9.10  | \$0.00                    | \$51.01    |
| 6    | 60      | \$35.39              | \$9.47 | \$10.60 | \$0.00                    | \$55.46    |
| 7    | 65      | \$38.34              | \$9.47 | \$10.60 | \$0.00                    | \$58.41    |
| 8    | 70      | \$41.29              | \$9.47 | \$10.60 | \$0.00                    | \$61.36    |
| 9    | 75      | \$44.24              | \$9.47 | \$10.60 | \$0.00                    | \$64.31    |
| 10   | 80      | \$47.18              | \$9.47 | \$10.60 | \$0.00                    | \$67.25    |

## Effective Date - 10/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 35      | \$21.17              | \$9.47 | \$9.10  | \$0.00                    | \$39.74    |
| 2    | 40      | \$24.19              | \$9.47 | \$9.10  | \$0.00                    | \$42.76    |
| 3    | 45      | \$27.22              | \$9.47 | \$9.10  | \$0.00                    | \$45.79    |
| 4    | 50      | \$30.24              | \$9.47 | \$9.10  | \$0.00                    | \$48.81    |
| 5    | 55      | \$33.26              | \$9.47 | \$9.10  | \$0.00                    | \$51.83    |
| 6    | 60      | \$36.29              | \$9.47 | \$10.60 | \$0.00                    | \$56.36    |
| 7    | 65      | \$39.31              | \$9.47 | \$10.60 | \$0.00                    | \$59.38    |
| 8    | 70      | \$42.34              | \$9.47 | \$10.60 | \$0.00                    | \$62.41    |
| 9    | 75      | \$45.36              | \$9.47 | \$10.60 | \$0.00                    | \$65.43    |
| 10   | 80      | \$48.38              | \$9.47 | \$10.60 | \$0.00                    | \$68.45    |

Notes: Apprentice entered prior 9/30/10:  
40/45/50/55/60/65/70/75/80/85

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR  
OPERATING ENGINEERS LOCAL 4

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 12/01/2018     | \$47.10   | \$11.50 | \$15.60 | \$0.00                    | \$74.20    |
| 06/01/2019     | \$48.19   | \$11.50 | \$15.60 | \$0.00                    | \$75.29    |
| 12/01/2019     | \$49.33   | \$11.50 | \$15.60 | \$0.00                    | \$76.43    |
| 06/01/2020     | \$50.41   | \$11.50 | \$15.60 | \$0.00                    | \$77.51    |
| 12/01/2020     | \$51.55   | \$11.50 | \$15.60 | \$0.00                    | \$78.65    |
| 06/01/2021     | \$52.64   | \$11.50 | \$15.60 | \$0.00                    | \$79.74    |
| 12/01/2021     | \$53.78   | \$11.50 | \$15.60 | \$0.00                    | \$80.88    |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

**Classification**

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN  
OPERATING ENGINEERS LOCAL 4

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 12/01/2018     | \$47.10   | \$11.50 | \$15.60 | \$0.00                    | \$74.20    |
| 06/01/2019     | \$48.19   | \$11.50 | \$15.60 | \$0.00                    | \$75.29    |
| 12/01/2019     | \$49.33   | \$11.50 | \$15.60 | \$0.00                    | \$76.43    |
| 06/01/2020     | \$50.41   | \$11.50 | \$15.60 | \$0.00                    | \$77.51    |
| 12/01/2020     | \$51.55   | \$11.50 | \$15.60 | \$0.00                    | \$78.65    |
| 06/01/2021     | \$52.64   | \$11.50 | \$15.60 | \$0.00                    | \$79.74    |
| 12/01/2021     | \$53.78   | \$11.50 | \$15.60 | \$0.00                    | \$80.88    |

For apprentices rates are \*Apprentice- OPERATING ENGINEERS\*

TELECOMMUNICATION TECHNICIAN  
ELECTRICIANS LOCAL 103

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2019

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

Notes:

Apprentices to Journeyworker Ratio:1:1

TERRAZZO FINISHERS  
BRICKLAYERS LOCAL 3 - MARGIE & TILE

| Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------------------------|------------|
| 02/01/2019     | \$52.49   | \$10.75 | \$20.66 | \$0.00                    | \$83.90    |
| 08/01/2019     | \$53.84   | \$10.75 | \$20.80 | \$0.00                    | \$85.39    |
| 02/01/2020     | \$54.48   | \$10.75 | \$20.80 | \$0.00                    | \$86.03    |
| 08/01/2020     | \$55.83   | \$10.75 | \$20.95 | \$0.00                    | \$87.53    |
| 02/01/2021     | \$56.47   | \$10.75 | \$20.95 | \$0.00                    | \$88.17    |
| 08/01/2021     | \$57.87   | \$10.75 | \$21.11 | \$0.00                    | \$89.73    |
| 02/01/2022     | \$58.46   | \$10.75 | \$21.11 | \$0.00                    | \$90.32    |

## Classification

Effective Date Base Wage Health Pension

Supplemental  
Unemployment Total Rate

## Apprentice - TERRAZZO FINISHER - Local 3 Marble &amp; Tile

Effective Date - 02/01/2019

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

Effective Date - 08/01/2019

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$26.92              | \$10.75 | \$20.80 | \$0.00                       | \$58.47    |
| 2    | 60      | \$32.30              | \$10.75 | \$20.80 | \$0.00                       | \$63.85    |
| 3    | 70      | \$37.69              | \$10.75 | \$20.80 | \$0.00                       | \$69.24    |
| 4    | 80      | \$43.07              | \$10.75 | \$20.80 | \$0.00                       | \$74.62    |
| 5    | 90      | \$48.46              | \$10.75 | \$20.80 | \$0.00                       | \$80.01    |

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER  
LABORERS - FOUNDATION AND MARINE

|  | 12/01/2018 | 06/01/2019 | 12/01/2019 | 06/01/2020 | 12/01/2020 | 06/01/2021 | 12/01/2021 |
|--|------------|------------|------------|------------|------------|------------|------------|
|  | \$40.00    | \$41.00    | \$42.00    | \$42.99    | \$43.97    | \$44.99    | \$46.00    |
|  | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     |
|  | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    |
|  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     |
|  | \$63.40    | \$64.40    | \$65.40    | \$66.39    | \$67.37    | \$68.39    | \$69.40    |

For apprentice rates see "Apprentice- LABORER"  
TEST BORING DRILLER HELPER  
LABORERS - FOUNDATION AND MARINE

|  | 12/01/2018 | 06/01/2019 | 12/01/2019 | 06/01/2020 | 12/01/2020 | 06/01/2021 | 12/01/2021 |
|--|------------|------------|------------|------------|------------|------------|------------|
|  | \$38.72    | \$39.72    | \$40.72    | \$41.71    | \$42.69    | \$43.71    | \$44.72    |
|  | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     |
|  | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    |
|  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     |
|  | \$62.12    | \$63.12    | \$64.12    | \$65.11    | \$66.09    | \$67.11    | \$68.12    |

For apprentice rates see "Apprentice- LABORER"  
TEST BORING LABORER  
LABORERS - FOUNDATION AND MARINE

|  | 12/01/2018 | 06/01/2019 | 12/01/2019 | 06/01/2020 | 12/01/2020 | 06/01/2021 | 12/01/2021 |
|--|------------|------------|------------|------------|------------|------------|------------|
|  | \$38.60    | \$39.60    | \$40.60    | \$41.59    | \$42.57    | \$43.59    | \$44.60    |
|  | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     | \$7.85     |
|  | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    | \$15.55    |
|  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$0.00     |
|  | \$62.00    | \$63.00    | \$64.00    | \$64.99    | \$65.97    | \$66.99    | \$68.00    |

For apprentice rates see "Apprentice- LABORER"

Issue Date: 04/09/2019

Wage Request Number: 20190409-058





| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| <b>TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)</b>                        |                |           |         |         |                           |            |
|  | 12/01/2018     | \$44.95   | \$7.85  | \$15.95 | \$0.00                    | \$68.75    |
|  | 06/01/2019     | \$45.95   | \$7.85  | \$15.95 | \$0.00                    | \$69.75    |
|  | 12/01/2019     | \$46.95   | \$7.85  | \$15.95 | \$0.00                    | \$70.75    |
|  | 06/01/2020     | \$47.94   | \$7.85  | \$15.95 | \$0.00                    | \$71.74    |
|  | 12/01/2020     | \$48.92   | \$7.85  | \$15.95 | \$0.00                    | \$72.72    |
|  | 06/01/2021     | \$49.94   | \$7.85  | \$15.95 | \$0.00                    | \$73.74    |
|  | 12/01/2021     | \$50.95   | \$7.85  | \$15.95 | \$0.00                    | \$74.75    |
| <b>VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</b>  |                |           |         |         |                           |            |
|  | 12/01/2018     | \$33.54   | \$11.91 | \$12.70 | \$0.00                    | \$58.15    |
|  | 06/01/2019     | \$34.54   | \$11.91 | \$12.70 | \$0.00                    | \$59.15    |
|  | 08/01/2019     | \$34.54   | \$12.41 | \$12.70 | \$0.00                    | \$59.65    |
|  | 12/01/2019     | \$34.54   | \$12.41 | \$13.72 | \$0.00                    | \$60.67    |
|  | 06/01/2020     | \$35.44   | \$12.41 | \$13.72 | \$0.00                    | \$61.57    |
|  | 08/01/2020     | \$35.44   | \$12.91 | \$13.72 | \$0.00                    | \$62.07    |
|  | 12/01/2020     | \$35.44   | \$12.91 | \$14.82 | \$0.00                    | \$63.17    |
|  | 06/01/2021     | \$36.24   | \$12.91 | \$14.82 | \$0.00                    | \$63.97    |
|  | 08/01/2021     | \$36.24   | \$13.41 | \$14.82 | \$0.00                    | \$64.47    |
|  | 12/01/2021     | \$36.24   | \$13.41 | \$16.01 | \$0.00                    | \$65.66    |
| <b>WAGON DRILL OPERATOR LABORERS - ZONE 2</b>  |                |           |         |         |                           |            |
|  | 12/01/2018     | \$33.77   | \$7.85  | \$14.44 | \$0.00                    | \$56.06    |
|  | 06/01/2019     | \$34.64   | \$7.85  | \$14.44 | \$0.00                    | \$56.93    |
|  | 12/01/2019     | \$35.50   | \$7.85  | \$14.44 | \$0.00                    | \$57.79    |
|  | 06/01/2020     | \$36.39   | \$7.85  | \$14.44 | \$0.00                    | \$58.68    |
|  | 12/01/2020     | \$37.28   | \$7.85  | \$14.44 | \$0.00                    | \$59.57    |
|  | 06/01/2021     | \$38.20   | \$7.85  | \$14.44 | \$0.00                    | \$60.49    |
|  | 12/01/2021     | \$39.11   | \$7.85  | \$14.44 | \$0.00                    | \$61.40    |
| <b>For apprentices rates see "Apprentice- LABORER- OPERATING ENGINEERS LOCAL 4"</b>          |                |           |         |         |                           |            |
| <b>WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4</b>                                 |                |           |         |         |                           |            |
|  | 12/01/2018     | \$47.58   | \$11.50 | \$15.60 | \$0.00                    | \$74.68    |
|  | 06/01/2019     | \$48.68   | \$11.50 | \$15.60 | \$0.00                    | \$75.78    |
|  | 12/01/2019     | \$49.83   | \$11.50 | \$15.60 | \$0.00                    | \$76.93    |
|  | 06/01/2020     | \$50.93   | \$11.50 | \$15.60 | \$0.00                    | \$78.03    |
|  | 12/01/2020     | \$52.08   | \$11.50 | \$15.60 | \$0.00                    | \$79.18    |
|  | 06/01/2021     | \$53.18   | \$11.50 | \$15.60 | \$0.00                    | \$80.28    |
|  | 12/01/2021     | \$54.33   | \$11.50 | \$15.60 | \$0.00                    | \$81.43    |
| <b>For apprentices rates see "Apprentice- OPERATING ENGINEERS"</b>                           |                |           |         |         |                           |            |
| <b>WATER METER INSTALLER PLUMBERS &amp; GASFITTERS LOCAL 12</b>                              |                |           |         |         |                           |            |
|  | 03/01/2019     | \$56.69   | \$11.82 | \$16.51 | \$0.00                    | \$85.02    |
|  | 09/01/2019     | \$58.19   | \$11.82 | \$16.51 | \$0.00                    | \$86.52    |
|  | 03/01/2020     | \$59.69   | \$11.82 | \$16.51 | \$0.00                    | \$88.02    |
|  | 09/01/2020     | \$61.19   | \$11.82 | \$16.51 | \$0.00                    | \$89.52    |
|  | 03/01/2021     | \$62.69   | \$11.82 | \$16.51 | \$0.00                    | \$91.02    |
| <b>For apprentices rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"</b>     |                |           |         |         |                           |            |
| <b>Outside Electrical - East</b>   |                |           |         |         |                           |            |
| <b>CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</b>             |                |           |         |         |                           |            |
|  | 09/03/2017     | \$27.14   | \$7.75  | \$1.81  | \$0.00                    | \$36.70    |
| <b>For apprentices rates see "Apprentice- LINEMAN"</b>                                       |                |           |         |         |                           |            |
| <b>CABLEMAN (Underground Ducts &amp; Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</b> |                |           |         |         |                           |            |
|  | 09/03/2017     | \$38.45   | \$7.75  | \$9.53  | \$0.00                    | \$55.73    |
| <b>For apprentices rates see "Apprentice- LINEMAN"</b>                                       |                |           |         |         |                           |            |

Issue Date: 04/09/2019

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| Classification   | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| DRIVER / GROUNDMAN CDL<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104<br>For apprentices rates see "Apprentice- LINEMAN"                         | 09/03/2017     | \$31.66   | \$7.75 | \$9.44  | \$0.00                    | \$48.85    |
| DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104<br>For apprentices rates see "Apprentice- LINEMAN" | 09/03/2017     | \$24.88   | \$7.75 | \$1.75  | \$0.00                    | \$34.38    |
| EQUIPMENT OPERATOR (Class A CDL)<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104<br>For apprentices rates see "Apprentice- LINEMAN"               | 09/03/2017     | \$38.45   | \$7.75 | \$13.61 | \$0.00                    | \$59.81    |
| EQUIPMENT OPERATOR (Class B CDL)<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104<br>For apprentices rates see "Apprentice- LINEMAN"               | 09/03/2017     | \$33.92   | \$7.75 | \$10.21 | \$0.00                    | \$51.88    |
| GROUNDMAN<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104<br>For apprentices rates see "Apprentice- LINEMAN"                                      | 09/03/2017     | \$24.88   | \$7.75 | \$1.75  | \$0.00                    | \$34.38    |
| GROUNDMAN - Inexperienced (<2000 Hrs.)<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104<br>For apprentices rates see "Apprentice- LINEMAN"         | 09/03/2017     | \$20.35   | \$7.75 | \$1.61  | \$0.00                    | \$29.71    |
| TOURNEYMAN LINEMAN<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  | 09/03/2017     | \$45.23   | \$7.75 | \$16.61 | \$0.00                    | \$69.59    |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

| Effective Date - 09/03/2017 | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|------|---------|----------------------|--------|---------|---------------------------|------------|
|                             | 1    | 60      | \$27.14              | \$7.75 | \$3.31  | \$0.00                    | \$38.20    |
|                             | 2    | 65      | \$29.40              | \$7.75 | \$3.38  | \$0.00                    | \$40.53    |
|                             | 3    | 70      | \$31.66              | \$7.75 | \$3.45  | \$0.00                    | \$42.86    |
|                             | 4    | 75      | \$33.92              | \$7.75 | \$5.02  | \$0.00                    | \$46.69    |
|                             | 5    | 80      | \$36.18              | \$7.75 | \$5.09  | \$0.00                    | \$49.02    |
|                             | 6    | 85      | \$38.45              | \$7.75 | \$5.15  | \$0.00                    | \$51.35    |
|                             | 7    | 90      | \$40.71              | \$7.75 | \$7.22  | \$0.00                    | \$55.68    |

Notes:

Apprentice to Journeyworker Ratio:1:2

|  |            |         |        |        |        |         |
|--|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  | 02/04/2019 | \$30.73 | \$4.70 | \$3.17 | \$0.00 | \$38.60 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TELEDATA WIREMAN/STALLER/TECHNICIAN<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TREE TRIMMER<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or replacing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground.<br>This classification does not apply to wholesale tree removal. |            |         |        |        |        |         |
| TREE TRIMMER GROUNDMAN<br>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  | 01/31/2016 | \$16.52 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |

Classification

This classification applies only to tree work done (a) for a utility company, R.U.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Additional Applicable Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commission under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentices rates are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

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

All steps are six months (1800 hours).

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

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

\*\*\* App to 3M 11, 22, 23, 34, 44, 45, 46, 57, 67, 68, 73, 81, 81.1, 81.2, 81.3, 101.3, 101.4, etc.

\*\*\*\* App to 3M 11, 12, 23, 24, 35, 46, 47, 58, 69, 73.1, 81.2, 81.3, 91.4, 101.5, 101.6, etc.

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

**Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick**

This Contract is made this \_\_\_\_\_ day of \_\_\_\_\_, 2019, by and between the Town of Natick, Massachusetts, with an address of Natick Town Hall, 13 East Central Street, Natick, MA 01760, acting by the Natick Board of Selectmen (hereinafter the "Town of Natick," the "Town," or the "Owner"), and \_\_\_\_\_, a \_\_\_\_\_ organized under the laws of the Commonwealth of Massachusetts, with a principal office located at \_\_\_\_\_ (hereinafter the "Contractor").

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

**1. Scope of Services**

In consideration of the obligations herein contained, the Contractor shall provide services related to elevator maintenance/testing in the Town of Natick, as set forth in the Invitation for Bids for Services Related to Elevator Maintenance/Testing in the Town of Natick ("ITB"), issued by the Board of Selectmen of the Town of Natick, Massachusetts, which is incorporated herein by reference.

**2. Standard of Care**

The Contractor's services shall be performed as expeditiously as is consistent with professional skill and care and the orderly progress of the work. The Contractor shall exercise due care and diligence in the rendition of all services under this Contract in accordance with the applicable professional standards in the eastern Massachusetts area. The Contractor's services shall be performed as expeditiously as is consistent with such standards.

**3. Term**

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

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

The provisions of the ITB and the Contractor's Bid are incorporated herein by reference. In the event of any conflict among the Contract Documents, the Documents shall be construed according to the following priorities:

|                   |                                 |
|-------------------|---------------------------------|
| Highest Priority: | Amendments to Contract (if any) |
| Second Priority:  | Contract                        |
| Third Priority:   | Addenda to the ITB (if any)     |

Town of Natick, Massachusetts  
Contract for Services Related to  
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Fourth Priority: IFB  
Fifth Priority: Contractor's Bid.

5. Payment

In consideration for performance of the work in accordance with the requirements of this Contract, and in accordance with M.G.L. c.30, §39K, the Town shall pay the Contractor the prices set forth in the Contractor's Bid, a copy of which is attached hereto and incorporated by reference.

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

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

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

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

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

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

No payment by the Town to the Contractor shall be deemed to be a waiver of any

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

**6. Warranty**

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warranted against manufacturing and design defect for a minimum of three (3) years after the Town's acceptance of the same. All manufacturers' warranties on any equipment delivered shall be assigned to the Town of Natick.

**7. Compliance with Laws**

The Contractor shall comply with all provisions of Federal, Massachusetts and Town of Natick law applicable to his work including, without limitation, statutes, by-laws, rules, regulations, orders and directives, as amended, and including, without limitation, the Williams-Steiger Occupational Safety and Health Act of 1970, as amended, and related regulations, as amended, in effect throughout the term of this Contract and any extension or renewal thereof. Without limitation, the Contractor shall comply with the provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws, as amended, and the applicable minimum wage rates as determined by the Massachusetts Commissioner of Labor and Industries. This Contract shall be considered to include in their entirety all terms respecting workers' compensation insurance and other terms required to be included in it by Chapter 152 of the Massachusetts General Laws, as amended, and applicable provisions of any other laws, including, without limitation, Chapter 30, Sections 39F, 39G, 39K, 39L, 39M, 39N, 39O, 39P, and 39R of the Massachusetts General Laws, as amended, and Chapter 149, Sections 34, 34A, and 34B of the Massachusetts General Laws, as amended, and Chapter 82, Section 40 of the Massachusetts General Laws, as amended, as though such terms were set forth in their entirety herein.

**8. Insurance**

The Contractor shall provide and maintain throughout the term of the Contract and any extension or renewal thereof the following insurance with companies that are authorized and licensed in the Commonwealth of Massachusetts to issue policies for the coverages and limits so required.

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



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

"Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place."
- g. Certificates evidencing such insurance in five (5) copies shall be furnished to the Town at the execution of this Agreement. Such certificates shall not merely name the types of policy provided, but shall specifically refer to this Agreement and shall state that such insurance is as required by this 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.
- h. The Contractor shall also be required to provide to the Town of Natick with its proof of insurance coverage endorsements or riders to the policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form, which indicate that the Town of Natick is named as an additional insured on each such policy.
- i. No insurance shall be obtained from an insurer which:
  - (1) is not licensed to sell insurance in the Commonwealth of

**Town of Natick, Massachusetts  
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(2) Massachusetts; or  
is not authorized to provide insurance as an excess or surplus lines insurer, and does not have a current Best's rating of A or better.

j. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of this Contract and shall operate as an immediate termination thereof.

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

**9. Indemnification**

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

**10. No Personal Liability**

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

Town of Natick, Massachusetts  
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11. Familiarity with Area of Work

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

12. Performance Bond

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

13. Labor and Materials Payment Bond

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

14. Independent Contractor Status

The Contractor shall provide services under this Contract as an independent contractor with the Town of Natick, and not as an employee of the Town of Natick. No employee, agent or representative of the Contractor shall be entitled to receive any benefits of employment with the Town of Natick, including, without limitation, salary, overtime, vacation pay, holiday pay, sick leave, health insurance, life insurance, pension or deferred compensation.

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

The Contractor hereby acknowledges that the use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Town of Natick property which is the subject matter of this 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

**Town of Natick, Massachusetts  
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promptly remove the subject officer, employee, agent, or representative from the job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with this Agreement.

**16. No Smoking**

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

**17. CORI/SORI Requirements**

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

**18. Delays/Force Majeure**

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

**19. Termination**

- 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 of Natick, Massachusetts  
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Town to the Contractor, the Town shall have the right to terminate this Contract upon written notice to the Contractor.

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

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

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

**20. Notices**

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

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

If to the Town:                   Melissa A. Malone, Town Administrator

Natick Town Hall

13 East Central Street

Natick, MA 01760

With copies to:

Karis L. North, Esq.

Murphy, Hesse, Toomey & Lehan, LLP

300 Crown Colony Drive, Suite 410

Quincy, MA 02169

If to the Contractor:

**21. Miscellaneous Provisions**

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

b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.

c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.

d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.

Town of Natick, Massachusetts  
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- e. The Contractor shall maintain the confidentiality of information designated by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.
- f. The Contractor shall not represent or purport to represent that it speaks for the Town vis-à-vis the media or the public at-large without the Town's express, written consent in advance.
- g. Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an after-hours emergency.
- h. By entering into this Agreement, the Contractor certifies under penalties of perjury that its Bid was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- i. By entering into this Agreement, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C, Section 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Bid documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- l. The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include

**Town of Natick, Massachusetts  
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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.

- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.

- r. The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.

- s. If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent



Town of Natick, Massachusetts  
Contract for Services Related to  
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permitted by law.

- t. The provisions of this Contract shall be binding upon and shall inure to the benefit of the heirs, assigns and successors in interest of the parties.
- u. This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues or principles.
- v. This Contract is executed in triplicate as a sealed instrument.

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

The Town of Natick, Massachusetts

\_\_\_\_\_  
(Printed Name of Contractor)

by: the Natick Board of Selectmen

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

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

\_\_\_\_\_  
Signature

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

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

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

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

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

\_\_\_\_\_  
Richard P. Jennett, Jr.

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

APPROVED AS TO AVAILABILITY OF APPROPRIATION:

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

\_\_\_\_\_  
Arti P. Mehta  
Comptroller, Town of Natick

Dated: \_\_\_\_\_

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

\_\_\_\_\_  
Karis L. North, Esq.

Dated: \_\_\_\_\_

Town of Natick, Massachusetts  
Contract for Services Related to  
Elevator Maintenance/Testing in the Town of Natick

CERTIFICATE OF VOTE

I, \_\_\_\_\_, hereby certify  
(Clerk/Secretary)  
that I am the duly qualified and acting \_\_\_\_\_ of  
(Title)  
(Corporation Name)

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

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


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

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


\_\_\_\_\_  
Signature  
\_\_\_\_\_  
Printed Name  
\_\_\_\_\_  
Printed Title

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

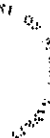




Commonwealth of Massachusetts  
Department of Public Safety




License: EM-006044  
Scott A. Shuttleworth  
41 Bay View Avenue  
Quincy MA 02269



Commissioner  
12/21/2015

OSHA 000867595



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

Scott Shuttleworth  
has successfully completed a 10-hour Occupational Safety and Health Training Course in  
Construction Safety & Health

*David Morgan*  
(Trainer)

*1/3/16*  
(Date)





Occupational Safety  
and Health Administration

15-602014051

This card acknowledges that the recipient has successfully completed:

## 30-hour Construction Safety and Health

This card issued to:  
**Timothy Reardon**

John Dalton

9/6/2016

Trainer Name

Date of Issue







BBECO-1

OP ID: JC

## CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

07/08/2019

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

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

PRODUCER  
DeSanctis Insurance Agency, Inc.  
100 Unicorn Park Drive  
Woburn, MA 01801

INSURED  
BBE Corporation  
dba Buckley Elevator  
PO Box 925  
Salem, MA 01970

INSURER A: Great American Insurance  
INSURER B: U.S. Fire Insurance Company  
INSURER C: Crum & Forster Insurance Co.  
INSURER D: Liberty Mutual Insurance Cos.  
INSURER E: Harleysville Insurance

INSURER F:

CERTIFICATE NUMBER:

REVISION NUMBER:

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

| INSURER | TYPE OF INSURANCE   | POLICY NUMBER    | INSURANCE PERIOD (MM/DD/YYYY) | LIMITS  |
|---------|---|------------------|-------------------------------|---|
| A       | COMMERCIAL GENERAL LIABILITY<br><input checked="" type="checkbox"/> CLAIMS-MADE<br><input checked="" type="checkbox"/> XCU Hazards<br><input checked="" type="checkbox"/> Bilt Contractual<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO <input type="checkbox"/> JEC <input type="checkbox"/> LOC<br>OTHER: | GLP194861401     | 10/26/2018                    | EACH OCCURRENCE<br>DAMAGE TO RENTED PREMISES (Per occurrence) \$ 1,000,000<br>MED EXP (Any one person) \$ 300,000<br>PERSONAL & ADV INJURY \$ 10,000<br>GENERAL AGGREGATE \$ 1,000,000<br>PRODUCTS - COMP/CP AGG \$ 4,000,000<br>Pollution \$ 4,000,000<br>Contractual Aggregate Limit (EA accident) \$ 100,000 |
| C       | AUTOMOBILE LIABILITY<br><input type="checkbox"/> ANY AUTO<br><input type="checkbox"/> ALL OWNED AUTOS<br><input checked="" type="checkbox"/> SCHEDULED AUTOS<br><input checked="" type="checkbox"/> HIRED AUTOS<br><input checked="" type="checkbox"/> NON-OWNED AUTOS  | 1337446107       | 10/26/2018                    | BODILY INJURY (Per person) \$ 1,000,000<br>BODILY INJURY (Per accident) \$ 5,000,000<br>PROPERTY DAMAGE (Per person) \$ 1,000,000<br>PROPERTY DAMAGE (Per accident) \$ 5,000,000  |
| D       | UMBRELLA LIAB<br><input checked="" type="checkbox"/> EXCESS LIAB<br><input type="checkbox"/> RETENTIONS<br>WORKERS COMPENSATION<br>ANY EMPLOYMENT<br>ANY PROPRIETOR/PARTNER/NEGATIVE OFFICER/MEMBER EXCLUDED?<br>(Mandatory in NH)<br>Description of Operations below   | 100027926102     | 10/26/2018                    | EACH OCCURRENCE \$ 5,000,000<br>AGGREGATE \$ 5,000,000  |
| B       | Y/N<br>N/A  | 4087351377<br>MA | 10/26/2018                    | EL. EACH ACCIDENT \$ 1,000,000<br>EL. DISEASE - EA EMPLOYEE \$ 1,000,000<br>EL. DISEASE - POLICY LIMIT \$ 1,000,000   |
| E       | Property Section  | CP00000028696R   | 07/02/2019                    | BPP \$ 107,200<br>Deduct 500  |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 104, Additional Remarks Schedule, may be attached if more space is required)  
"ADDITIONAL INSURED LIMITS ARE NO GREATER THAN THOSE REQUIRED BY WRITTEN CONTRACT" The town is an additional insured where required by contract.  
Notice of cancellation shall be by law or by contract

CERTIFICATE HOLDER  
TOWN OF NATICK  
13 East Central Street,  
Natick, MA 01760

CANCELLATION  
SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.  
AUTHORIZED REPRESENTATIVE  
Signature: [Signature]

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# CERTIFICATE OF LIABILITY INSURANCE

BBECO-1      OP ID: JC

DATE (MM/DD/YYYY)  
07/08/2019

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

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

|   |   |  |
|---|---|--|
| PRODUCER<br>DeSantis Insurance Agency, Inc.<br>100 Unicorn Park Drive<br>Woburn, MA 01801 | CONTACT<br>PHONE: 781-935-8480<br>FAX: 781-935-5645<br>JAC No: 781-935-5645<br>INSURER ADDRESS:<br>INSURER A: Great American Insurance<br>INSURER B: U.S. Fire Insurance Company<br>INSURER C: Cium & Foster Insurance Co.<br>INSURER D: Liberty Mutual Insurance Cos.<br>INSURER E: Harleysville Insurance<br>INSURER F: | INSURER AFFORDING COVERAGE<br>NAC #<br>16691<br>21113<br>42471<br>23043<br>26182 |
|---|---|--|

COVERAGES      CERTIFICATE NUMBER:      REVISION NUMBER:

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

| TYPE OF INSURANCE | INSURER | POLICY NUMBER | INSURED | AMOUNT                  | LIMITS   |
|-------------------|---------|---------------|---------|-------------------------|--|
| A                 | X       | GLP194861401  | Y       | 10/26/2018 - 10/26/2019 | EACH OCCURRENCE<br>DAMAGE TO RENTED<br>PREMISES (Per occurrence) \$ 1,000,000<br>MED EXP (Any one person) \$ 300,000<br>PERSONAL & ADV INJURY \$ 10,000<br>GENERAL AGGREGATE \$ 1,000,000<br>PRODUCTS - COMP/OP AGG \$ 4,000,000<br>Pollution \$ 100,000<br>COMBINED SINGLE EVENT (Per accident) \$ 1,000,000<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$ |
| C                 | Y       | 13374446107   | Y       | 10/26/2018 - 10/26/2019 | EACH OCCURRENCE \$ 5,000,000<br>AGGREGATE \$ 5,000,000   |
| D                 | X       | 100027926102  | Y       | 10/26/2018 - 10/26/2019 | EACH OCCURRENCE \$ 5,000,000<br>AGGREGATE \$ 5,000,000   |
| B                 | Y/N     | 4087351377    | N/A     | 10/26/2018 - 10/26/2019 | EACH ACCIDENT \$ 1,000,000<br>EL DISEASE - EA EMPLOYEE \$ 1,000,000<br>EL DISEASE - POLICY LIMIT \$ 1,000,000  |
| E                 |         | CP0000028566R |         | 07/02/2019 - 07/02/2020 | BPP Deduct 107,200<br>500  |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
"ADDITIONAL INSURED LIMITS ARE NO GREATER THAN THOSE REQUIRED BY WRITTEN CONTRACT." The Town is an additional insured where required by contract.  
Notice of cancellation shall be by law or by contract

|                    |         |              |
|--------------------|---------|--------------|
| CERTIFICATE HOLDER | NATICK- | CANCELLATION |
|--------------------|---------|--------------|

|   |  |
|---|--|
| Town of Natick<br>13 East Central Street,<br>Natick, MA 01760 | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. |
|   | AUTHORIZED REPRESENTATIVE<br>  |



## ANNUAL PERFORMANCE BOND

BOND No: BC401128

KNOW ALL MEN BY THESE PRESENTS that BBE Corporation, 27 Congress Street, Ste 205-5, Salem, MA (hereinafter called Principal), and Boston Indemnity Company, Inc. (hereinafter called Surety), are held and firmly bound unto Town of Natick, MA (hereinafter called Obligor), in the full and just sum of Sixteen Thousand Three Hundred Twenty and 00/100 (\$16,320.00), to the payment of which sum, well and truly to be made, the said Principal and Surety bind themselves, their and each of their heirs, administrators, executors, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the above bounded Principal has entered into a certain written contract with the above mentioned Obligor dated 06/24/19 for Annual Performance Bonding in the Town of Natick, for a period of ONE YEAR with renewal at the Sureties discretion, which contract is hereby referred to and made a part hereof as fully and to the same extent as if copied at length herein; and,

WHEREAS, the Obligor has agreed to accept a bond guaranteeing the performance of said contract for a period of ONE YEAR.

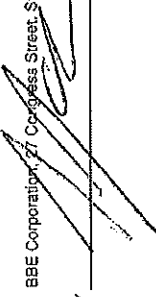
NOW, THEREFORE, THE CONDITION OF THE ABOVE OBLIGATION IS SUCH, that if the above-bounded Principal shall well and truly keep, do and perform, each and every, all and singular, the matters and things in said contract set for and specified to be by the said Principal kept, done and performed, at the time and in the manner in said contract specified during the term of this bond, and shall pay over, make good and reimburse to the above-named Obligor, all loss and damage which said Obligor may sustain by reason of failure or default on the part of said Principal, then this obligation shall be void otherwise to be and remain in full force and effect.


PROVIDED, however, that this bond is subject to the following conditions and provisions:

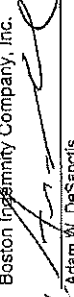
1. The bond is for the term beginning 6-24-2019 and ending 6-24-2020.
2. In the event of default by the Principal in performance of the contract during the term of this bond, the Surety shall be liable only for the loss to the Obligor due to actual excess costs of performance of the contract up to the termination of this bond and in no event shall the liability of the Surety exceed the penal sum of this bond.
3. No claim, action, suit or proceeding, except as hereinafter set forth, shall be had or maintained against the Surety on this instrument unless same be brought or instituted and process served upon the Surety within twelve months after the completion of the contract.
4. Neither non-renewal by the Surety, nor failure, nor inability of the Principal to file a replacement bond shall constitute loss to the Obligor recoverable under this bond.
5. This bond may be extended for additional terms at the option of the Surety by continuation certificate executed by the Surety.

Signed and sealed this 24th day of June, 2019.

  
Witness

BBE Corporation, 27 Congress Street, Ste 205-5, Salem, MA  
BY 

  
Witness

Boston Indemnity Company, Inc.  
BY  ATTORNEY-IN-FACT  
Adam W. DeSantis



ANNUAL LABOR AND MATERIAL PAYMENT BOND

BOND No: BC401128

KNOW ALL MEN BY THESE PRESENTS that BBE Corporation, 27 Congress Street Ste 205-S, Salem, MA (hereinafter called Principal), and Boston Indemnity Company, Inc. (hereinafter called Surety), are held and firmly bound unto Town of Natick, MA (hereinafter called Obligor), in the full and just sum of Sixteen Thousand Three Hundred Twenty and 00/100 (\$16,320.00), to the payment of which sum, well and truly to be made, the said Principal and Surety bind themselves, their and each of their heirs, administrators, executors, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the above bounded Principal has entered into a certain written contract with the above mentioned Obligor dated 6/24/19 for Elevator Maintenance/Testing in the Town of Natick for a period of ONE YEAR with renewal at the sureties discretion, which contract is hereby referred to and made a part hereof as fully and to the same extent as if copied at length herein; and,

WHEREAS, the Obligor has agreed to accept a bond guaranteeing the labor and material payment of said contract for a period of ONE YEAR.

NOW, THEREFORE, THE CONDITIONS OF THIS OBLIGATION are such that, if the Principal shall promptly make payment to all claimants, as hereinafter defined, for all labor and material used or reasonably required for use in the performance of the Contract, then this obligation shall be void; otherwise it shall remain in full force and effect, subject, however, to the following conditions:

1. A claimant is defined as one having a direct contract with Principal or with a Subcontractor of the Principal for labor, material, or both, used or reasonably required for use in the performance of the Contract, labor and material being construed to include that part of water, gas, power, light, heat, oil, gasoline, telephone service or rental of equipment directly applicable to the Contract.
2. The above named Principal and Surety hereby jointly and severally agree with the Owner that every claimant as herein defined, who has not been paid in full before the expiration of a period of ninety (90) days after the date on which the last of such claimant's work or labor was done or performed, or materials were furnished by such claimant, may sue on this bond for the use of such claimant, prosecute the suit to final judgment for such sum or sums as may be justly due claimant, and have execution thereon. The Owner shall not be liable for the payment of any costs or expenses of any such suit.
3. No suit or action shall be commenced hereunder by any claimant:
  - a. Unless claimant, other than one having a direct contract with the Principal, shall have given written notice to any two of the following: the Principal, the Owner, or the Surety above named, within ninety (90) days after such claimant did or performed the last of the work or labor, or furnished the last of the materials for which said claim is made, stating with substantial accuracy the amount claimed and the name of the party to whom the materials were furnished, or for whom the work or labor was done or performed. Such notice shall be served by mailing the same by registered mail or certified mail, postage prepaid, in an envelope addressed to the Principal, Owner or Surety, at any place where an office is regularly maintained for the transaction of business, or served in any manner in which legal process may be served in the state in which aforesaid project is located, save that such service need not be made by a public officer.
  - b. After the expiration of one (1) year following the date on which Principal ceased work on said Contract, it being understood, however, that if any limitation embodied in this bond is prohibited by any law controlling the construction hereof such limitation shall be deemed to be amended so as to be equal to the minimum period of limitation permitted by law.
  - c. Other than in a state court of competent jurisdiction in and for the county or other political subdivision of the state in which the Project, or any part thereof, is situated, or in the United States District Court for the district in which the Project, or any part thereof, is situated, and not elsewhere.
4. The amount of this bond shall be reduced by and to the extent of any payment or payments made in good faith hereunder, inclusive of the payment by Surety of mechanics' liens which may be filed of record against said improvement, whether or not claim for the amount of such lien be presented under and against this bond.

5. The bond is for the term beginning 6-24-2019 and ending 6-24-2020





6. Neither non-renewal by the Surety, nor failure, nor inability of the Principal to file a replacement bond shall constitute loss to the Obligor recoverable under this bond.

7. This bond may be extended for additional terms at the option of the Surety by continuation certificate executed by the Surety.

Signed and sealed this 24th day of June, 2019.

[Signature]  
Witness

BBE Corporation, 27 Congress Street Ste 205-5, Salem, MA

BY [Signature]

Boston Indemnity Company, Inc.

[Signature]  
Witness

BY [Signature]  
Adam W. DeSantis  
ATTORNEY-IN-FACT



POWER OF ATTORNEY  
BC-401128  
Boston Indemnity Company, Inc.

KNOW ALL MEN BY THESE PRESENTS, that BOSTON INDEMNITY COMPANY, INC., a South Dakota Corporation, with its principal office in North Andover, MA, does hereby constitute and appoint James J. Axon, David A. Boutiette, Michael F. Carney, Adam W. DeSandis, Michael T. Gilbert, Bryan F. Juwa, Gregory D. Juwa, Wilde Parks Jr., Paul A. Patalano

its true and lawful Attorney(s)-in-Fact to make, execute, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or other writings obligatory in nature of a bond.

This authority is made under and by the authority of a resolution which was passed by the Board of Directors of BOSTON INDEMNITY COMPANY, INC., on the 1st day of October, 2018 as follows:

Resolved, that the President of the Company is hereby authorized to appoint and empower any representative of the Company or of person or persons as Attorney-in-Fact to execute on behalf of the Company any bonds, undertakings, policies, contracts of indemnity or other writings obligatory in nature of a bond not to exceed Four Million dollars (\$4,000,000.00), which the Company might execute through its duly elected officers, and affix the seal of the Company thereto. Any said execution of such documents by an Attorney-in-Fact shall be as binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company. Any Attorney-in-Fact, so appointed may be removed for good cause and the authority so granted may be revoked as specified in the Power of Attorney.

Resolved, that the signature of the President and the seal of the Company may be affixed by facsimile on any power of attorney grant and the signature of the Secretary. and the seal of the Company may be affixed by facsimile to any certificate of any such power and any such power or certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certificate so executed and sealed shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS THEREOF, BOSTON INDEMNITY COMPANY, INC., has caused this instrument to be signed by its President, and Corporate Seal to be affixed this 15th day of October, 2018.



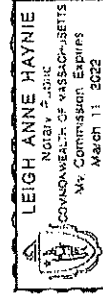
BOSTON INDEMNITY COMPANY, INC.

BY

*Matthew J. Semeraro*  
Matthew J. Semeraro  
President

ACKNOWLEDGEMENT

On this 15th day of October, 2018, before me, personally came Matthew J. Semeraro to me known, who being duly sworn, did depose and say that he is the President of BOSTON INDEMNITY COMPANY, INC., the corporation described in and which executed the above instrument; that he executed said instrument on behalf of the corporation by authority of his office under the By-laws of said corporation.



BY

*Leigh Anne Haynie*  
Leigh Anne Haynie  
Notary Public

CERTIFICATE

I, the undersigned, Secretary of BOSTON INDEMNITY COMPANY, INC., a South Dakota Insurance Company, DO HEREBY CERTIFY that the original Power of Attorney of which the foregoing is a true and correct copy, is in full force and effect and has not been revoked and resolutions as set forth are now in force.

Signed and Sealed at Houston, TX this 24th Day of June 20 2019.



BY

*Leslie K. Shraut*  
Leslie K. Shraut  
Secretary

**WARNING:** Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of or containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

