

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)

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.

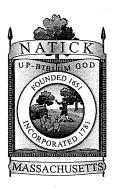
All provisions of the Contract shall remain in full force and effect during this second option period.

Thank you for your consideration.

Very truly yours,	
The Natick Select Board	
	-
Karen Adelman-Foster, Chair	
	-
Richard P. Jennett, Jr., Vice Chair	
	-
Michael J. Hickey, Jr., Clerk	
Paul Joseph	-
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.")

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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

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."

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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	
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 01760

www.natickma.gov

July 24, 2019

Bryan R. Le Blanc Procurement Officer VIA REGULAR MAIL (Ibuckley@buckleyelevator.com)

Linda Buckley, Esq., President Buckley Elevator/BBE Corporation 27 Congress Street Suite 205-5 Salem, MA 01970 E: 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 or at 508-647-6400, ext. 1504.

All prevailing wage reports for the project should be filed with Mr. Coxall (kcoxall@natickma.org) and with the Procuement Office (bleblanc@natickma.org).

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

Bryan R. Le Blanc

Very truly you

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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 conporation. All prior contracts, if any exist between the Town and the Contractor, are hereby terminated and shall be of no force and effect.

Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide 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.

Standard of Care

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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

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

Fifth Priority: Fourth Priority Third Priority:

Addenda to the IFB (if any)

Contractor's Bid.

Payment

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

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

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

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

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

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. contractor or companies other than those originally proposed in the Contractor's Should it be necessary for the Contractor to engage the services of a specialized

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

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

Warranty

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

Compliance with Laws

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

Insurance

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

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

- Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.
- Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.
- 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.
- No insurance shall be obtained from an insurer which:

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- is not licensed to sell insurance in the Commonwealth of Massachusetts; or
- is not authorized to provide insurance as an excess or surplus lines insurer, and does not have a current Best's rating of A or better.
- 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.
- 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.

Indemnification

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

No Personal Liability

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

11. Familiarity with Area of Work

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

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.

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.

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.

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

The Contractor hereby acknowledges that the use of alcoholic beverages, narcòtics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Town of Natick property which is the subject matter of this Agreement and during all hours of work under this Agreement. If any officer, employee, agent, or representative of the Contractor violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Contractor shall not be permitted to

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

No Smoking

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

CORI/SORI Requirements

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 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.

Termination

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

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

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

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

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

Notices

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

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

Natick Town Hall 13 Bast Central Street

Natick, MA 01760

With copies to: Karis L. North, Esq.

Karis L. Norm, Esq. Murphy, Hesse, Toomey & Lehane, 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.

Miscellaneous Provisions

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

- d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
- e. The Contractor shall maintain the confidentiality of information designated by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.
- f. The Contractor shall not represent or purport to represent that it speaks for the Town 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.

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- object), age, genetic information, ancestry, children, marital status, veteran employment, without regard to race, color, religious creed, national origin, membership in the armed services, the receiving of public assistance, and The Contractor shall not discriminate against or exclude any person from assistance, and handicap. The previous sentence shall include, but not be imited to, the following: advertising, recruitment; hiring; rates of pay or whose sexual orientation involves minor children as the sex object), age, sex, gender identity, sexual orientation (which shall not include persons termination. The Contractor shall take affirmative actions to insure that genetic information, ancestry, children, marital status, veteran status or participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include employment; employment upgrading; transfer; demotion; layoff; and applicants are employed, and that employees are treated during their persons whose sexual orientation involves minor children as the sex status or membership in the armed services, the receiving of public other forms of compensation; terms; conditions or privileges of handicap.
- 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.
- 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.
- The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- This Contract may be amended only by written consent of the parties.
- 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.
- The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.

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

The Town of Natick, Massachusetts

Buckley Elevator (BBE Corporation)

by: the Natick Board of Selectmen

by: hichael J. Hickey, Jr., Chairman

Michael J. Hickey, Jr., Chairman

Susar G. Salamoff, Vice Chairman

Susar G. Salamoff, Vice Chairman

Susar G. Salamoff, Vice Chairman

Frinted Name

Printed Title

Raren Adelanan-Foster

Karen Adelanan-Foster

Dated: 723/4

Dated: 723/4

Dated: 723/4

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.

apen Da

Dated: 7, 1 6, 1 9

Arti P. Mehta

Comptroller, Town of Natick

COMED S TO FORM ONLY, AND NOT AS TO SUBSTANCE:

Karis L. North, Esq.

CERTIFICATE OF VOTE

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	that I am the duly qualified and acting (Title) and I further certify that at a meeting of the Directors of said Corporation duly called an held on 11172 20 1 at which meeting all Directors were present and voting, the following vote was unanimously passed: VOTED: To authorize and empower either SHCHON Roune) (Title) (Name) (Title) (Title)	I, Sephen Roundon hereby certify
--	---	----------------------------------

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:

BUCKEY Eleuter; BBE ConferEN

.

Address: 27 Cangless Steet

Salem, MA 01970

- A. HOURLY RATE TO PERFORM TESTING SERVICES \$\frac{14\lambda}{4}\$ PER HOUR (ASSUMING 1 HOUR PER ELEVATOR PER QUARTER) × 4 QUARTERS × 17 ELEVATORS IN NATICK) =\$\frac{4}{7}\frac{7}{2}\frac{2}{6}\$
 - + B. HOURLY RATE TO PERFORM ON-CALL MAINTENANCE SERVICES \$ 170 PER HOUR x FORTY (40) HOURS NATICEY'S HISTORICAL NUMBER OF ON-CALL MAINTENANCE HOURS PER YEAR = \$ 4800

Page 17 of 31

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. W/H

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.
- B. 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.)
- 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 carifies 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 cartified 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 scaled 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:

- Bidder's houly 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, conporation 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

Shiet Alwahrs Officer

Printed Title

Full Legal Name BBE Conference

Officers of Corporation and Addresses

Linda Bulley - President - 24 Adams Load, Madelend MA

Tom Bulley - 11 - 34 Millele Laine, bushfeee MA

Seve Joudin - COO - 220 Worm St Reading, MA

Mille Bulley - Thasker
State of Incorporation MA

State of Incorporation MA

State of Incorporation MA

State of Incorporation MA

Telephone Number: 978-594-1197

Telephone Number: 978-594-1197

Telephone Number: 7 cs. No.

Telephone Number 478-594-1197
Full Legal Name of Sweety Company

BBC Conference

Principal Place of Business in Massachusetts

Principal Place of Business of Surety Company

Page 21 of 31

Je Genci's insuling Or Content lask live, Wohn M Jephone Number 781-935-848 Imitted in Massachusetts Yes V No
Jephone Number 781-935-848
Imitted in Massachusetts Yes Vo No
ace of Business in Massachusetts
falls as about
slephone Number 781-935-8960

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Appendix 2 CERTIFICATE OF NON-COLLUSION

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

BBE Colouren ; Bucary Beraker Name of Bidder

77 Chaples & Salem MA 94970 Address of Bidder

t511-665-926

Telephone Number

Sefler Hander

Printed Title

(Signature)

Printed Name

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

27 Ciryles & Address of Bidder

SK 25.5 Saleun Mot

978594-1/97

Telephone Number

By: (Signature)

Selfen Leuden

Printed Name

Printed Title

68514

Appendix 4 CONFLICT OF INTEREST CERTIFICATION

The Bidder hereby certifies that

- The Bidder has not given, offered, or agreed to give any gift, contribution, or offer of employment as an inducement for, or in connection with, the award of a Contract pursuant to this 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.
- 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.
 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

Telephone Number

(Stonature)

Supun

Printed Name

Printed Title

Date

Page 25 of 31

Appendix 5 CERTIFICATE OF CORPORATE BIDDER

and executed for and on behalf of its governing body.	that I know his/her signature hereto is genuine and that said Bid Form was duly signed, sealed	said Bid Form on behalf of the Bidder was then (80)	Corporation named as Bidder in the attached Bid Form; that 5 16 16 16 who signed	I helpen leader certify that I am the 600 secretary of the
Bid Form was duly signed, scaled	of said Corporation;	5 light Region, who signed	600 yearstry of the	

27 Confor St Address of Bidder Name of Bidder he 205-5

Telephone Number SOLEM AND OIGH

Printed Title

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

Page 27 of 31

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.

BECCHOMICA! BOLKEY Blever

27 CansuST St Address of Bidder

5k 205-5

978-594-1197 Telephone Number

Printed Name

Printed Title

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).

Date 19	Printed Tritle	Skylen Marskery Printed Name	By: (Stigulatipue)	779-594-1197 Telephone Number	Swem MA OLAR	77 Cenyer St Ste 207-5 Address of Bidder	BBE Costera tin ' Byyweey Elevation Name of Bidder
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Page 29 of 31

Appendix 8 CERTIFICATE OF NON-DEBARMENT

state, or local agency, the Bidder shall inform the Town of Natick within one (I) business day of 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, The Bidder hereby certifies that it is presently not debarred, suspended, or otherwise such debarment, suspension, or prohibition from practice.

BBE CAPATUM Name of Bidder

37 Cary Cary Address of Bidder

MA OIGH Saleun

Telephone Number

Printed Name

Printed Title

Date

BID BOND

Document A310 TM - 2010

Conforms with The American Institute of Architects AIA Document 310

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

27 Congress Street Ste 205-5 Salem, MA 01970

SURETY:

(Name, legal suths and principal place of business)

Boston Indemnity Company, Inc.

P.O. Box 6

Florham Park, NJ 07932

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

modification,

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

OWNER:

(Name, legal status and address) Fown of Natick

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 Surely are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surely bind homostyes, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided berein. The conditions of his Bond are such that if the Owner and Contractor, successors and assigns, jointly and severally, as provided berein. The conditions of his Bond are such that if the Owner and Contractor, successors and assigns, jointly and severally, as provided berein. The conditions of his Bond served by a provided berein accordance with the terms of such buil, and gives such bond or bonds as may be specified in the bidding or Contract Occuments, with a surely sedunded in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for like prompt payment of labor and material famisplad in the prosecution three-off or (2) pays no 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 not and void, otherwise to remain in full force and effect. The Streigy hereby welves 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 stay (60) days in the aggregate beyond the time for acceptance of hids specified in the bid documents, and the Owner and Contractor to extend the lime in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding stay (60) days in the aggregate beyond the time for 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 Contractor.

When this Bond has been furnished to comply with a statutory or other leggl requirement in the location of the Project, any provision in this Bond conflicting with said stannory or legal requirement shall be deemed delend herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intend is that this Bond shall be construed statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intend is that this Bond shall be construed as a stability bond and not as a common law bond.

Signed and sealed this

day of June, 2019

BBE Corporation

Principa

(Sect.)

Boston Indemnity Company, Inc.

Tille

(max

"" David'A. Boutlette, Attorney-in-Fact

POWER OF ATTORNEY

Boston Indemnity Company, Inc.

KNOW ALL MEN BY THESE PRESENTS, that BOSTON INDEMNITY COMPANY, INC., a South Dakota Corporation, with its principal into a north Andover, MA, does hereby constitute and appoint.

James J. Axon, David A. Boutiette, 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 Attomey(s)-In-Fact to make, execute, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or other witings 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 SOMPANY, INC., on the 1⁴ 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 versons 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 exceet Four Million dollars (\$4/000,000,001), which the Company indige execute the through its duly elected sifficers, 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, nay 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 sealed shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on the

IN WITNESS THEREOF, BOSTON INDEMINITY 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.



BY Warder

BOSTON INDEWNITY COMPANY, INC.

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.

LEIGH ANNE HAYNIE
Notary Public
Conanowecht of wascouserrs
My Commission Expres
March 11, 2022

Leigh Anna Haynie

CERTIFICATE

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 I, the undersigned, Secretary of BOSTON INDEMNITY COMPANY, INC., A South Dakota Insurance Company, DO HEREBY CERTIFY resolutions as set forth are now in force.

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



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.

Department of Revenue Christopher C. Harring, Commissioner Commonwealth of Massachusetts

CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE nop/acs-ssem

BBE CORPORATION 27 CONGRESS ST STE 205-5 SALEM MA 01970-5595 ուհիրուդի հայարարեր հիրայի հիրային իրդում իրդույն

The Commissioner of Revenue certifies that, as of the date of this certificate, BBE CORPORATION is in My du l'eceive du nouce?

compliance with its tax obligations under Chapter 62C of the Massachusetts General Laws.

This certificate doesn't certify that the texpayer is compliant in taxes such as unemployment insurance administered by agencies other than the Department of Revenue, or taxes under any other provisions of

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

What I Lhave questions?

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 us online!

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

- Review or update your account
- Contact us using e-message Sign up for e-billing to save paper
- Make payments or set up autopay

Edward W. Coyle, Jr., Chief Collections Bureau



CHARLES D. BAKER GOVERNOR KARYN E. POLITO LIEUTENANT GOVERNOR

The Commonwealth of Massachusetts

Executive Office for Administration and Finance Division of Capital Asset Management and Maintenance

One Ashburdon Place, 15th Floor
Bordon, Massachusetts 02108
Tel: 857-204-1305
Fore 617-772-6284
Email: Certification DCAMM@state.me.us

MICHAEL I, HEFFERNAN SECRETARY ADMINISTRATION & FINANCE

CAROL W. GLADSTONE COMMISSONER

Prime/General

Certificate of Contractor Eligibility contractor described to the contractor described to the contract of the

	This Certificate Shall be Used for Submitting Prime/General Bids Only	bmitting Prime/Gene	ral Bids Only	
1, CERTIFICATION PERIOD	D This Certificate is valid from $02/25/2019$ to $02/24/2020**$	id from 02/25/2019	to 02/24/2020*	
2, CONTRACTOR'S NAME:	BBE Corporation dba Buckley Elevator	Buckley Elevator		
3. CONTRACTOR'S ADDRESS:		205-5, Salem, MA (11970	
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:	rtified to file bids un : 149A and Chapter	der Massachusetts 25A in the following	General Laws ; checked
☐ Alam Systems ☐ Asbestos Removal	Exterior S	□ Historical Painting □ Historical Roofing		 Pumping Stations Roofing Season and Water Treatment
Deleading Denolition Denolition	Fire Protection Sprinkler Systems Hoor Covering General Building Construction	L. Mechanical Systems Modular		Plants Telecommunications
El Electrical		Construction/Prefab		
	Historical Building Restoration Historical Masoury	O Painting O Phadbing	O Watermoofing O Special (for DC pre-approved p	II Watermoofing II Special (for DCAMM pre-approved projects only)
5. EVALUATIONS:	Number of Projects Evaluated:	ated:	8	
	Average Project Evaluation Ratings	a Rating:	88	
	Number of Projects Below Passing	Passing.	0	
6. PROTECT LIMITS:	Single Project Limit (SPL):		\$1,073,000	
•	Aggregate Work Limit (AWL):	VL);	\$9,994,000	
	General Building Construction Limit:	tion Limit	\$N/A	
7. SUPPLIER DIVERSITY (7. SUPPLIER DIVERSITY OFFICE CERTIFICATION: Yes			
OVBE CLGBTBE	II MBE II MWBE	EJ WBE	CI SDVOBE CI DOBE)BE
<i>,</i>	- of the 1/2	1	01/26/2019	
Brian K. McPhers	Brian K. McPherson, Director of Access & Opportunity, for	ķ	Approval Date	

NOTE TO CONTRACTORS: Complete Applications for Renewal of Contractor Eligibility are due no later than three
months PROR 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.

Carol W. Gladstone, Commissioner

Reviewer's Initials KT



Buckley Elevator

STATEMENT OF STATUS

Entity type: Domestic Profit Corporation Summary for: BBE CORPORATION

The exact name of the Domestic Profit Corporation: BBE CORPORATION

Address:

Date of Organization in Massachusetts: 07-12-2010

Old ID Number: 001032123

Identification Number: 273028514

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

The name and address of the Registered Agent:

SALEM, MA 01970 USA 27 CONGRESS ST. SUITE 205-5 LINDA BUCKLEY

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

South Share Office - 106 Finnell Drive Unit #7, Weymouth, MA 02188 Buckley Elevator - a BBE Corporation Company 27 Congress Street – Suite 205-5, Salem, MA 01970 978-594-1197-Office 978-336-0436-Fax

www.buckleyelevator.com

유민 BBECO-1

DATE (MIMIDDAYYYY)

04/04/2019

CERTIFICATE OF LIABILITY INSURANCE

ACORD.

TRIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFRMATIVELY OR REGATIVELY 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), ALTHORIZED 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 WANZED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

FAX Not 781-933-5645 21113 42471 23043 26182 16691 INSURER(S) AFFORDING COVERAGE NSINER D. Liberty Mutual Insurance Cos. NSURER A. Great American Insurance NSURER B. U.S. Fire Insurance Company PROPERTY. COUM & Forster Insurance Co. CONTACT HAME HIGH No. Est. 781-935-8480 EARAL ADDRESS: INSURER F: BBE Corporation dba Buckley Elevator PO Box 925 Salem, MA 01970 Producer DeSanctis Insurance Agcy, Inc. 100 Unicorn Park Drive Woburn, MA 01801 NSURED

COVERAGES
THIS THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED MANED ABOVE FOR THE POLICY PERIOD THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED MAND ABOVE FOR THE POLICY PERIOD RICHARD TO ROTHER 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.

Z	NSK	TYPE OF INSURANCE	ADD. SUBR	Suer	POLICY NUMBER	POLICY EFF POLICY EXP	POLICY EXP	STANCI		
⋖	4	X COMMERCIAL GENERAL LIABILITY		-				EACH OCCURRENCE 5	•	1,000,000
<u> </u>			>	ថ	GLP194861401	10/26/2018	10/26/2018 10/26/2019	DAMAGE TO RENTED PREMISES (Eg occurrence)		300,000
		X XCII Hazards	-					MED EXP (Any one person) \$		10,000
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Corcoran Jennison companies, Inc.; Holbrook Apartments Company, CMJ Management Company, Corcoran Jennison Companie; Ramblewood Limited Partnership, dha Ramblewood Apartments are included as an additional insured on the General Libality, Auto Lability, and Excess Liability policies as their interest may appear in regard to work/service... DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Rottanks Schedule, fray be

CANCELLATION	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.	AUTHORIZED REPRESENTATIVE		@ 1988-2014 ACORD CORPORATION. All rights reserved.
CERTIFICATE HOLDER	CORCO-7 Corcoran Jennison Management Company, LLC	c/o Compliance Depot P.O. Box 115006	Carroliton, TX 75011	

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ACORD 25 (2014/01)

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DESANCTIS INSURANCE AGENCY, INC.

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

106 Unicom Park Drive Woburn, Massachusetts 01801

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 BBB Corp. in connection with the proposed contract between BBB 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,

Attomey-in-fact David A. Boutiette

POWER OF ATTORNEY

BC-400507

Boston Indemnity Company, Inc.

office in North Andover, MA, does hereby constitute and appoint: KNOW ALL MEN BY THESE PRESENTS, that BOSTON INDEMNITY COMPANY, INC., a South Dakota Corporation, with its principal

Parks Jr., Paul A. Patalano James J. Axon, David A. Boutiette, Michael F. Carney, Adam W. DeSanctis, Michael T. Gilbert, Bryan F. Juwa, Gregory D. Juwa, Wilder

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 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 execute 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

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

BOSTON INDEMNITY COMPANY, INC.

Matthew - Semeraro

8

Morro

President

ACKNOWLEDGEMENT

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. On this 15th day of October, 2018, before me, personally came Matthew J. Semeraro to me known, who being duly swom, did depose and



Leigh Arroad Haynie Notary Public

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CERTIFICATE

that the original Power of Attomey 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. I, the undersigned, Secretary of BOSTON INDEMNITY COMPANY, INC., A South Dakota Insurance Company, DO HEREBY CERTIFY

Signed and Sealed at Houston, TX this_ 6th Day of June 20 19



Leslie K. Shaunty Secretary

fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties. containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a "WARNING: Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim OP ID: CD BBECO-1

DATE (MINIDONYYY) 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(9), 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(5).

CERTIFICATE OF LIABILITY INSURANCE

ACORD.

NAIC# FAX No): 781-933-5645 23043 42471 16694 INSURER(S) AFFORDING COVERAGE INSURER D. Liberty Mutual Insurance Cos. INSURER B. U.S. Fire Insurance Company INSURENC; Crum & Forster Insurance Co NSURER A. Great American Insurance INSURER : Harleysville Insurance CONTACT MAJE: PHONE I.A.C. No. E-11: 781-935-8480 A.D. RESSE. INSURER F: BBE Corporation dba Buckley Elevator PO Box 925 Salem, MA 01970 PRODUCER DeSanctis Insurance Agoy, Inc. 100 Unicom Park Drive Woburn, MA 01801 INSURED

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, THEN OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS INSURANCE APPROADED 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.

1,000,000 1,300,000 500 1,000,000 300,000 10,000 1,000,000 4,000,000 100,000 2,000,000 5,000,00 4,000,000 1,000,000 1,000,00 EL DISEASE - POLICY LIMIT | \$ EL DISEASE - EA EMPLOYEE | \$ Pollution COMBINED SINGLE LIMIT (Es gredient) BODILY INJURY (Per parson) BODILY INJURY (Per acadont)
PROPERTY DAMAGE
(Per acadont) EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) PRODUCTS - COMPIOP AGG PERSONAL & ADV INJURY MED EXP (Any one person) GENERAL AGGREGATE E.L. EACH ACCIDENT EACH OCCURRENCE X STATUTE Deduct 07/02/2020 (BPP DESCRIPTION OF OPERATIONS I LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schodule, may be attached if mane space la required) Illustration of Coverage. 10/26/2019 10/26/2019 10/26/2018 10/26/2019 10/26/2018 | 10/26/2019 10/26/2018 10/26/2018 07/02/2019 POLICY NUMBER P00000028696R GLP194861401 92 1337446107 4087351377 1000279261 ΜĀ ADDL SUBR ξZ NONE CLAIMS-MADE X AUTOS NON-OWNED AUTOS WORKERS COMPENSATION NO WORKERS COMPENSATION AND BAIL-DOTSEY LUBELING ANY PROPRIETION ANY PROPRIETION AND PROPRIETION OF THE PR OCCUR X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR GENT AGGREGATE LIMIT APPLIES PERyer, describe under PESCRIPTION OF OPERATIONS below TYPE OF INSURANCE X Bikt Contractual AUTOMOBILE L'ABILITY X XCU Hazards UMBRELLALIAB Property Section HIRED AUTOS EXCESS LIAB ANY AUTO ALL OWNED AUTOS × Ú a Щ

NATICK Town of Natick 13 East Central Street, Rm 205 Natick, MA 01760 CERTIFICATE HOLDER

Gallagher 9 AUTHORIZED REPRESENTATIVE

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

CANCELLATION

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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: BE	BBE CORPORATION	
The exact name of	The exact name of the Domestic Profit Corporation:	tion: BBE CORPORATION
Entity type: Don	Domestic Profit Corporation	
Identification Number: 273028514	,	Old ID Number: 001032123
Date of Organizati 07-12-2010	Date of Organization in Massachusetts: 07-12-2010	
	Las	Last date certain:
Current Fiscal Month/Day: 12/31	•	Previous Fiscal Month/Day: 1.2/31
The location of th	The location of the Principal Office:	
Address: 27 CONG	27 CONGRESS STREET SUITE 205-5	-
City or town, State, Zip code, Country:	SALEM, MA	01970 USA .
The name and ad	The name and address of the Registered Agent:	ř
Address: 27 CONGRESS S	Address: 27 CONGRESS ST. SUITE 205-5	
City or town, State, Zip code, Country:	SALEM, MA	01970 USA
The Officers and	The Officers and Directors of the Corporation:	
Title	Individual Name	Address
PRESIDENT	LINDA A BUCKLEY ESQ	24 ADAMS ROAD MARBLEHEAD, MA 01945 USA
PRESIDENT	LINDA BUCKLEY ESQ	24 ADAMS ROAD MARBLEHEAD, MA 01945 USA
TREASURER	MICHAEL BUCKLEY	34 MICHELE LANE BRAINTREE, MA 02184 USA
SECRETARY	STEPHEN J REARDON	220 WOBURN ST READING, MA 01867 USA

CHIEF OPERATING OFFICER

STEPHEN J REARDON

220 WOBURN ST READING, MA 01867 USA

34 MICHELE LANE BRAINTREE, MA 02184 USA

VICE PRESIDENT THOMAS BUCKLEY

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s, external master page	34 MICHELE LANE BRAINTREE, MA 02184 USA	24 ADAMS ROAD MARBLEHEAD, MA 01945 USA	50 HERBERT ROAD BRAINTREE, MA 02184 US		ass of stock which	Total issued and outstanding	No. of shares	1,000	⊡ Manufacturing		→		•			7
Mass. Corporations, external master page	34 MICHELE LANE	24 ADAMS ROAD USA	50 HERBERT ROA		, if any, of each cli	Total Authorized	No. of shares Total par value	\$ 0.00	☐ Merger Allowed					ngs	iness entity:	
Mass. Corporati TTMOTENV M DEADDON	THOMAS BUCKLEY	LINDA A. BUCKLEY ESQ.	STEPHEN J REARDON	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:	-	Par value per share No. of	1,000	☐ Confidential ont Data	siness entity:	TO THE PERSON NAMED IN COLUMN 1			View filings	Comments or notes associated with this business entity:	C. C
TOMIT	THOM/	LINDA	STEPH	stock is	r of sha üty is a		Par	\$ 0.00	Consent	his bu	issolutic		tevival dment	4	otes as	
e 90 cr	DIRECTOR	DIRECTOR	DIRECTOR	Business entity s	The total number this business ent		Class of Stock	CNP		View filings for this business entity:	ALL FILINGS Administrative Dissolution	Annual Report	Application For Revival Articles of Amendment		Comments or n	
6/6/2019	\$				<u> </u>			· 		•					-	

New search



buckiey 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



The Commonwealth of Massachusetts Secretary of the Commonwealth State House, Boston, Massachusetts 02188

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 pend-

dissolution; that articles of dissolution have not been filed by said corporation; that, said cor-

ing under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's

poration 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.

/ Vullerath / Vullerand / Secretary of the Commonwealth

Certificate Number: 19060127610

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

Processed by:



The Commonwealth of Massachusetts Secretary of the Commonwealth

Secretary of the Commonwealth State House, Boston, Massachusetts 02188

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 apipears of record said corporation has legal existence and is in good standing with this office.



In testimony of which,

Great Seal of the Commonwealth

I have hereunto affixed the

on the date first above written.

William Trans Gallin

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	
Too.			

\$ 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

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

INFO@BUCKLEYELEVATOR.COM

Contact phone number:

* Contact e-mail address:

UNITED STATES

Country:

9785941197

02963

Extension:

Natick, Massachusetts Town of Natick

INVITATION FOR BIDS

FOR

ELEVATOR MAINTENANCE/TESTING SERVICES RELATED TO

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 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 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.

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 scaled envelope. The clock in the Procurement Office shall be considered official. No late Bids shall be accepted. No faxed Bids shall be accepted. Conditional Bids will not be accepted. 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 turee (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 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 though proper maintenance as well as reporting the results of the annual safety inspection to the Town
- 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 Bast Central Street, Natick, MA01760-1elevator, 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, MA01760-1elevator
- i. Kennedy Müddle 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 $01760-2\,\mathrm{platform}$ wheelchair lifts
- Cole Recreation Center, 179 Boden Lane, Natick, MA 01760 1 wheelchair platform lift

A full breakdown of the elevators is as follows:

Town Elevators

	Garaventa Genesis	198-W-360	DPW
	Wheel Ovator	198-W-163	Cole Center
		198-W-333	Community Center 2
	Canton Elevator	198-P-332	Community Center 1
	THE PARTY OF THE P	198-P-186	Rear
			Morse Inst. Library 2
	The second secon	198-P-185	Front
			Morse Inst. Library 1
<u> </u>		198-P-200	Fire Headquarters
	and the second s	198-P-199	Police Station
	Thyssenkrupp Elevator	198-P-201	Town Hall
Note	Manufacturer	Elevator State ID	Elevator Location

School Elevators

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

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

B. Services

- 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.)
- 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

- No elevator shall be removed from service for adjustments or maintenance repair unless authorized by the Director of Facilities or his/her designee.
- 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.
- The Successful Bidder will notify the Director of Facilities or his/her designee prior to reporting to any Town facility.
- 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.
- 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:

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

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 defeared compensation.

Section 4. Bid Submission Requirements

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

- 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.)
- 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.
- Bidder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.
- M. Bidder certifies that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.
- A fully executed Certificate of Non-Collusion. (Appendix 2)
- 3. A fully executed Certificate of Tax Compliance. (M.G.L. c.62C, §49A) (Appendix 3)
- 4. A fully executed Conflict of Interest Certification. (M.G.L. c.268A) (Appendix 4)
- 5. A fully executed Certificate of Corporate Bidder, if applicable. (Appendix 5)
- 6. A fully executed Certificate of Compliance with M.G.L. c.151B. (Appendix 6)
- A fully executed Certificate of Compliance with EBO/AA/SDO provisions. (Appendix 7)

- 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.
- 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 swety 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 scaled envelope. The clock in the Procurement Office shall be considered official. No late Bids shall be accepted. No faxed Bids shall be accepted. Conditional Bids will not be accepted.

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

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

-Section 6. Selection Process and Award

Bids 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 bourly rates for the two (2) following quantities.

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

- 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
- Bidden'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 Contact 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/its own expense, all-appropriate federal, state and local permits, licenses and approvals.

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

Section 7. Compliance with Laws

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

Section 8. Insurance

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

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

Section 14. CORI/SORI Requirements

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 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

- . Bid Form
- Certificate of Non-Collusion
- Certificate of Tax Compliance (M.G.L. c.62C, §49A)
- Conflict of Interest Certification (M.G.L. c.268A)
- Certificate of Corporate Bidder
- Certificate of Compliance with M.G.L. c.151B
- Certificate of Compliance with EEO/AA/SDO provisions
- Certificate of Non-Debarment
- Prevailing Wage Rates
- 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 - \$
(ASSUMING 1 HOUR PER ELEVATOR PER QUARTER) x 4 QUARTERS x 17
ELEVATORS IN NATICK) =\$

+ B. HOURLY RATE TO PERFORM ON-CALL MAINTENANCE SERVICES - \$

HISTORICAL NUMBER OF ON-CALL MAINTENANCE HOURS PER YEAR = \$

Page 17 of 31

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.

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Bidder certifies as follows:

- A. Bidder holds all applicable State and Federal permits, licenses and approvals. (Bidder shall attach to the Bid Form copies of all applicable State and Federal permits, licenses, and approvals.)
- B. Bidder holds all applicable documentation and Insurance in accordance with this Invitation for Bids. (Bidder shall attach to the Bid Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Bidder, if chosen as the Successful Bidder, shall submit to the Town an endorsement or a rider in compliance with the Contract.)
- C. Bidder is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
- D. Bidder has not failed to perform satisfactorily on contracts of a similar nature.
- B. 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.
- Bidder is registered with the Secretary of the Commonwealth of
 Massachusetts to do business in Massachusetts. (Bidder shall attach to the Bid
 Form a copy of a Letter of Good Standing from the Secretary of the
 Commonwealth's Office.)
- Bidder has not failed to perform satisfactorily on Contracts of a similar nature.
- 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	Annature and
Date	
If a Corporation: Full Legal Name	

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Principal Place of Business of Surety Company

Telephone Number	Admitted in Massachusetts Yes No	Telephone Number	
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Appendix 2 CERTIFICATE OF NON-COLLUSION

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

idder	Bidder	Number	gnature)	Printed Name	Printed Title	ite
Name of Bidder	Address of Bidder	Telephone Number	By: (Signature)	Printed N	Printed T.	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.

Printed Name	3y: (Signature)	Name of Bidder
--------------	-----------------	----------------

Appendix 4 CONFLICT OF INTEREST CERTIFICATION

The Bidder hereby certifies that:

- The Bidder has not given, offered, or agreed to give any gift, contribution, or offer of employment as an inducement for, or in connection with, the award of a Contract pursuant to this 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.

,		ı				
ame of Bidder	ddress of Bidder	 elephone Number	(Signature)	 Printed Name	Printed Title	Date

Page 25 of 31

Appendix 5 CERTIFICATE OF CORPORATE BIDDER

CHARLE COLLEGE OF COLOR CANDAR DELEVIOUR	
I, of	of the
on named as Bidder in the attached Bid Form; that who form on behalf of the Bidder was then of said Corpor whis/her signature hereto is genuine and that said Bid Form was duly signed, sted for and on behalf of its governing body.	gmed ion; led
(Corporate Seal)	
Name of Bidder	
Address of Bidder	
PRODUCTION OF THE PRODUCTION O	
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.

i i	1 1	1				
Name of Bidder	Address of Bidder	Telephone Number By:	(Signature)	Printed Name	Printed Title	Date

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Appendix 7

CERTIFICATE OF COMPLIANCE WITH APPLICABLE EEO/AA/SDO PROVISIONS

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

Name of Bidder
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.

	- Antique		,		į	 		
Name of Bidder	Address of Bidder	- PERSONAL PROPERTY OF THE PRO	Telephone Number	By:	(Signature)	Printed Name	Printed Title	Date

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Appendix 9 PREVAILING WAGE RATES

See attached document.



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

Prevailing Wage Rates

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

WILLIAM D MORCHNEY
Droser ROSALIN ACOSTA Secting

Town of Natick Awarding Authority: Contract Number:

KARTN'R POLITO Le Governor

IFB/On-Call Elevator Repair/Testing Services

Description of Work

City/Town: NATICK

Various Locations in Natick Job Location: 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 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 not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK construction scope of work must be within 90-days of the wage schedule issuance date.
 - wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime 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 contractor, a filed sub-bidder, or any sub-contractor.
 - 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 his/her person during all work froms on the project. An apprentice registered with DAS may be paid the lower apprentice Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on All apprentices working on the project are required to be registered with the Massachusetts Department of Labor journeyworker's rate for the trade.
- construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than projects. For construction projects laxing longer than one year, awarding authorities must request an updated wage schedule. authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts. the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of
- 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 Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at
 - Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953. http://www.mass.gov/dols/pw.
- 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	Bara Ware	4	Pencion	Supplemental	Total Rate
Construction					Unemployment	4
(2 AXLE) DRIVER - EQUIPMENT TEMATIEST JOINT COUNCIL NO. 10 ZONE 8	12/01/2018	\$33.25	\$11.91	\$12.70	\$0.00	\$57.86
e established and that a constitution to a souther to	06/01/2019	\$34,25	\$1191	\$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
(3 AXLE) DRIVER - EQUIPMENT	12/01/2018	\$33.32	16.118	\$12.70	\$0.00	\$57.93
TEMBOTEKO HOTEK COMINERTIO, 14 PÓLES Ó	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
THE TAXABLE PROPERTY OF TAXABLE PROPER	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT	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
ADS/SUBMERSIBLE PILOT	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
For apprentice rates see "Approxites- PILE DRIVER"	08/01/2019	\$102,78	\$9.90	\$21.15	\$0.00	\$133.83
AIR TRACK OPERATOR	12/01/2018	\$34.27	\$7.85	\$14.44	\$0.00	\$36.56
APPROVINCE TO APPROVE A	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
For apprentice rates see "Apprentios-LABORER"	12/01/2021	139.61	\$7.85	\$14,44	\$0.00	\$61.90

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ge 3
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PERCONTER - PUTPE / MACCAL & EQUIPT. 1201/2018 \$835.40 \$12.20 \$8.50 \$9.50	Classification	Effective Date	Base Wage	用二件	Pension	Supplemental Unemplement	Total Rate
Control Sig 40 Sig 50	ASSESTOR DEVICIOER - PIPE / MECH FOURT.	12/01/0/18	\$35.40	\$12.50	\$8.50	\$0.00	\$56.40
12012019 537.40 512.50 58.50 55.00 55.000 5	HEAT & PRINT INSULATORS LOCAL 6 (BOSTON)	0.000,000	626.40	£12 40	\$8.50	\$0.00	\$57.40
1201/2012 533-40 512-50 58-50 50.00 55.00		CTOS/TO/OO	2	2 4	40 40	000	458 AD
120012018 \$238.40 \$11.20 \$250 \$50.00 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$25 \$2		12/01/2019	04.156	21770	2	200	0 0
1201/12020 \$53-40 \$11.50 \$85-90 \$10.00 \$55		06/01/2020	\$38.40	\$12.50	\$8.50	\$0.00	\$59.40
### 1200/2019 \$355.9 \$7.85 \$14.44 \$0.00 \$55 \$1.00 \$1.0		12/01/2020	\$39.40	\$12.50	\$8.50	\$0.00	\$60.40
DOUIDIDS 534.64 57.85 514.44 50.00 55	ASPEALTRAKER	12/01/2018	\$33.77	\$7.85	\$14.44	\$0.00	\$56.06
1201/2012 535.35 57.85 514.44 50.00 55 50.01/2020 535.35 57.85 514.44 50.00 55 50.01/2020 535.35 57.85 514.44 50.00 55 50.01/2020 535.32 57.85 514.44 50.00 55 50.01/2020 535.32 57.85 514.44 50.00 55 50.01/2020 535.32 57.85 514.44 50.00 55 50.01 55 50.00 55 50.0	LABORERS - ZONE 2	06/01/2019	\$34.64	\$7.85	\$14.44	\$0.00	\$56.93
12012020 \$5539 \$7.85 \$14.44 \$0.00 \$55 \$15.00 \$15.0		12/01/2019	\$35.50	\$7.85	\$14.44	\$0.00	\$57.79
12012020 537.28 571.85 514.44 50.00 55 55 55 55 55 55		06/01/2020	\$36.39	\$7.85	\$14.44	\$0.00	\$58.68
1201/2021 538.20 57.85 514.44 50.00 55.00 55.00 55.00 55.00 55.00 55.00 55.00 55.00 55.00 55.00 55.00 55.000 55		12/01/2020	\$37.28	\$7.85	\$14.44	\$0.00	\$59.57
12012021 539.11 57.85 514.44 50.00 55.00		06/01/2021	\$38.20	\$7.85	\$14.44	\$0.00	\$60.49
12012018		12/01/2021	\$39.11	\$7.85	\$14.44	\$0.00	\$61.40
12012012 554.68 511.50 515.60 50.00 51.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 511.50 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 50.00 52.08 515.60 52.00 52.08 515.60 52.00 52.08 52	For apprentice rates see "Apprentice- LABORER"	10/04/010	447 49	611.50	\$15.60	\$0.00	\$74.68
12/01/2019 549.83 511.50 515.60 50.00 55.0	ANTHAL I/CONCRETE CACOLLEA LEGALITOR OF SALES OF SALES CONTROL OF SALES	05/01/2018	848.68	\$11.50			\$75.78
Contined Section Contined Se		12/01/2019	\$49.83	\$11.50			\$76.93
12/01/2021 552.08 511.50 515.60 50.00 55.0		06/01/2020	\$50.93	\$11,50			\$78.03
060112021		12/01/2020	\$52.08	\$11.50			\$79.18
TACOLZOZI S54.33 \$11.50 \$15.60 \$0.00 \$5 TACTINO ENGINEERS* 12/01/2019 \$44.88 \$11.50 \$15.60 \$0.00 \$5 12/01/2020 \$59.93 \$11.50 \$15.60 \$0.00 \$5 12/01/2020 \$59.93 \$11.50 \$15.60 \$0.00 \$5 12/01/2021 \$52.08 \$11.50 \$15.60 \$0.00 \$5 12/01/2021 \$53.18 \$11.50 \$15.60 \$0.00 \$5 12/01/2021 \$53.18 \$11.50 \$15.60 \$0.00 \$5 12/01/2021 \$53.18 \$11.50 \$15.60 \$0.00 \$5 12/01/2021 \$53.44 \$7.85 \$14.44 \$0.00 \$5 12/01/2021 \$33.77 \$7.85 \$14.44 \$0.00 \$5 12/01/2021 \$33.20 \$7.85 \$14.44 \$0.00 \$5 12/01/2021 \$33.21 \$7.85 \$14.44 \$0.00 \$5 12/01/2021 \$53.51 \$7.85 \$14.44 \$0.00 \$5 12/01/2021 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2020 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2020 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2020 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2020 \$53.51 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$53.73 \$7.85 \$14.44 \$0.00 \$6 12/01/2020 \$53.73 \$7.85 \$14.44 \$0.00 \$6 12/01/2020 \$53.52 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$53.73 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$7.85 \$14.44 \$0.00 \$6 12/01/2021 \$7.85 \$14.44		06/01/2021	\$53.18	\$11.50			\$80.28
RATING ENGINEERS* 12/01/2019 \$49.83 \$11.50 \$15.60 \$0.000 \$5 12/01/2019 \$49.83 \$11.50 \$15.60 \$0.000 \$5 12/01/2020 \$59.298 \$11.50 \$15.60 \$0.000 \$5 12/01/2021 \$59.208 \$11.50 \$15.60 \$0.000 \$5 12/01/2021 \$59.318 \$11.50 \$15.60 \$0.000 \$5 12/01/2021 \$59.318 \$11.50 \$15.60 \$0.000 \$5 12/01/2021 \$59.318 \$11.50 \$15.60 \$0.000 \$5 12/01/2021 \$59.377 \$77.85 \$14.44 \$0.000 \$6 12/01/2020 \$39.377 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$39.21 \$77.85 \$14.44 \$0.000 \$6 12/01/2018 \$39.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2018 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2018 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2018 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2018 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2020 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2020 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2020 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.31 \$77.85 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.51 \$77.85 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.51 \$77.85 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.51 \$77.85 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.51 \$77.85 \$77.85 \$14.44 \$0.000 \$6 12/01/2021 \$59.51 \$77.85 \$77.85 \$70.000 \$6 12/01/2021 \$59.51 \$77.85 \$70.000 \$6 12/01/2021 \$59.51 \$77.85 \$70.000 \$6 12/01/2021 \$59.51 \$77.85 \$70.000 \$6 12/01/2021 \$70.000 \$77.85 \$70.000 \$6 12/01/2021 \$70.000 \$77.85 \$70.000 \$6 12/01/2021 \$70.000 \$70.000 \$70.000 \$70.000 \$70.000 \$6 12/01/2021 \$70.000 \$70		12/01/2021	\$54.33	\$11.50			581.43
T2/01/2018 \$47.58 \$11.50 \$13.50 \$0.0	For appreciation rates see "Appreciation-OPERALTING ENGINEERS"				-		100
06/01/2019 \$48.68 \$1150 \$15.60 \$50.00 \$50.00 \$12/01/2019 \$49.83 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2020 \$50.93 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.377 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.50 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.52 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.18 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.18 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.11 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.11 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.11 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.11 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.11 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$7.85 \$7.85 \$7.84 \$7.80 \$7.85 \$7.84 \$7.80 \$7.85 \$7.85 \$7.84 \$7.80 \$7.85 \$7.84 \$7.80 \$7.8	BACKHOR/FRONT-END LOADER	12/01/2018	\$47.58	\$11.50			\$/4.08
12/01/2019 \$49.83 \$11.50 \$15.60 \$0.00 \$5.00 \$1.5	OPERATING ENGINEERS LOCAL 4	00/07/10/90	\$48.68	\$11.50			\$75.78
06/01/2020 \$50.93 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$52.08 \$11.50 \$15.60 \$50.00 \$50.00 \$6/01/2021 \$52.318 \$11.50 \$15.60 \$50.00 \$50.00 \$50.00 \$12/01/2021 \$53.31 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.31 \$11.50 \$15.60 \$50.00		12/01/2019	\$49.83	\$11.50			\$76.93
12/01/2020 \$52.08 \$11.50 \$15.60 \$50.00 \$50.00 \$6/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$12/01/2022 \$53.18 \$11.50 \$15.60 \$50.00 \$50.00 \$50.00 \$12/01/2019 \$53.57 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.53 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.53 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2022 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.12 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$53.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$7.85 \$11.44 \$70.00 \$12/01/2021 \$7.85 \$7.85 \$7.85 \$7.84 \$7.80 \$7.80 \$7.85 \$7.85 \$7.84 \$7.80 \$7		06/01/2020	\$50.93	\$11.50			\$78.03
06/01/2021 \$53.18 \$11.50 \$15.60 \$50.00 \$12/01/2021 \$53.33 \$11.50 \$15.60 \$50.00 \$12/01/2021 \$53.33 \$11.50 \$15.60 \$50.00 \$12/01/2018 \$33.77 \$7.85 \$11.44 \$50.00 \$12/01/2019 \$33.50 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$33.50 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$33.50 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$33.20 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$33.20 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$33.20 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$33.10 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$33.10 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$35.14 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$35.14 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$35.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$35.00 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$37.78 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$37.78 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$37.78 \$7.85 \$11.44 \$50.00 \$12/01/2020 \$37.78 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$38.70 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$39.61 \$7.85 \$11.44 \$50.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01/2021 \$10.00 \$12/01		12/01/2020	\$52,08	\$11.50			\$79.18
12/01/2021 \$54,33 \$11,50 \$15.60 \$0.00 \$1 \$0.00 \$		1202/10/90	\$53.18	\$11.50		••	\$80.28
NATING ENGINEERS. 12/01/2018 \$33.77 \$7.85 \$14.44 \$0.00 \$0.00 \$1.2012019 \$33.55 \$7.85 \$14.44 \$0.00 \$1.2012019 \$33.50 \$7.85 \$14.44 \$0.00 \$1.2012020 \$33.50 \$7.85 \$14.44 \$0.00 \$1.2012020 \$33.50 \$7.85 \$14.44 \$0.00 \$0.00120202 \$33.20 \$7.85 \$14.44 \$0.00 \$1.2012021 \$33.12 \$7.85 \$14.44 \$0.00 \$1.2012021 \$33.11 \$7.85 \$14.44 \$0.00 \$1.2012019 \$33.21 \$7.85 \$14.44 \$0.00 \$1.2012019 \$33.14 \$7.85 \$14.44 \$0.00 \$1.2012019 \$33.14 \$7.85 \$14.44 \$0.00 \$1.2012019 \$35.00 \$7.85 \$14.44 \$0.00 \$0.00 \$1.2012020 \$37.78 \$7.85 \$14.44 \$0.00 \$0.00 \$1.2012020 \$37.78 \$7.85 \$14.44 \$0.00 \$1.2012020 \$37.78 \$7.85 \$14.44 \$0.00 \$1.2012020 \$37.78 \$7.85 \$14.44 \$0.00 \$1.2012020 \$37.78 \$7.85 \$14.44 \$0.00 \$1.2012020 \$37.78 \$7.85 \$14.44 \$0.00 \$1.2012021 \$38.70 \$7.85 \$14.44 \$0.00 \$1.2012021 \$38.70 \$7.85 \$14.44 \$0.00 \$1.2012021 \$38.70 \$7.85 \$14.44 \$0.00 \$1.2012021 \$38.70 \$7.85 \$14.44 \$0.00 \$1.2012021 \$39.61 \$7.85 \$14.44 \$0.00 \$1.2012021 \$39.61 \$7.85 \$14.44 \$0.00 \$1.2012021 \$39.61 \$7.85 \$14.44 \$0.00 \$1.2012021 \$39.61 \$7.85 \$1.84 \$0.00 \$1.2012021 \$39.61 \$7.85 \$1.84 \$0.00 \$1.2012021 \$7.85 \$1.84 \$0.00 \$1.2012021 \$7.85 \$7.85 \$7.85 \$7.84 \$0.00 \$1.2012021 \$7.85 \$7.85 \$7.85 \$7.84 \$0.00 \$1.2012021 \$7.85 \$7.85 \$7.85 \$7.85 \$7.84 \$7.80 \$7.85 \$7.85 \$7.85 \$7.84 \$7.80 \$7.85 \$		12/01/2021	\$54.33	\$11.50			\$81.43
12/01/2018 \$33.77 \$7.85 \$14.44 \$0.00 06/01/2019 \$33.46 \$7.85 \$14.44 \$0.00 12/01/2019 \$33.50 \$7.85 \$14.44 \$0.00 06/01/2020 \$33.50 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.20 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$33.11 \$7.85 \$14.44 \$0.00 06/01/2019 \$33.11 \$7.85 \$14.44 \$0.00 06/01/2019 \$33.14 \$7.85 \$14.44 \$0.00 06/01/2020 \$33.14 \$7.85 \$14.44 \$0.00 06/01/2020 \$33.78 \$7.85 \$14.44 \$0.00 06/01/2020 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2020 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$39.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$20.00 \$14.44 \$0.00 06/01/2021 \$20.00 \$14.44 \$0.00 06/01/2021 \$20.00 \$14.44 \$0.00 06/01/2021 \$20.00 \$14.44 \$0.00 06/	For apprecation rates see "Apprecation-OPERATING ENGINEERS"						
06/01/2019 \$53.64 \$7.85 \$14.44 \$0.00 12/01/2019 \$53.50 \$7.85 \$14.44 \$0.00 06/01/2020 \$53.59 \$7.85 \$14.44 \$0.00 12/01/2020 \$53.59 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$53.11 \$7.85 \$14.44 \$0.00 12/01/2018 \$53.14 \$7.85 \$14.44 \$0.00 06/01/2019 \$53.14 \$7.85 \$14.44 \$0.00 06/01/2020 \$53.58 \$7.85 \$14.44 \$0.00 06/01/2020 \$53.78 \$7.85 \$14.44 \$0.00 06/01/2020 \$53.78 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.77 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.77 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.77 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.77 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.77 \$7.85 \$14.44 \$0.00 06/01/2021 \$53.77 \$7.85 \$14.44 \$0.00	BARCO-TYPE JUMPING TAMPER	12/01/2018	\$33.77	\$7.85	\$14.44		\$56.06
12/01/2019 \$55.50 \$7.85 \$14.44 \$0.00 12/01/2020 \$56.39 \$7.85 \$14.44 \$50.00 12/01/2020 \$537.28 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.21 \$7.85 \$14.44 \$50.00 12/01/2018 \$53.21 \$7.85 \$14.44 \$50.00 12/01/2018 \$53.24 \$7.85 \$14.44 \$50.00 12/01/2019 \$53.14 \$7.85 \$14.44 \$50.00 12/01/2019 \$55.00 \$7.85 \$14.44 \$50.00 12/01/2020 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.60 \$7.78 \$7.85 \$14.44 \$50.00 12/01/2021 \$53.60 \$7.78 \$7.85 \$1.444 \$50.00 12/01/2021 \$53.60 \$7.78 \$7.85 \$1.444 \$50.00 12/01/2021 \$53.60 \$7.78 \$7.85 \$1.444 \$50.00 12/01/2021 \$53.60 \$7.78 \$7.85 \$7.85 \$7.85 \$7.85 12/01/2021 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 12/01/2021 \$7.85	LABORERS - ZONE 2	06/01/2019	\$34.64		\$14.44		300.93
06/01/2020 \$36.39 \$7.85 \$14.44 \$0.00 12/01/2020 \$37.28 \$7.85 \$14.44 \$0.00 06/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 06/01/2019 \$35.14 \$7.85 \$14.44 \$0.00 06/01/2019 \$35.14 \$7.85 \$14.44 \$0.00 06/01/2020 \$35.89 \$7.85 \$14.44 \$0.00 06/01/2020 \$35.89 \$7.85 \$14.44 \$0.00 06/01/2020 \$37.78 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$30.01 \$7.85 \$14.44 \$0.00 06/01/2021 \$20.01 \$7.85 \$14.44 \$0.00 06/01/2021 \$20.01 \$7.85 \$14.44 \$0.00 06/01/2021 \$20.01 \$20.01 \$20.01 \$1.00 \$		12/01/2019	\$35.50		\$14.4		\$57.79
12/01/2020 537.28 57.85 514.44 50.00 12/01/2021 539.21 57.85 514.44 50.00 12/01/2018 539.21 57.85 514.44 50.00 12/01/2018 539.21 57.85 514.44 50.00 12/01/2019 535.14 57.85 514.44 50.00 12/01/2020 536.00 57.85 514.44 50.00 12/01/2020 537.78 57.85 514.44 50.00 12/01/2021 539.61 57.85 514.44 50.00 12/01/2021 530.00 52.85 514.44 50.00 12/01/2021 530.61 57.85 514.44 50.00 12/01/2021 530.61 57.85 514.44 50.00 12/01/2021 530.00 52.85 514.44 50.00 12/01/2021 530.00 52.85 52.85 52.00 12/01/2021 530.00 52.85 52.85 52.85 12/01/2021 530.00 52.85 52.85 52.85 12/01/2021 530.00 52.85 52.85		06/01/2020	\$36.39		\$14.4		\$58.68
06/01/2021 538.20 57.85 514.44 50.00 12/01/2021 539.11 57.85 514.44 50.00 06/01/2018 539.21 57.85 514.44 50.00 06/01/2019 535.14 57.85 514.44 50.00 12/01/2019 535.14 57.85 514.44 50.00 06/01/2020 536.00 57.85 514.44 50.00 12/01/2020 537.78 57.85 514.44 50.00 06/01/2021 533.70 57.85 514.44 50.00 06/01/2021 533.70 57.85 514.44 50.00 12/01/2021 539.61 57.85 514.44 50.00		12/01/2020	\$37.28		\$14.4		15.65\$
12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2018 \$534.27 \$7.85 \$114.44 \$0.00 12/01/2019 \$535.14 \$7.85 \$14.44 \$0.00 12/01/2019 \$536.00 \$7.85 \$14.44 \$0.00 12/01/2020 \$537.78 \$7.85 \$14.44 \$0.00 12/01/2021 \$538.70 \$7.85 \$14.44 \$0.00 12/01/2021 \$539.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$1.85 \$1.85 \$1.85 12/01/2021 \$39.61 \$7.85 \$1.85 \$1.85 \$1.85 \$1.85 12/01/2021 \$3.96 \$7.85 \$1		06/01/2021	\$38.20		\$14.4		\$60.49
12/01/2018 \$354.27 \$7.85 \$14.44 \$0.00 06/01/2019 \$35.14 \$7.85 \$14.44 \$0.00 12/01/2019 \$35.00 \$7.85 \$14.44 \$0.00 06/01/2020 \$35.00 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 06/01/2021 \$33.70 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00	#GEGUGT A TO THE STATE OF THE S	12/01/2021	\$39.11		\$14.4		\$61.40
06/01/2019 \$35.14 \$7.85 \$14.44 \$0.00 12/01/2020 \$35.00 \$7.85 \$14.44 \$0.00 06/01/2020 \$37.78 \$7.85 \$14.44 \$0.00 06/01/2021 \$38.70 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.61 \$7.85 \$14.44 \$0.00	PIT OCK PAVER RAMMER / CURB SETTER	12/01/2018			\$14.4		\$56.56
\$36.00 \$7.85 \$14.44 \$0.00 \$36.89 \$7.85 \$14.44 \$0.00 \$37.78 \$7.85 \$14.44 \$0.00 \$38.70 \$7.85 \$14.44 \$0.00 \$39.61 \$7.85 \$14.44 \$0.00	LABORERS - ZONS 2	06/01/2019					\$57.43
\$36.89 \$7.85 \$14.44 \$0.00 \$37.78 \$7.85 \$14.44 \$0.00 \$38.70 \$7.85 \$14.44 \$0.00 \$39.61 \$7.85 \$14.44 \$0.00		12/01/2019					\$58.29
\$37.78 \$7.85 \$14.44 \$0.00 \$38.70 \$7.85 \$14.44 \$0.00 \$39.61 \$7.85 \$14.44 \$0.00		06/01/2020					\$59.18
\$38.70 \$7.85 \$14.44 \$0.00 \$39.61 \$7.85 \$14.44 \$0.00		12/01/2020					260.07
\$39.61 \$7.85 \$14.44 \$0.00		06/01/2021					\$60.99
		12/01/2021					\$61.90

Wage Request Number: 20190409-058

BOT TO MAKED	22.00			١		
BOILERNANCERS LOCAL 29	6102/10/10	17.440	3/.0/	71.114	30,00	309.50
ETKENDETEN TENENT FO	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15
Apprentice - BOILERMAKER - Local 29						
Effective Date - 01/01/2019				Smallenand		
Step percent	Apprentice Base Wage E	Health	Pension	Unemployment	Total Rate	.,
1 65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65	
2 65		\$7.07	\$11.52	\$0.00	\$47.65	
3 70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77	•
4 75		\$7.07	\$13.30	\$0.00	\$53.90	_
5 80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02	,-
6 85		\$7.07	\$15.07	\$0.00	\$60.14	_
7 90		\$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				Sumplemental		
Step percent	Apprentice Base Wage E	Health	Pension	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	\$15.18	\$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/ARTHICIAL MASONRY (INCL. MASONRY	VRY 02/01/2019	\$51.41	\$10.75	\$20.06	\$0.00	\$82.22
BRICKLAYERS LOCAL 3 (LOWELL)	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

Effective Date Base Wage Kealth Pension Inemployment Total Rate

Apprennes - L Effective Date - Step percent	e Date - 02/01/2019 Apprentice Base Wage	Apprentice Base Wage	Health	Pension	Supplemental Unempleyment	Total Rate
1		11.503	\$10.75	\$20.06	\$0.00	\$56.52
	5 6	\$30.85	\$10.75	\$20.06	\$0.00	\$61.66
	8 8	\$35.99	\$10.75	\$20.06	\$0.00	\$66.80
	0.6	\$41.13	\$10.75	\$20.06	\$0.00	\$71.94
	° 6	\$46.27	\$10.75	\$20.06	\$0.00	\$77.08
Effective Date -	Date - 08/01/2019				Supplemental	
Step pe	percent	Apprentice Base Wage		Pension	Uzemployment	Total Kare
	50	\$26.38	\$10.75	\$20.20	20.00	\$57.33
7	09	\$31.66	\$10.75	\$20.20	20.00	\$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
\$	06	\$47.48	\$10.75	\$20.20	\$0.00	\$78.43
Notes:						
]) 	1		-
Apprenti	Apprentice to Journeyworker Ratio:1:5		-			
BULLDOZER/GRADER/SCRAPER	SCRAPER.	12/01/2018	118 \$47.10	0 \$11.50	\$15.60	\$0.00 \$0.00
		6102/10/60				\$0.00
		5,02,02,02,0				\$0.00
		12/01/2020				\$0.00
		06/01/2021			0 \$15.60	\$0.00
		12/01/2021			0 \$15.60	\$0.00
For appreciace rates see "Ag	For apprentice rates see "Apprentice OPERATING ENGINEERS"		ļ		- Constitution	
CAISSON & UNDERPINING BOTTOM MAN	INING BOTTOM MAN	12/01/2018	\$39.75			\$0.00
Laborers - foundation at	ND MARINE	0102/10/90	019 \$40.75	75 \$7.85		\$0.00
		12/01/2019		75 \$7.85		\$0.00
		06/01/2020				\$0.00
		12/01/2020				20.00
		1202/10/90	.021 \$44.74			\$0.00
		12/01/2021	.021 \$45.75	75 \$7.85	\$15.55	\$0.00
For apprentice rates see "Apprentice- LABORER."	pprentice LABORER"			1	615 66	\$0.00
CAISSON & UNDERPINNING LABORER LIBORERS FOUNDATION AND MARINE	NAMING LABORER	12/01/2018	018 358.90	50.76 37.03		\$0.00
		00/017				00 US
		1201/2019				00.08
		0707/10/90				£0 (J)
		12/01/2020		342.37 37.63 eda 50 67.85		20.00
		750/00				00 03
For apprentice rates see "Apprentice LABOKER"	Apprended LABOKER.	12/01/2021		344.0U 3/.0-		
Issue Date: 04/09/2019	•	Wage Request Number: 201	20190409-058			

\$76.43

\$77.51

\$75.29

\$78.65 \$79.74 \$63.15 \$65.15 \$66.14 \$67.12 \$68.14 Page 5 of 42

\$64.99 \$65.97

\$62.00 \$63.00 \$64.00 All Aspects of New Wood Frame Work

Classification		Effective Date	Base Wage	Health	1	Unemployment	STRV TROOT
ISSON & UNDE	CAISSON & UNDERPINNING TOP MAN	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
LABORERS - FOUNDATION AND MARINE	ON AND MARINE	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
		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 apprentice rates a	For apprentice rates see "Apprentice- LABORER"						
REIDE CORE DI	CARBIDE CORE DRILL OPERATOR	12/01/2018	\$33.77	\$7.85	\$14,44	\$0.00	\$56.06
LABORERS - ZONE 2		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 approntice rates :	For approntice rates see "Apprentice- LABORER"						
A.p.	. ≥	μ					
Eff	e- 03/01/2019			•	Supplemental		•
Step	percent	Apprentice Base Wage	Health	Pension	Одетріоуте	t lotal Kate	##
	50	\$21.18	\$9.90	\$1.73	\$0.00	0 \$32.81	.81
2	60	\$25,41	\$9.90	\$1.73	\$0.00	0 \$37.04	.04
ω	70	\$29.65	06.6\$	\$12.31	\$0.00	0 \$51.86	.86
4	75	\$31.76	99.90	\$12.31	\$0.00	ю \$53.97	.97
ن	80	\$33.88	06.6\$	\$14.04	\$0.00	0 \$57.82	.82
Ø,	80	\$33.88	\$9.90	\$14.04	\$0.00	ю \$57.82	82
7	90 .	\$38.12	\$9.90	\$15.77	\$0.00	0 \$63.79	.79
∞	90	\$38.12	\$9.90	\$15.77	\$0.00	00 \$63.79	79
쿻		1	1		 		1
	% Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$30.69/ 3&4 \$36.59/ 5&6 \$53.59/ 7&8 \$59.55	710/70/80/80 59/ 7&8 \$59.55			 	 	1
اج	Apprentice to Journeyworker Ratio:1:5						, maintenant
CARPENTER WOOD FRAME	OD FRAMB	04/01/2019			\$7.86	\$0.00	\$42.45
(worthware) the contraction	of the second state of the second sec	10/01/2019	\$27.95	\$7.07	\$7.80	30.00	342.00
All Amnets of New Wood Frame Work	w Wood Frame Work						

 9/2019
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ä

Wage Request Number: 20190409-058

				-		,	Опетрюумен	
Appr	Apprentice - C	CARPENIER (Wood Frame) - Zone 2	те) - Zone 2					
Effec	Effective Date -	04/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Опенцијоуван	Total Rate	
· 	8		\$16.51	\$7.07	20.00	\$0.00	\$23.58	
73	9		\$16.51	\$7.07	\$0.00	\$0.00	\$23.58	
ę n	59		\$17.89	\$7.07	\$7.86	\$0.00	\$32.82	
4	20		\$19.26	\$7.07	\$7.86	\$0.00	\$34.19	
47	52		\$20.64	\$7.07	\$7.86	\$0.00	\$35.57	
9	80		\$22.02	\$7.07	\$7.86	\$0.00	\$36.95	
2	: 23		\$23.39	\$7.07	\$7.86	\$0.00	\$38.32	
•	90		\$24.77	\$7.07	\$7.86	\$0.00	\$39.70	
Effe	Effective Date	10/01/2019			•	Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Chemployment	Total Rate	
·	99	- Company of the Comp	\$16.77	\$7.07	\$0.00	20.00	\$23.84	
7	9		\$16.77	\$7.07	\$0.00	\$0.00	\$23.84	_
E	33		\$18.17	\$7.07	\$7.86	\$0.00	\$33.10	
4	70		\$19.57	\$7.07	\$7.86	\$0.00	\$34.50	_
*^	75		\$20.96	\$7.07	\$7.86	\$0.00	\$35.89	•
Q	80		\$22.36	\$7.07	\$7.86	20.00	\$3729	•
7	\$5		\$23.76	\$7.07	\$7.86	\$0.00	338.69	^
60	8		\$25.16	27.07	\$7.86	\$0.00	340.09	•
Notes:						1		
-	% Indea Step 1&	% Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$19.45/ 3&4 \$26.96/ 5&6 \$34.19/ 7&8 \$36.	% Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$19.45/ 3&4 \$26.96/ 5&6 \$34.19/ 7&8 \$36.95	; 			- 	
Ā	prentice to]	Apprentice to Journeyworker Ratio:1:5	5:1					
CEMENT MASONRY/PLASTERING	Y/PLASTE	TRING	01/01/2019	19 \$43.68	\$12.50	\$22.41	\$0.30	\$78.89
BRICKTALERS LOCAL 3 (LOWELL)	(LOWELL)		6102/10/10	19 \$44.56	\$12.50	\$22.41	\$0.30	\$79.77

Issue Dat

\$27.60 Health Pension Unemployment Total Rate \$21.84 \$12.50 \$15.41 \$0.00 \$49.75 \$25.621 \$12.50 \$11.41 \$0.00 \$49.75 \$25.621 \$12.50 \$11.41 \$0.00 \$49.75 \$25.621 \$12.50 \$11.41 \$0.00 \$49.75 \$25.621 \$12.50 \$11.41 \$0.00 \$50.40 \$50.50 \$20.41 \$0.00 \$60.70 \$20.41 \$0.00 \$20.41 \$0.00 \$20.40 \$20.41 \$0.00 \$20.40 \$20.	For apprentice runs see "Apprentice-OFERATING ENGINEERS"					OF ENGLISHED STREETS STOWNS 4	CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	For apprentice rates see "Apprentice-LABORER."						ANTIDICA MANDE - EVENTE A	CEAIN SAW OPERATOR	Apprentice to Journeyworker Ratio:1:3		Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs		7 90	6 80	5 75	4 70	3 65	2 60	1 50	Step percent	Effective Date - 07/01/2019	7 90	6 80	5 75	4 70	3 65	2 60	1 50	Step percent	3.		
Pension Chaplement Total Rate	12/01/2021	06/01/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019		****	12/01/2021	06/01/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018			s are 1,000 hrs.									Apprentice Base Wage I								\$21.84	Apprentice Base Wage I	TERUNG - Lowell		
Supplemental Unemployment Supplemental SO.00 S49.75 S0.30 S59.60 S0.30 S62.79 S0.30 S65.97 S0.30 S65.97 S0.30 S74.52 Supplemental Unemployment Total Rate S0.00 S74.52 Supplemental Unemployment Total Rate S0.00 S50.17 S0.30 S66.63 S0.30 S66.63 S0.30 S66.63 S0.30 S65.40 S65.40 S66.63	\$55.33	\$54.18	\$53.08	\$51.93	\$50.83	\$49.68	\$48.58	900.41	530 11	\$38.20	\$37.28	\$36.39	\$35.50	\$34.64	\$33,77		 																						
Total Rate	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	97.00	202	S7 85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85		 			22.41	21.41	20.41	19.41	18.41	17.41	15.41			22,41	21.41	20.41	19.41	18.41	17.41	15.41				
S49.75 \$56.42 \$59.60 \$62.79 \$65.97 \$69.15 \$74.52 \$74.52 \$56.63 \$66.63 \$66.63 \$66.63							1										: 			\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.00	Jacoployment	Suppiementai	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.00	Supplemental Jacamployment			
2.4.2.1.2.1.2.2.2.2.2.2.2.2.2.2.2.2.2.2.	\$0.00 \$82.43	\$0.00 \$81.28	\$0.00 \$80.18	\$0.00 \$79.03	\$0.00 \$77.93	\$0.00 \$76.78	\$0.00 \$75.68				\$0.00 \$59.57	\$0.00 \$58.68	\$0.00 \$57.79	\$0.00 \$56.93	\$0.00 \$56.06]	\$75.31	\$69.86	\$66,63	\$63,40	\$60.17	\$56.95	\$50.19	Total Rate		\$74.52	\$69.15	\$65.97	\$62.79	\$59.60	\$56.42	\$49.75	Total Rate		,	

•							Sanalemental	
Classification			Effective Date	Base Wage	Health	Pension U	Unemployment	Total Rate
COMPRESSOR OPERATOR	ATOR.		12/01/2018	\$32.03	\$11.50	\$15.60	\$0.00	\$59.13
ERANG ENGINEERS L	XAL.		06/01/2019	\$32.78	\$11.50	\$15.60	20.00	\$29.88
			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
	Š	A CONTRACTOR CALCALORS	12/01/2021	\$36.64	\$11.50	\$15.60	\$0.00	\$63.74
TEANED REPTORE	The second of th	for appropriate see Appropriate Original Arythmetics (FATED (RDT) CET)	01001010	26.034	40.14	\$20.85	\$0.00	\$5.023
DELLEGIDER (BREDGE) PAINTERS LOCAL 35 - ZONE 2	22		2027/07/0		7.00	20.020	2000	27 100
			07/01/2019		28.L5	920.03	00.00	04.000
			01/01/2020		\$8.15	\$20.85	\$0.00 \$0.00	381.35
			07/01/2020			CS.U.S.	20,00	\$82.66
			01/01/2021	\$54.76	51.84	\$20.85	30.0¢	963.70
Annre	mice - PA	INTER Local 35 - BRIDG	HESTANKS					
Effect	ive Date -	Effective Date - 01/01/2019				Supplemental		
Step	percent		Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	ate
r.	50		\$25.18	\$8.15	\$0.00	\$0.00	\$33,33	33
2	55		\$27.70	\$8,15	\$5.64	\$0.00	\$41.49	49
m	3		\$30.22	\$8.15	\$6.15	\$0.00	\$44.52	52
4	65		\$32.73	\$8.15	\$6.66	\$0.00	\$47.54	54
γy	92		\$35.25	\$8.15	\$17.78	\$0.00	\$61.18	.18
v	75		\$37.77	\$8.15	\$18.29	\$0.00	\$64.21	21
7	80		\$40.29	\$8.15	\$18.80	\$0.00	\$67.24	24
∞	06		\$45.32	\$8,15	\$19.83	\$0.00	\$73.30	30
Effect	Effective Date	9102/10/20				Smolental		
Step	percent		Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	ate
 	20		\$25.73	\$8.15	\$0.00	\$0.00	\$33.88	88.
6	55		\$28.30	\$8.15	\$5.64	\$0.00	\$42.09	60.
m	9		\$30.88	\$8.15	\$6.15	\$0.00	\$45.18	.18
4	65		\$33.45	\$8.15	\$6.66	\$0.00	\$48.26	26
53	70		\$36.02	\$8.15	\$17.78	\$0.00	\$61.95	.95
·Q	75		\$38.60	\$8.15	\$18.29	\$0.00	\$65.04	4 5.
7	80		\$41.17	\$8.15	\$18.80	\$0.00	\$68.12	12
60	8		\$46.31	\$8.15	\$19.83	\$0.00	\$74.29	23
Notes	,]]			r —
_	Steps are 750 lms.	750 hrs.						
Appr	entice to Jo	Apprentice to Journeyworker Ratio:1:1		 		 		- _l
DEMO: ADZEMAN			810/210/21	R \$38.80	\$7.85	\$15.35	\$0.00	\$62.00
LABORERS - ZONE 2			6102/10/90			\$1535	\$0.00	\$63.00
			12/01/2019			\$15.35	\$0.00	\$64.00
		ABOPER"						

Issue Date:	
04/09/2019	

Wage Request Number: 20190409-058

\$51.10 \$13.00 \$18.88		08/01/2018 \$97.80 \$9.90 \$21.15 08/01/2019 \$102.78 \$9.90 \$21.15	-PILS DRIVER* 08/01/2018 \$69.86 \$9.90 \$21.15 08/01/2019 \$73.41 \$9.90 \$21.15	08/01/2019 \$68.52 \$9.90 \$21.15 08/01/2018 \$46.57 \$9.90 \$21.15 08/01/2019 \$48.94 \$9.90 \$21.15	***************************************	12/01/2019 \$49,55 \$11,50 \$15,60 \$0.00 12/01/2020 \$50,41 \$11,50 \$15,60 \$0.00 12/01/2020 \$51,55 \$11,50 \$15,60 \$0.00 06/01/2021 \$52,64 \$11,50 \$15,60 \$0.00 12/01/2021 \$53,78 \$11,50 \$15,60 \$0.00	\$47.10 \$11.50 \$15.60 \$48.19 \$11.50 \$15.60	First approaches in the see "Approaches LABORGER 12/01/2018 \$38.80 \$7.85 \$15.35 \$0.00	For apprendice rates see "Apprendice LABORER" 12/01/2018 \$39.55 \$7.85 \$15.35 \$0.00 DEMIO: JACKHAMMER OPERATOR 06/01/2019 \$40.55 \$7.85 \$15.35 \$0.00 LABOREES-ZONE 2 12/01/2019 \$41.55 \$7.85 \$15.35 \$0.00	The state of the s	For appendice print see "Apprendice" LABORER" 12/01/2018 \$39.55 \$7.85 \$15.35 \$0.00 DEMO: BURNERS 06/01/2019 \$40.55 \$7.85 \$15.35 \$0.00	OPERATOR 12/01/2018 \$39.80 \$7.85 \$15.35 06/01/2019 \$40.80 \$7.85 \$15.35 12/01/2019 \$41.80 \$7.85 \$15.35	Classification Effective Date Base Wage Health Pension Unemployments
								ŀ		***************************************			Supplemental Unemployment
	\$82.98	\$128.85 \$133.83	\$100.91 \$104.46	\$77.62 \$79.99	\$96.25 \$99.57	\$77.51 \$78.65 \$79.74 \$80.88	\$74.20 \$75.29	\$62.00 \$63.00 \$64.00	\$62.75 \$63.75 \$64.75	\$64.75 \$63.00 \$64.00 \$65.00	\$62.75 \$63.75	\$63.90 \$64.00 \$65.00	Total Rate

Issue Date: 04/09/2019

			;			The second contract of	Total Date	4
Step	percent	Apprentice Base Wage Health	se Wage A	leaith	rension	Caeminoyaren	TOPET	
,,,,,	40	\$20.44		\$13.00	\$0.61	\$0.00	\$34.05	.05
71	. 04	\$20.44		\$13.00	\$0.61	\$0.00	\$34.05	50.
m	. 2	\$23.00		\$13.00	\$14.34	\$0.00	\$50.34	34
4	45	\$23.00		\$13.00	\$14.34	\$0.00	\$50.34	194
'n	20	\$25.55		\$13.00	\$14.76	\$0.00	\$53.31	.31
9	\$\$	11.853		\$13.00	\$15.17	\$0.00	\$5628	28
7	9	\$30	\$30.66	\$13.00	\$15.58	\$0.00	\$55	\$59.24
60	. 59	\$33	\$33.22	\$13.00	\$16.00	\$0.00		\$62,22
6	8	\$35	\$35.77	\$13.00	\$16.40	\$0.00		\$65.17
10	77	828	\$38.33	\$13.00	\$16.82	\$0.00		\$68.15
Notes:	s: : App Pric	App Prior 1/1/05; 30/35/40/45/50/55/65/70/75/80				 		r — —
App	rentice to J	Apprentice to Journeyworker Ratio:2:3***] 			
ELEVATOR CONSTRUCTOR	RUCTOR		01/01/2019	\$59.47	\$15.58	\$ \$17.51	\$0.00	\$92.56
ELEVATOR CONSTRUCTORS LOCAL A	ORS LOCAL 4		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

Effective Date Base Wage Health Pension Incomployment Total Rate

Classification

Apprendice - ELETATOR CONSTRUCTIOR - Local 4 Apprendice Base Wage Health Step percent Apprendice Base Wage Health 1 50 \$15.78 2 55 \$32.71 \$15.58 3 65 \$15.58 \$15.58 4 70 \$41.63 \$15.58 5 80 \$47.58 \$15.58 5 80 \$47.58 \$15.58 5 80 \$47.58 \$15.73 1 50 \$33.78 \$15.73 2 55 \$33.78 \$15.73 3 65 \$33.78 \$15.73 4 70 \$42.99 \$15.73 5 55 \$42.99 \$15.73 6 5 \$42.99 \$15.73
Apprendice - ELEVA! Step percent 1 50 2 55 3 65 4 70 5 80 Step percent 1 50 2 55 3 65 4 70 5 80 2 55 8 90 4 70 5 80

01/01/2019 01/01/2020 01/01/2021 01/01/2022	\$41.63 \$42.99 \$44.43 \$45.93	\$15.58 \$15.73 \$15.88 \$16.03	\$17.51 \$18.41 \$19.31 \$20.21	\$0.00 \$0.00	\$74.72 \$77.13 \$79.62 \$82.17
01/01/2020 01/01/2021 01/01/2022	\$42.99 \$44.43 \$45.93	\$15.73 \$15.88 \$16.03	\$18.41 \$19.31 \$20.21	\$0.00 \$0.00	\$77.13 \$79.62 \$82.17
01/01/2021	\$44.43 \$45.93	\$15.88 \$16.03	\$19.31 \$20.21	\$0.00	\$79.62 \$82.17
01/01/2024	\$40.ys	cn.qr¢	12.024	30.D¢	382.1/
10/01/01/01					
2707/10/2	\$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
11/01/2018	\$43.19	\$11.00	\$15.50	\$0.00	\$69.69
6107/10/50	344.55	311.00	914.00	\$0.00	3/0.83
05/01/2020	\$46.48	\$11.00	\$15.50	\$0.08	\$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
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
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
03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15
	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 11/01/2019 05/01/2020 11/01/2020 11/01/2020 05/01/2021 11/01/2021 11/01/2021 11/01/2021 11/01/2020 05/01/2022 11/01/2020 11/01/2020 05/01/2020 11/01/2020 11/01/2020 11/01/2020 11/01/2020 05/01/2020 11/01/2020 11/01/2020 05/01/2020 11/01/2020 05/01/2020 11/01/2020 05/01/2020 11/01/2020 05/01/2020 11/01/2020 05/01/2020		\$35.50 \$36.39 \$37.28 \$38.20 \$38.20 \$43.19 \$44.33 \$46.48 \$46.48 \$48.68 \$49.63 \$50.78 \$46.48 \$48.68	\$35.50 \$7.85 \$36.39 \$7.85 \$37.28 \$7.85 \$37.28 \$7.85 \$39.11 \$7.85 \$39.11 \$7.85 \$43.19 \$11.00 \$44.33 \$11.00 \$44.33 \$11.00 \$44.63 \$11.00 \$44.67 \$11.00 \$44.67 \$11.00 \$44.67 \$11.00 \$44.67 \$11.00 \$44.69 \$11.00 \$41.00 \$11.00 \$50.15 \$11.00 \$50.25 \$11.00 \$22.45 \$11.00 \$22.45 \$11.00 \$23.12 \$11.00 \$23.13 \$11.00 \$24.69 \$11.00 \$23.15 \$11.00	\$35.50 \$7.85 \$14.44 \$36.39 \$7.85 \$14.44 \$37.28 \$7.85 \$14.44 \$37.28 \$7.85 \$14.44 \$37.28 \$7.85 \$14.44 \$39.11 \$7.85 \$14.00 \$15.50 \$44.33 \$11.00 \$15.50 \$44.33 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$44.68 \$11.00 \$15.50 \$34.99 \$11.00 \$15.50 \$35.16 \$11.00 \$15.50 \$35.16 \$11.00 \$15.50 \$22.45 \$22.45 \$11.00 \$15.50 \$22.45 \$

Issue Date: 04/09/2019

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Classification	Effective Date Base Wage	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)	12/01/2018	\$39.13	\$11.50	\$15.60	\$0.00	\$66.23
OPERATIONS ENCEMERS LOCAL 4	6102/10/90	\$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	244.71	\$11.50	\$15.60	\$0.00	\$71.81
For expression rates and "Apprendico- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2018	\$22.50	\$7.85	\$14.44	\$0.00	\$44.79
LABORERS - ZONE 2	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
	1202/10/90	\$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 FLOORCOTERES LOCAL 2108 ZONE 1	03/01/2016	\$42,13	89.80	\$17.62	\$0.00	\$69.55

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Appr Effec	Apprentice - FLOORCOVERER - Local 2168 Zone I Effective Date - 03/01/2016	168 Zone I			Secretarian		
Step		Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	
-	50	\$21.07	\$9.80	\$1.79	00.08	\$32,66	
8	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76	
en	09	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33	
4	92	\$27.38	\$9.80	\$12.25	\$0.00	\$49,43	
'n	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53,33	
9	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44	
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33	
∞	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44	
Note	Notes: Steps are 750 lbs. %, After 80/11/17, 45/45/55/5570/710/80/80 (1500hr Steps) Step 1&2 \$30.55/3&4 \$36.49/5&6 \$53.33/7&8 \$59.33	**************************************] [
Appre	Apprentice to Journeyworker Ratio:1:1	 	 	 			
FORK LIFT/CHERRY PICKER	PICKER	12/01/2018	3 \$47.58	\$ \$11.50	\$15.60	\$0.00	\$74.68
OPERATING ENGINEERS LOCAL 4	tocale 4	06/01/2019	\$48.68	\$ \$11.50	\$15.60	50.00 \$7.5	\$75.78
		12/07/2019	\$ \$49.83	\$ \$11.50	\$15.60	\$7.00 \$7.6	\$76.93
		06/01/2020	\$50.93	\$ \$11.50	\$15.60	\$0.00	\$78.03
		12/01/2020	352.08	\$ \$11.50	\$15.60	\$0.00	\$79.18
		1202/10/90	\$53.18	\$ \$11.50	\$15.60	\$0.00	\$80.28
		12/01/2021	\$54,33	\$ \$11.50	\$15.60	\$0.00	\$81.43
For appropries rates so	For appropries rates see "Apprentice- OPERATING ENGINEERS"						

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GENERATOR/LIGHTING PLANT/HEATERS	12/01/2018	\$ \$32.03	\$11.50	\$15.60	\$0.00	\$39.13
E DECEMBER GREEN AND AND AND AND AND AND AND AND AND AN	06/01/2019		\$11.50	\$15.60		\$59.88
	12/01/2019	\$33.57	\$11.50	\$15.60	\$0,00	\$60.67
	06/01/2020	_	\$11.50	\$15.60	\$0.00	\$61.42
	12/01/2020	\$35.10	\$11.50	\$15.60	\$0.00	\$62.20
	06/01/2021	•	\$11.50	\$15,60	\$0.00	\$62,95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$36.64	\$11.50	\$15.60	\$0.00	\$63.74
GLAZIER (GLASS PLANK/AIR BARKIER/INTERIOR	01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	07/01/2019	_	\$8.15	\$20.85	\$0.00	\$69.96
4	01/01/2020	_	\$8.15	\$20.85	\$0.00	\$71.06
	07/01/2020	_	\$ 8.15	\$20.85	\$0.00	\$72.16
	01/01/2021	\$44.26	\$8.15	\$20.85	\$0.00	\$73.26
Apprentice - GLAZIER - Local 35 Zone 2 Effective Date - 01/01/2019						
Step percent	Apprentice Base Wage Health		Pension	Unemployment	Total Rate	
I 50	\$19.93			\$0.00		-
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				Somelemental		
Step percent	Apprentice Base Wage	Health I	Pension	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: Stems one 740 her			and the desired	 		
Steps are 750 hrs.						

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TOTOT DEPTO	NEED // PANE	S/GRADALLS	12/01/2018	\$47.58	\$11.50	\$15.60	\$0.00	\$74.08
HOLD LING ENGENEERS CECTURES CECTURED	NEEK/CRAIK		0.000	07076	65 - 15	\$15.60	\$0.00	\$75.78
Oreganian Broduke			6102/10/90		OCTIO		0000	
			12/01/2019	\$49.83	\$11.50		\$0.00	\$10.93
			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
			100010000		\$13.50	\$15.60	\$0.00	\$80.28
			12/01/2021		\$11.50		\$0.00	\$81.43
		odddiriolus oroms meet	Tours d					
7 .	Apprentice C	OPERATURIT BRIGINGERS - LOWI + 12/01/2018	Tomi +			Smolemental		
, ,	Sten percent		Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	g
	ı		\$26.17	\$11.50	\$0.00	\$0.00	\$37.67	F:
			\$28.55	\$11.50	\$15.60	\$0.00	\$55.65	! 2
			\$30,93	\$11.50	\$15.60	\$0.00	\$58.03	亞
			\$33.31	\$11.50	\$15.60	20.00	\$60.41	ᅼ
			\$35.69	\$11.50	\$15.60	\$0.00	\$62.79	<u>ئ</u>
			\$38.06	\$11.50	\$15.60	\$0.00	\$65.16	9]
			\$40.44	\$11.50	\$15.60	\$0.00	\$67.54	74
			\$42.82	\$11.50	\$15.60	\$0.00	\$69.92	22
	Effective Date	06/01/2019	The Mark Wines World	The state of the s	Pension	Supplemental Unemployment	Total Rate	ţç
	g.		77 A 200 A 2	\$11.50	\$0.00	\$0.00	\$38.27	7.7
	ત ક - ક		1.603	\$11.50	\$15.60	\$0.00	\$56,31	31
	2 5		\$31.64	\$11.50	\$15.60	\$0.00	\$58.74	74
			\$34 DR	\$11.50	\$15.60	\$0.00	\$61.18	18
	4 r		£36.51	\$11.50	\$15.60	\$0.00	\$63.61	19
			70 853	\$11.50	\$15.60	\$0.00	\$66.04	04
	D		\$41.38	\$11.50	\$15.60	\$0.00	\$68.48	.48
			\$43.81	\$11.50	\$15,60	\$0.00	\$70.91	.91
				1	1		1	Γ.
	Notes:							
						, 	! 	₁
	Apprentice to	Apprentice to Journeyworker Ratio:1:6						
HVAC (DITCT	WORK		02/01/2019	19 \$46.50	0 \$13.20		\$2.52	\$86.34
SHEET METAL WC	SHEETMETAL WORKERS LOCAL IT - A	Υ.	08/01/2019	19 \$48.10	0 \$13.20	\$24.12	\$2.56	\$87.98
			02/01/2020	20 \$49.75	5 \$13.20	524.12	\$2.61	\$89.68
			08/01/2020	20 \$51.35	5 \$13.20	524.12	\$2.66	\$91.33
			02/01/2021	23.00	30 \$13.20	524.12	\$2.71	\$93.03
			1202/12021	21 \$54.75	15 \$13.20		\$2.76	\$94.83
			02/01/2022	356.50	50 \$13.20	0 \$24.12	\$2.81	\$96.63
For apprentic	e rates see "Apprent	For apprendice rates see "Apprendice SPEET METAL WORKER"		Ì	1	ļ	50.03	86 08
HVAC (ELEC	HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	IROLS)	03/01/2019	919 \$ 51.10	10 \$13.00	910.00	DO:DO	C. Too
For apprentic	n istes aco "Apprent	For apprantice rates are "Approntice- FILECI KICLAN"						

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HEAT & FROM INSULATORS DOCAL & (SOM DA)	INSULATOR (PIEES & TANKS)	For approprioe rates see "Apprentice-LABORER"							HYDRAULIC DRILLS Laborers - zone z	For apprentice rates see "Apprendee-PRHTITER" or "FLUMBER/FIRETITER"				HVAC MBCHANIC PRESENTERS LOCAL 517	For apprendes rates see "Apprendes-FIFEFITIER" or "FLUMBER/PIFEFITIER"				A de par de Andrew de prof. Carbon 12 m. f.	HVAC (IESTING AND BALANCING-WATER)	For upprentice rates see *Apprentice- SHRET METAL WORKER"						An amount of Professional Part of Name and April Market A	HVAC (TESTING AND BALANCING - AIR)	Classification
09/01/2019	8102/10/60		12/01/2021	06/01/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018	03/01/2021	09/01/2020	03/01/2020	09/01/2019	03/01/2019		03/01/2021	09/01/2020	03/01/2020	09/01/2019	03/01/2019		02/01/2022	08/01/2021	02/01/2021	08/01/2020	02/01/2020	08/01/2019	02/01/2019	Effective Date
\$49.59	\$47.09		\$39.61	\$38.70	\$37.78	\$36.89	\$36.00	\$35.14	\$34.27	\$59.19	\$57.69	\$56.19	\$54.69	\$53.19		\$59.19	\$57.69	\$56.19	\$54.69	\$53.19		\$56.50	\$54.75	\$53.00	\$51.35	\$49.75	\$48.10	\$46.50	Base Wage
\$12.50	\$12.50		\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$10.95	\$10.95	\$10.95	\$10.95	\$10.95		\$10.95	\$10.95	\$10.95	\$10.95	\$10.95		\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	Health
\$15.60	\$15.60		\$14.44	\$14,44	\$14,44	\$14.44	\$14.44	\$14.44	\$14.44	\$19.74	\$19.74	\$19.74	\$19.74	\$19.74		\$19.74	\$19.74	\$19.74	\$19.74	\$19.74		\$24.12	\$24.12	\$24.12	\$24,12	\$24.12	\$24.12	\$24.12	Pension
\$0.00	\$0.00		\$0.00	\$0.00	20.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2.81	\$2.76	\$2.71	\$2.66	\$2.61	\$2.56	\$2.52	Supplemental Uncumioyment
\$77.69	\$75.19		\$61.90	\$60.99	\$60.07	\$59.18	\$58.29	\$57.43	\$56.56	\$89.88	\$88.38	\$86.88	\$85.38	\$83.88		88.682	\$8838	\$86.88	\$85.38	\$83.88		\$96.63	\$94.83	\$93.03	\$91.33	\$89.68	\$87.98	\$86.34	Total Rate

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HESTER		
. Wage		

Supplemental Total Kate Unemployment		: :	Total Kate	\$47.45	\$52.99	\$58.54	\$64.09	Total Rate		\$48.70	\$54.49		\$66.09
Peusion Si		Supplemental	Theoployment	\$0.00	\$0.00	20.00	\$0.00	Supplemental Thermoloxument		\$0.00	\$0.00	\$0,00	\$0.00
. मेंट्योक्त			Pension	\$11.40	\$12.24	\$13.08	\$13.92	į	reasion	\$11.40	\$12.24	\$13.08	\$13.92
, , Kffective Date Base Wage	Soston		e Health	\$12.50	\$12.50	\$12.50	\$12.50	3	ge Health	\$12.50	\$12.50	\$12.50	\$12.50
Bffective D	Annrentice. ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston		Apprentice Base Wage Health	\$23.55	\$28.25	\$32.96	\$37.67		Apprentice Base Wage Realm	\$24.80	\$29.75	\$34.71	\$39.67
	BESTOS INSUL	8102/10/60						Effective Date - 09/01/2019					
	rentice - ASI	Effective Date -	percent		; 6	5 6	: 2	ctive Date -	percent	55	3 6	8 2	08
Classification	Appli	Effe	east.	-	. 64	. «-	, 4	Effe	Step	-	. 2	, M	4

60 \$27.64 \$8.00 \$22.85 \$0.00 70 \$32.25 \$8.00 \$22.85 \$0.00 75 \$34.55 \$8.00 \$22.85 \$0.00 80 \$36.86 \$8.00 \$22.85 \$0.00 85 \$39.16 \$8.00 \$22.85 \$0.00 90 \$41.46 \$8.00 \$22.85 \$0.00	60 \$27.64 \$8.00 \$22.85 \$0.00 70 \$32.25 \$8.00 \$22.85 \$0.00 75 \$34.55 \$8.00 \$22.85 \$0.00 80 \$34.55 \$8.00 \$22.85 \$0.00 85 \$39.16 \$8.00 \$22.85 \$0.00 90 \$41.46 \$8.00 \$22.85 \$0.00	Effecti	Effective Date - 09/16/2018	09/16/2018 Apprentice Base Wage Health	Health	Pension	Supplemental Unemployment	Total Rate
\$3.25 \$8.00 \$22.85 \$0.00 \$34.55 \$8.00 \$22.85 \$0.00 \$36.86 \$8.00 \$22.85 \$0.00 \$39.16 \$8.00 \$22.85 \$0.00 \$41.46 \$8.00 \$22.85 \$0.00	70 \$32.25 \$8.00 \$22.85 \$0.00 73 \$34.55 \$8.00 \$22.85 \$0.00 80 \$36.86 \$8.00 \$22.85 \$0.00 85 \$39.16 \$8.00 \$22.85 \$0.00 90 \$41.46 \$8.00 \$22.85 \$0.00		9	\$27.64	\$8.00	\$22.85	\$0.00	\$58.49
\$34.55 \$8.00 \$22.85 \$0.00 \$36.86 \$8.00 \$72.85 \$0.00 \$39.16 \$8.00 \$22.85 \$0.00 \$41.46 \$8.00 \$22.85 \$0.00	75 \$34.55 \$8.00 \$22.85 \$0.00 80 \$36.86 \$8.00 \$22.85 \$0.00 85 \$39.16 \$8.00 \$22.85 \$0.00 90 \$41.46 \$8.00 \$22.85 \$0.00	. 6	8 8	\$32.25	\$8,00	\$22.85	\$0.00	\$63.10
\$36.86 \$8.00 \$22.85 \$0.00 \$39.16 \$8.00 \$22.85 \$0.00 \$41.46 \$8.00 \$22.85 \$0.00	80 \$22.85 \$8.00 \$22.85 \$0.00 85 \$39.16 \$8.00 \$22.85 \$0.00 90 \$41.46 \$8.00 \$22.85 \$0.00	i en	2 %	\$34.55	\$8.00	\$22.85	\$0.00	\$65.40
\$39.16 \$8.00 \$22.85 \$0.00 \$41.46 \$8.00 \$22.85 \$0.00	85 \$100 86 \$22.85 \$0.00 90 \$41.46 \$8.00 \$22.85 \$0.00	. 4	: &	\$36.86	\$8.00	\$22.85	\$0.00	\$67.71
\$41.46 \$8.00 \$22.85 \$0.00	90 \$41.46 \$8.00 \$22.85 \$0.00	· ur	3 %	\$39.16	\$8.00	\$22.85	\$0.00	\$70.01
	Notes:	, v	S &	\$41.46	\$8.00	\$22.85	20.00	\$72.31

\$76.92

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

Apprentice to Journeyworker Ratio:1:4
IRONWORKER/WELDER
IRONWORKERS LOCAL 7 POSTON ARE 4

Steps are 1 year Notes:

Apprentice to Journey worker Ratio: **						
TA CEMANAGE & PAVING BREAKER OPERATOR	12/01/2018	\$33.77	\$7.85	\$14.44	\$0.00	\$56.06
LABORERSZONE 2	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	514.44	\$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"						

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Supplemental Total Rate Unemployment

1 %

Effective Date Base Wage Health Pension

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLATERS LOCAL 3 - MARBLE & TILE Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile Effective Date - 02/01/2019 Notes: Ştep Effective Date - 08/01/2019 Apprentice to Journeyworker Ratio:1:3 регсепt percent 8 8 Ş 8 8 60 70 80 90 50 Apprentice Base Wage Health Apprentice Base Wage Health \$32.73 \$28.64 \$24.55 \$20.46 \$33.59 \$29.39 \$25.19 \$21.00 \$36.82 02/01/2019 08/01/2020 02/01/2020 08/01/2021 02/01/2021 02/01/2022 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$54.92 \$58.94 \$57.54 \$56,90 \$55.55 \$53.57 \$59.51 Pension Pension \$18.97 \$18.97 \$18.97 \$18.97 \$18.97 \$19,11 \$19.11 \$19.11 \$19_11 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Supplemental Unemployment \$21.11 \$20.95 \$20.80 \$20.80 \$21.11 \$20.95 \$20.66 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Total Rate Total Rate \$54.27 \$59.25 \$55.05 \$50.86 \$62,45 \$58.36 \$50.18 \$67.65 \$63.45 \$66.54 \$90.80 \$89.24 \$88.60 \$86,47 \$87,10 \$84.98 \$91.37

Wage Request Number: 20190409-058

,		Effective Dat	Effective Date Base Wage	Health	Pension	Unemployment	A DESI MATE
· · ·							
App	Apprentice. <i>MARBLE-IIIE-IBRRAZZO MECHANIC-Local 3 Marble & Tile</i> Effective Date. 02/01/2019	MECHANIC - Local 3 Ma	rbie & Tile		Smolemens	-	
Step	percent	Apprentice Base Wage Health		Pension	Unemployment	t Total Rate	Rate
1	50	\$26.79	\$10.75	\$20.66	\$0.00		\$58.20
2	09	\$32.14	\$10.75	\$20.66	\$0.00		\$63.55
m	70	\$37.50	\$10.75	\$20.66	\$0.00		\$68.91
4	80	\$42.86	\$10.75	\$20.66	\$0.00		\$74.27
\$	06	\$48.21	\$10.75	\$20.66	\$0.00		29.62
Effec	Effective Date - 08/01/2019 Sten nercent	Apprentice Base Wage Health	Health	Pension	Sapplemental Uncaployment	d r Total Rate	Rate
 		\$27.46	\$10.75	\$20.80	\$0.00		\$59.01
73	90	\$32.95	\$10.75	\$20.80	\$0.00		\$64.50
m	70	\$38.44	\$10.75	\$20.80	\$0.00		\$69.39
4	80	\$43.94	\$10.75	\$20.80	\$0.00		\$75.49
5	06	\$49.43	\$10.75	\$20.80	\$0.00		\$80.98
Notes:	. FeS.:						
ĄĄ	Apprentice to Journeyworker Ratio:1:5	- - - -	 	 			
AECH. SWEEPER	MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2018	8 \$47.10	\$11.50	\$15.60	20.00	\$74.20
OPERATING ENGINEERS LOCAL 4	S LOCAL 4	6102/10/90	9 \$48.19	\$11.50	\$15.60	\$0.00	\$75.29
		12/01/2019	9 \$49.33	\$11.50	\$15.60	\$0.00	\$76.43
		06/01/2020	0 \$50.41	\$11.50		\$0.00	\$77.51
		12/01/2020	0 \$51.55	\$11.50		\$0.00	\$78.65
		06/01/2021	.1 \$52.64	\$11.50	\$15.60	\$0.00	\$79.74
For apprentice rates	For apprendice rates see "Apprendice- OPERATING ENGINEERS"	12/01/2021	1 \$53.78	\$11.50	\$15.60	\$0.00	\$80.88
MECHANICS MAINTENANCE	NTENANCE	12/0/218	8 \$47.10	\$11.50	\$15.60	\$0.00	\$74.20
OPERATING ENGINEERS LOCAL 4	S LOCAL ↓	610770/90	9 \$48.19	\$11.50	\$15.60	\$0.00	\$75.29
		12/01/2019	9 \$49.33	\$11.50	\$15.60	\$0.00	\$76.43
		06/01/2020	10 \$50.41	\$11.50	\$15.60	\$0.00	\$77.51
		12/01/2020	10 \$51.55	\$11.50	\$15.60	\$0.00	\$78.65
		1202/10/90	11 \$52.64	\$11.50	\$15.60	\$0.00	\$79.74
For apprentice rates	For annemica rates see "Annemica- OPERATING ENGINEERS"	12/01/2021	11 \$53.78	\$11.50	\$15.60	20.00	\$80.88
MILLWRIGHT (Zone 2)	ne 2)	04/01/2019	138.87	39.90	\$18.50	\$0.00	\$67.27

Profest Apprentice APPLIENT APPLIENT Apprentice Been Wage Been W	Classification	Επεκάνε D	Effective Date Base Wage	• Health	Pension St	Supplemental .7 Unemployment	Total Rate
	Apprentice - MILLWRIGHT - Local 112	U Zone 2					•
	percent	Apprentice Base Wage	Health	Pension	Supplemental Unomployment	Total Rate	
		\$21.38	06.6\$	\$5.31	\$0.00	\$36.59	
\$29.15 \$9.90 \$16.10 \$0.00 \$55.15 \$33.04 \$9.90 \$17.06 \$0.00 \$55.15 \$33.04 \$9.90 \$17.06 \$0.00 \$50.00 \$50.00 \$60.00 \$		\$25.27	06.6\$	\$15.13	\$0.00	\$50.30	
		\$29.15	\$9.90	\$16.10	\$0.00	\$55.15	
THE PROPERTY OF THE PROPERTY O		\$33.04	\$9.90	\$17.06	\$0.00	\$60.00	
THERE RESTORATION 1.5 12/01/2018 \$33.77 \$7.85 \$14.44 \$0.00 06/01/2019 \$34.64 \$77.85 \$14.44 \$0.00 12/01/2020 \$35.50 \$7.85 \$14.44 \$0.00 12/01/2020 \$35.50 \$7.85 \$14.44 \$0.00 12/01/2020 \$35.50 \$7.85 \$14.44 \$0.00 12/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.73 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.74 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.74 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.74 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.75 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.75 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.75 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.75 \$11.50 \$15.60 \$0.00 12/01/2021 \$248.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$248.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$248.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$248.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.54 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.54 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.54 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.55 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.55 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.61 \$11.50 \$	Notes:	O CTUBE GRAMM MANNER STREET OF			[
TREAT PLATOSLIS 12/01/2018 533.77 57.85 51.444 50.00 12/01/2019 534.64 57.85 51.444 50.00 12/01/2019 535.50 57.85 51.444 50.00 12/01/2020 535.50 57.85 51.444 50.00 12/01/2020 535.50 57.85 51.444 50.00 12/01/2020 535.50 57.85 51.444 50.00 12/01/2021 539.20 57.28 51.444 50.00 12/01/2021 539.20 57.28 51.444 50.00 12/01/2021 539.20 57.28 51.444 50.00 12/01/2021 523.05 511.50 515.60 50.00 12/01/2021 523.61 511.50 515.60 50.00 12/01/2021 523.43 511.50 515.60 50.00 12/01/2021 523.45 511.50 515.60 50.00 12/01/2021 523.45 511.50 515.60 50.00 12/01/2021 523.47 511.50 515.60 50.00 12/01/2022 523.47 511.50 515.60 50.00 12/01/2021 523.47 511.50 515.60 50.00 12/01/2021 523.47 511.50 515.60 50.00 12/01/2021 523.47 511.50 515.60 50.00 12/01/2021 523.47 511.50 515.60 50.00 12/01/2021 523.47 511.50 515.60 50.00 12/01/2021 523.47	Steps are 2,000 hours						
12/01/2018 \$33.77 \$7.85 \$14.44 \$0.00 12/01/2019 \$34.64 \$7.85 \$14.44 \$0.00 12/01/2019 \$35.50 \$7.85 \$14.44 \$0.00 12/01/2020 \$35.50 \$7.85 \$14.44 \$0.00 12/01/2020 \$35.39 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$23.65 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.65 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.73 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.74 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.74 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.50 \$15.60 \$0.00 12/01/2021 \$31.50 \$15.60 \$0.00 12/01/2021 \$31.50 \$15.60 \$0.00 12/01/2021 \$31.50 \$15.60 \$0.00 12/01/2021 \$30.01 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.01 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.01 \$10.01 \$	Apprentice to Journeyworker Ratio:1:5	Name of the Control o					
06/01/2019	MORTAR MIXER	12/01/201		\$7.85	\$14.44		\$56.06 .
12/01/2019 \$35.50 \$7.85 \$14.44 \$0.00 06/01/2020 \$36.39 \$7.85 \$14.44 \$0.00 12/01/2020 \$36.39 \$7.85 \$14.44 \$0.00 06/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$38.20 \$11.50 \$15.60 \$0.00 12/01/2021 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.18 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.18 \$11.50 \$15.60 \$0.00 12/01/2020 \$25.36 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.43 \$11.50 \$15.60 \$0.00 12/01/2020 \$28.97 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$20.07 \$20.07 \$20.07 \$20.00	LABONERS - ZONE 2	06/01/201		\$7.85	\$14.44		\$56.93
0601/2020 \$36.39 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$7.85 \$14.44 \$0.00 0601/2021 \$38.20 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$7.85 \$14.44 \$0.00 1201/2021 \$38.20 \$11.50 \$15.60 \$0.00 1201/2020 \$23.41 \$11.50 \$15.60 \$0.00 1201/2020 \$23.41 \$11.50 \$15.60 \$0.00 1201/2020 \$23.43 \$11.50 \$15.60 \$0.00 1201/2020 \$23.45 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 \$0.00 1201/2020 \$23.47 \$11.50 \$15.60 \$0.00 \$0		12/01/201		\$7.85	\$14,44		\$57.79
12/01/2020 \$37.28 \$7.85 \$14.44 \$0.00 06/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 06/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2020 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.18 \$11.50 \$15.60 \$0.00 12/01/2020 \$25.30 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2021 \$20.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$10.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$10.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$10.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$10.41 \$10.4		06/01/202		\$7.85	\$14.44		\$58.68
06/01/2021 \$38.20 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$39.11 \$7.85 \$14.44 \$0.00 12/01/2021 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2020 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.18 \$11.50 \$15.60 \$0.00 12/01/2020 \$25.30 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2021 \$20.07 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2021 \$20.07 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2021 \$20.07 \$11.50 \$15.60 \$0.00 \$0.00 \$0.00 12/01/2021 \$20.07 \$11.50 \$15.60 \$0.00 \$0.		12/01/202		\$7.85	\$14.44		\$59.57
\$,GRADAILS) 12/01/2018 \$23.06 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$10.00 \$20.0		06/01/202		\$7.85	\$14.44		\$60.49
\$,GRADALLS) 12/01/2018 \$23.06 \$11.50 \$15.60 \$50.00 06/01/2019 \$23.41 \$11.50 \$15.60 \$50.00 12/01/2020 \$24.18 \$11.50 \$15.60 \$50.00 12/01/2020 \$25.43 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.48 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.87 \$25.84 \$11.50 \$15.60 \$50.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$50.00 \$50.00 12/01/2021 \$25.64 \$11.50 \$15.60 \$50.00 \$50.00 12/01/2021 \$25.64 \$11.50 \$15.60 \$50.00	For apprendice trace see "Apprendice-LABORER."	12/01/202	,	\$7.85	\$14.44		\$61.40
06/01/2019 \$23.61 \$11.50 \$15.60 \$0.00 12/01/2019 \$24.18 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.73 \$11.50 \$15.60 \$0.00 12/01/2020 \$24.73 \$11.50 \$15.60 \$0.00 12/01/2020 \$25.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2021 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.99 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00	OILER (OIHER THAN TRUCK CRANES, GRADALLS)	12/01/201		\$11.50	\$15.60		\$50.16
12/01/2021	OF ERROLLING ENGLISHED BOTCH &	06/01/201		\$11.50	\$15.60		\$50.71
		12/01/201		\$11.50	\$15.60		\$51.28
12/01/2020 \$25.30 \$11.50 \$15.60 \$0.00 06/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$25.85 \$11.50 \$15.60 \$0.00 12/01/2021 \$276.43 \$11.50 \$15.60 \$0.00 12/01/2021 \$276.43 \$11.50 \$15.60 \$0.00 12/01/2020 \$278.77 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$1		06/01/202	_	\$11.50	\$15:60		\$51.83
		12/01/202		\$11.50	\$15.60		\$52,40
12/01/2021 \$26.43 \$11.50 \$15.60 \$0.00 12/01/2018 \$27.42 \$11.50 \$15.60 \$0.00 12/01/2018 \$27.42 \$11.50 \$15.60 \$0.00 12/01/2019 \$28.07 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00 12/01/2021 \$51.50 \$11.50 \$15.60 \$0.00		06/01/202		\$11.50	\$15.60		\$52.95
12/01/2018 \$27.42 \$11.50 \$15.60 \$0.00	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/202		\$11.50	\$15.60		\$53.53
06/01/2019 \$28.07 \$11.50 \$15.60 \$0.00 12/01/2019 \$28.77 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2020 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2019 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.30 \$11.50 \$15.60 \$0.00 12/01/2022 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2022 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2022 \$50.41 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2022 \$50.45 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2022 \$50.45 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2022 \$50.45 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2022 \$50.45 \$11.50 \$15.60 \$0.00	OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS (CCALA	12/01/201		\$11.50	\$15.60		\$54.52
12/01/2021 528.74 \$11.50 \$13.60 \$0.00 12/01/2020 529.39 \$11.50 \$13.60 \$0.00 12/01/2020 539.07 \$11.50 \$13.60 \$0.00 12/01/2021 530.07 \$11.50 \$15.60 \$0.00 12/01/2021 530.71 \$11.50 \$15.60 \$0.00 12/01/2021 531.39 \$11.50 \$15.60 \$0.00 12/01/2021 547.10 \$11.50 \$15.60 \$0.00 12/01/2019 548.19 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00		06/01/201	_	\$11.50	\$15.60		\$55.17
06/01/2020 \$29.39 \$11.50 \$15.60 \$0.00 12/01/2020 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.71 \$11.50 \$15.60 \$0.00 12/01/2021 \$30.71 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$42.19 \$11.50 \$15.60 \$0.00 12/01/2029 \$42.19 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.42 \$11.50 \$15.60 \$0.00 \$0.00 12/01/2021 \$50.42 \$11.50 \$15.60 \$0.00 \$0		12/01/201		\$11.50	\$15.60		\$55.84
12/01/2021 \$30.07 \$11.50 \$15.60 \$0.00 06/01/2021 \$30.71 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$44.19 \$11.50 \$15.60 \$0.00 12/01/2021 \$44.19 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00 \$0.00 \$0.0		06/01/202	_	\$11.50	\$15.60		\$56.49
06/01/2021 \$30,71 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00 20/01PMENTI - CLASSII 12/01/2018 \$47.10 \$11.50 \$15.60 \$0.00 12/01/2019 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2029 \$49.33 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 20/01/2021 \$53.78 \$11.50 \$15.60 \$0.00 20/01/2021 \$53.78 \$11.50 \$15.60 \$0.00		12/01/202		\$11.50	\$15.60		\$57.17
12/01/2021 \$31.39 \$11.50 \$15.60 \$0.00		06/01/202		\$11.50	\$15.60		\$57.81
QUIPMENT-CLASSII 12/01/2018 \$47.10 \$11.50 \$15.60 \$0.00 06/01/2019 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2019 \$49.33 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00	For apprentice rates see "Apprentice-OPERATING ENGINEERS"	12/01/202	·	\$11.50	\$15.60		\$58.49
06/01/2019 \$48.19 \$11.50 \$15.60 \$0.00 12/01/2019 \$49.33 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$52.64 \$11.50 \$15.60 \$0.0	OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/201		\$11.50	\$15.60		\$74.20
12/01/2019 \$49.33 \$11.50 \$15.60 \$0.00 06/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 06/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00	OPERATING EMERIEERS LOCAL 4	06/01/201		\$11.50	\$15.60		\$75.29
06/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 06/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00		12/01/201		\$11.50	\$15.60		\$76.43
12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 06/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00		06/01/202	_	\$11.50	\$15.60		\$77.51
06/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00		12/01/202	_	\$11.50	\$15.60		\$78.65
12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00		06/01/202	-	\$11.50	\$15.60		\$79.74
	For apprentice rates see "Apprendes-OPERATING ENGINEERS"	12/01/202		\$11.50	\$15.60		\$80.88

### Contraction of the contracti								
### PAINTER Local 35 - BRIDGESTAMXX - 01/01/2021 \$53.46 \$81.15 \$20.85 \$0.00 01/01/2021 \$53.46 \$81.15 \$20.85 \$0.00 01/01/2021 \$53.46 \$81.15 \$20.85 \$0.00 01/01/2021 \$53.46 \$81.15 \$20.85 \$0.00 01/01/2021 \$53.46 \$81.15 \$20.85 \$0.00 01/01/2021 \$53.46 \$81.15 \$20.85 \$0.00 01/01/2021 \$53.18 \$58.15 \$0.00 \$50.00 525.18 \$81.15 \$50.00 \$50.00 525.18 \$81.15 \$50.00 \$50.00 544.22 \$53.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$81.15 \$50.00 \$50.00 544.22 \$50.22 \$50.00 \$50.00 544.22 \$50.22 \$50.00 \$50.00 544.22 \$50.22 \$50.00 \$50.00 544.22 \$50.00 \$50.00	NTER (BRIDGES/I	(ANKS)	6102/10/10	\$50.36	\$8.15		\$0.00	\$79.36
CF DEADLY (COLOR DEADLY OF STATE STAT	TERS LOCAL 35 - ZONE		01/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
CP/01/2020 \$33.66 \$8.15 \$20.85 \$50.00 01/01/2021 \$54.76 \$8.15 \$20.85 \$0.00 01/01/2021 \$54.76 \$8.15 \$20.085 \$0.00 \$25.18 \$5.476 \$8.15 \$0.00 \$33.33 \$27.70 \$8.15 \$0.00 \$0.00 \$41.49 \$23.13 \$8.15 \$6.66 \$0.00 \$41.49 \$33.273 \$8.15 \$6.66 \$0.00 \$41.54 \$33.274 \$8.15 \$6.66 \$0.00 \$41.25 \$33.275 \$8.15 \$18.80 \$0.00 \$47.24 \$35.27 \$8.15 \$18.80 \$0.00 \$57.24 \$40.29 \$8.15 \$18.80 \$0.00 \$57.24 \$40.29 \$8.15 \$19.83 \$0.00 \$57.20 \$25.73 \$8.15 \$19.83 \$0.00 \$57.20 \$23.45 \$8.15 \$5.64 \$0.00 \$51.20 \$25.43 \$8.15 \$1.20 \$0.00			01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
Cr. Base Wage Health Pension Uhemployment Total Rafe \$25.18 \$8.15 \$0.00 \$33.33 \$25.18 \$8.15 \$0.00 \$0.00 \$44.92 \$23.18 \$8.15 \$0.00 \$0.00 \$44.92 \$30.22 \$8.15 \$6.05 \$0.00 \$44.52 \$33.23 \$8.15 \$6.66 \$0.00 \$44.52 \$35.25 \$8.15 \$18.80 \$0.00 \$44.52 \$35.25 \$8.15 \$18.80 \$0.00 \$47.34 \$35.25 \$8.15 \$18.80 \$0.00 \$47.34 \$40.29 \$8.15 \$18.80 \$0.00 \$57.24 \$40.29 \$8.15 \$19.83 \$0.00 \$57.20 \$45.31 \$8.15 \$19.83 \$0.00 \$57.20 \$25.43 \$8.15 \$5.64 \$0.00 \$48.18 \$23.45 \$8.15 \$1.38 \$0.00 \$51.92 \$25.43 \$8.15 \$1.98 \$0.00 \$55.00			02/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
ce Base Wage Health Pension Unemployment Total \$25.18 \$8.15 \$0.00 <td></td> <td></td> <td>1202/10/10</td> <td>\$54.76</td> <td>\$8.15</td> <td>\$20.85</td> <td>\$0.00</td> <td>\$83.76</td>			1202/10/10	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76
Supplemental Supplemental Total Supplemental Total Supplemental Total S25.18 S8.15 S0.00 S0.00 S0.00 S1.770 S8.15 S6.26 S0.00 S1.27.70 S8.15 S6.26 S0.00 S1.27.72 S1.27.73 S1.27.73 S1.27.73 S1.27.73 S1.27.74 S1.27.77 S1.								
Ce Base Wage Health Pension Unemployment Tobs \$25.18 \$8.15 \$0.00 \$0.00 \$30.00 \$31.77 \$31.27 \$	Appre	ntice - PAINTER Local 35 - BRI	DGESTANKS					
percent Apprentice Date wage Train 1 Calcula 50 \$25.18 \$8.15 \$0.00 \$0.00 55 \$25.18 \$8.15 \$0.00 \$0.00 60 \$30.22 \$8.15 \$6.15 \$0.00 65 \$30.22 \$8.15 \$6.15 \$0.00 70 \$35.25 \$8.15 \$6.00 \$0.00 80 \$37.77 \$8.15 \$18.29 \$0.00 \$0 \$40.29 \$8.15 \$18.29 \$0.00 \$0 \$40.29 \$8.15 \$18.80 \$0.00 \$0 \$45.32 \$8.15 \$19.83 \$0.00 \$0 \$25.73 \$8.15 \$19.83 \$0.00 \$0 \$28.30 \$8.15 \$5.00 \$0.00 \$0 \$28.33 \$8.15 \$1.778 \$0.00 \$0 \$33.45 \$8.15 \$1.27 \$0.00 \$0 \$28.10 \$2.00 \$0.00 \$0.00 \$0 \$33.45 \$8.15	Effecti	rve Date - 01/01/2019	# :	Train	Dancion	Supplemental Thermlovnest	-	g
50 52.18 56.15 50.00 50.	Step	percent	Apprenace Dase wage	The second	200	000		1 %
Secondary Seco	н	50	\$25.18	\$8.15	30.00	30.04		3 9
60 830.22 88.15 86.15 80.00 830.22 70 83.15 86.65 80.00 832.73 88.15 86.65 80.00 832.73 88.15 818.29 80.00 840.29 88.15 \$18.80 80.00 840.29 88.15 \$18.80 \$0.00 80.00 840.29 88.15 \$19.83 \$0.00 80.00 840.29 88.15 \$19.83 \$0.00 80.00	2	55	\$27.70	\$8.15	\$5.64	\$0.00		64
55 58 58 50 50 70	m	09	\$30.22	\$8.15	\$6.15	20.00		22
70	4	65	\$32.73	\$8.15	\$6.66	\$0.00		54
15 15 15 15 15 15 15 15	5	. 20	\$35.25	\$8.15	\$17.78	\$0.00		18
State	6		17.758	\$8.15	\$18.29	\$0.00		21
five Date - 07/01/2019	7	. 08	\$40.29	\$8.15	\$18.80	\$0.00		24
five Date - O7/01/2019 Apprentice Base Wage Health Pennsion Supplemental Tot Description Tot Description 50 \$20.573 \$8.15 \$0.00 \$0.00 55 \$25.33 \$8.15 \$5.64 \$0.00 60 \$238.30 \$8.15 \$6.66 \$0.00 65 \$32.45 \$8.15 \$6.66 \$0.00 70 \$356.02 \$8.15 \$17.78 \$0.00 75 \$38.60 \$8.15 \$18.29 \$0.00 80 \$41.17 \$8.15 \$18.80 \$0.00 546.31 \$8.15 \$19.83 \$0.00 546.32 \$8.15 \$19.83 \$0.00 546.31 \$19.83 \$0.00 546.31 \$10.00 \$0.00	60	06	\$45.32	\$8.15	\$19.83	\$0.00		30
five Date - 0701/2019 Apprentice Base Wage Health Pension Unemployment Tot Onemployment 50 \$0.00 \$0.00 \$0.00 55 \$22.73 \$8.15 \$0.00 \$0.00 60 \$228.30 \$8.15 \$5.64 \$0.00 65 \$30.88 \$8.15 \$6.00 \$0.00 70 \$33.45 \$8.15 \$6.66 \$0.00 75 \$38.60 \$8.15 \$18.29 \$0.00 80 \$41.17 \$8.15 \$18.29 \$0.00 546.31 \$8.15 \$19.83 \$0.00 546.31 \$8.15 \$19.83 \$0.00 546.31 \$19.83 \$0.00 546.31 \$19.83 \$0.00								
percent Apprentice Base Wage Health Ferring Component 50 \$28.30 \$8.15 \$0.00 \$0.00 60 \$28.30 \$8.15 \$5.64 \$0.00 60 \$28.30 \$8.15 \$5.15 \$0.00 65 \$32.45 \$8.15 \$6.66 \$0.00 70 \$36.02 \$8.15 \$18.29 \$0.00 80 \$41.17 \$8.15 \$18.80 \$0.00 90 \$46.31 \$8.15 \$19.83 \$0.00 54type are 750 ints. \$6.00 \$6.00 \$6.00	Effect		j	;	,	Supplement		4
50 \$25.73 \$8.15 \$0.00 \$0.00 55 \$28.30 \$8.15 \$5.64 \$0.00 60 \$328.00 \$8.15 \$6.15 \$0.00 70 \$32.62 \$8.15 \$6.66 \$0.00 75 \$38.00 \$8.15 \$18.29 \$0.00 80 \$41.17 \$8.15 \$18.80 \$0.00 90 \$46.31 \$8.15 \$19.83 \$0.00 Steps are 750 lnrs. Add at 3 and 3	Step	percent	Apprentice Base Wage	Health	Fension	Onemprovine	TO Y	2
528.30 \$8.15 \$5.64 \$0.00 60 \$33.68 \$8.15 \$6.15 \$0.00 65 \$33.45 \$8.15 \$6.15 \$0.00 70 \$33.45 \$8.15 \$6.15 \$0.00 71 \$38.00 \$8.15 \$18.29 \$0.00 80 \$41.17 \$8.15 \$18.80 \$0.00 80 \$46.31 \$8.15 \$19.83 \$0.00 80 \$46.31 \$8.15 \$19.83 \$0.00 80 \$46.31 \$8.15 \$19.83 \$0.00 80 \$46.31 \$8.15 \$19.83 \$0.00 80 \$46.31 \$8.15 \$19.83 \$0.00	-	50	\$25.73	\$8.15	\$0.00	\$0.0		88
65 55.15 50.00 65 533.45 58.15 56.15 50.00 70 836.02 58.15 56.66 50.00 71 838.03 58.15 518.29 50.00 80 841.17 \$8.15 \$18.80 \$0.00 90 \$46.31 \$8.15 \$19.83 \$0.00 Steps are 750 lars.	7	55	\$28.30	\$8.15	\$5.64	20.0		60
55 53.45 58.15 56.66 50.00 70 536.02 58.15 517.78 50.00 75 538.60 58.15 518.29 50.00 80 541.17 58.15 518.80 50.00 90 546.31 \$8.15 \$19.83 \$0.00 Steps are 750 lins.	en	09	\$30.88	\$8.15	\$6.15	\$0.0		.18
70 \$36.02 \$8.15 \$17.78 \$0.00 75 \$38.60 \$8.15 \$18.29 \$0.00 80 \$41.17 \$8.15 \$18.80 \$0.00 90 \$46.31 \$8.15 \$19.83 \$0.00 Steps are 750 lins.	4	. 65	\$33.45	\$8.15	\$6.66	\$0.0		26
15 238.60 58.15 518.29 50.00	50	70	\$36.02	\$8.15	\$17.78	\$0.0		.95
80 \$41.17 \$8.15 \$18.80 \$0.00 90 \$46.31 \$8.15 \$19.83 \$0.00 Steps are 750 lins.	9	57	\$38.60	\$8.15	\$18.29	\$0.0		.04
Steps are 750 lins.	7	. 08	\$41.17	\$8.15	\$18.80	\$0.0		:12
Steps are 750 lus.	ø	06	\$46.31	\$8.15	\$19.83	\$0.0		739
Steps are 750 hrs. Indice to Journeyworker Ratio:1.3								۲-
***************************************	Note							
	App	rentice to Journeyworker Ratio:1				 		

Effective Date Ease Wage Health Pension Supplemental . Total Rate

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 Notes: Apprentice to Journeyworker Ratio:1:1 Step percent Apprentice - PAINTER SIGN - Local 35 Zone 2
Effective Date - 06/01/2013 Steps are 4 mos. Apprentice Base Wage Health \$20.65 \$19.36 \$18.07 \$16.78 \$15.49 \$14,20 \$21.94 \$12.91 07/01/2020 01/01/2020 01/01/2021 07/01/2019 01/01/2019 \$7.07 \$7.07 \$7.07 \$7.07 \$7.07 \$7,07 \$7.07 \$7.07 \$45.66 \$44.56 \$43.46 \$42.36 \$41.26 \$7.05 \$7.05 \$7.05 \$7.05 \$2,45 \$2.45 \$2,45 \$0.00 \$8.15 \$8.15 \$8.15 \$8.15 \$8.15 \$20.85 \$20.85 \$20.85 \$20.85 \$20.85 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Total Rate \$36.06 \$34,77 \$32.19 \$26.30 \$25.01 \$23.72 \$19.98 \$37.35 \$33,48 \$74.66 \$73.56 \$72.46 \$70.26 \$71.36

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Wage Request Number: 20190409-058

Effective Date -	Date - 01/01/2019				Sapplemental	
Step	percent	Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate
	50	\$20.63	\$8.15	\$0.00	\$0.00	\$28.78
7	55	\$22.69	\$8.15	\$5.64	\$0.00	\$36.48
m	99	\$24.76	\$8.15	\$6.15	\$0.00	\$39.06
*	65	\$26.82	\$8.15	\$6.66	\$0.00	\$41.63
'n	70	\$28.88	\$8.15	\$17.78	\$0.00	\$54.81
ý	75	\$30.95	\$8.15	\$18.29	\$0.00	\$57.39
7	80	\$33.01	\$8.15	\$18.80	\$0.00	\$59.96
∞	06	\$37.13	\$8.15	\$19.83	\$0.00	\$65.11
Effective Date -	. Date - 07/01/2019	;	;		Supplemental	r F
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Loral Kare
1	50	\$21.18	\$8.15	\$0.00	\$0.00	\$29.33
7	. 55	\$23.30	\$8.15	\$5.64	20.00	\$37.09
т	99	\$25.42	\$8.15	\$6.15	\$0.00	\$39.72
4	65	\$27.53	\$8.15	\$6.66	\$0.00	\$42.34
'n	70	\$29.65	\$8.15	\$17.78	\$0.00	\$55.58
9	75	\$31.77	\$8.15	\$18.29	\$0.00	\$58.21
7	80	\$33.89	\$8.15	\$18.80	\$0.00	\$60.84
90	96	\$38.12	\$8.15	\$19.83	\$0.00	\$66.10
Notes:						
	Steps are 750 kms.					
Appren	Apprentice to Journeyworker Ratio:1:1			 		
RAY OR	PAINTER (SPRAY OR SANDBLAST, REPAINT)	6102/10/10	9 \$39.32	2 \$8.15	\$20.85	\$0.00
PAINTERS LOCAL 35 - ZONE 2	~	01/01/2019	9 \$40.42	2 \$8.15	\$20.85	\$0.00
		01/01/2020	20 \$41.52	2 \$8.15	\$20.85	\$0.00
		07/01/2020	20 \$42,62	2 \$8.15	\$20.85	\$0.00

Total Rate

Effective Date Base Wage Health Pension Unemployment

Classification

	NEW paint rat	* If 30% or more of surfaces to be painted are new construction,	PAINTER / TAPER (BRUSH, NEW) *	For Apprenti						LABORERS - ZONE 2	PAINTER (TRAFFIC MARKINGS)																							
	e shall	ne of s	图	n mites a						8.2	AFFIC	App	Notes:	00	7	o,	Uı	4	ω	2	,	Step	Effec	00	7	σ,	Vı	4	ų	2	1	Step	Etter:	Áppr
	be used. <i>PAINT</i>	urfaces to be I	BRUSH, NE	For Apprentice rates son "Apprentice-LABORER"							MARKINGS	rentice to Jou	s: Steps are 750 hrs	90	80	75	70	ĝ,	8	55	50	регсепі	Effective Date -	90	80	75	70	65	60	£,	50	ļ.	Effective Date -	entice- PAI
	NEW paint rate shall be used.PAINTERS LOCAL 35 = ZONE 2	ainted are new	**	ABORER							3	Apprentice to Journeyworker Ratio:1:1	'S0 hrs.										07/01/2019										01/01/2019	Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
	ONE 2	construction,										atio:1:1																				<u>,</u>		5 Zone 2 - Spr
						_	_	_	_	_				\$36.38	\$32,34	\$30.32	\$28.29	\$26.27	\$24.25	\$22,23	\$20.21	Apprentice Base Wage		\$35.39	\$31.46	\$29.49	\$27.52	\$25.56	\$23.59	\$21.63	\$19.66	Apprentice Base Wage Health		ay/Sandblast
07/01/2020	01/01/2020	07/01/2019	01/01/2019		12/01/2021	06/01/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018			38	نة 4	32	29	27	73	73	21			.39	8	\$	S	56	59	83	8	se Wage		Repaint
0 \$43.16 1 \$44.25	_	_	9 \$39.86		_	\$37.95	337.03	336.14	\$35.25	\$34.39	\$ \$33.52			\$8.15	\$8.15	\$8.15	\$8.15	\$8.15	\$8.15	\$8.15	\$8.15	Health		\$8.15	\$8.15	\$8.15	\$8,15	\$8.15	\$8.15	\$8.15	\$8.15	Health		
5 \$8.15			6 \$8.15			5 \$7,85	37.85	4 \$7.85	5 \$7.85	\$7.85	2 \$7.85			\$19.83	\$18.80	\$18.29	\$17.78	\$6,66	\$6.15	\$5.64	\$0.00	Pension		\$19.83	\$18.80	\$18.29	\$17.78	\$6.66	\$6.15	\$5.64	\$0.00	Pension		
\$20.85	\$20.85	\$20.85	\$20.85		\$14.44	\$14.44	\$14.44	\$14.44	\$14.44	\$14.44	\$14.44			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Unemployment	Supplemental	\$0,00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Unemployment	Supplemental	
\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		 	9	59	92	6-9	æ	83	63	<u>67</u>	Total Rate		ĕ	۶۶	×	83	₩	83	83	53	Total Rate		
\$72.16 \$73.25	\$71.06	\$69.96	\$68.86		\$61,15	\$60.24	\$59.32	\$58.43	\$57.54	\$56.68	\$55.81			\$64.36	\$59.29	\$56.76	\$54.22	\$41.08	\$38.55	\$36.02	\$28.36	Rate		\$63.37	\$58.41	\$55.93	\$53.45	\$40.37	\$37.89	\$35,42	\$27.81	Rate		

20190409-058	
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Effect	Effective Date -	61/07/2019	Effective Date - 01/01/2019			Supplemental		
Step	percent		Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	
	50		\$19.93	\$8.15	\$0.00	\$0.00	\$28.08	
2	55		\$21.92	\$8.15	\$5.64	\$0.00	\$35.71	
ŧή	8		\$23.92	\$8.15	\$6.15	\$0.00	\$38.22	
4	92		\$25.91	\$8.15	\$6.66	\$0.00	\$40.72	
5	70		\$27.90	\$8.15	\$17.78	\$0.00	\$53.83	
9	75		\$29.90	\$8.15	\$18.29	\$0.00	\$56.34	
7	80		\$31.89	\$8.15	\$18.80	\$0.00	\$58.84	
∞	06		\$35.87	\$8.15	\$19.83	\$0.00	\$63.85	
Effect	Effective Date -	07/01/2019				Sapplemental	•	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	İ
п	20		\$20.48	\$8.15	\$0.00	\$0.00	\$28.63	
7	5.5		\$22.53	\$8.15	\$5.64	\$0.00	\$3632	
æ	09		\$24.58	\$8.15	\$6.15	\$0.00	\$38.88	
4	99		\$26.62	\$8.15	\$6.66	30.00	\$41.43	
5	02		\$28.67	\$8.15	\$17.78	\$0.00	\$54.60	
9	7.5		\$30.72	\$8.15	\$18.29	\$0.00	\$57.16	
7	80		\$32.77	\$8.15	\$18.80	30.00	\$59.72	
00	90		\$36.86	\$8.15	\$19.83	\$0.00	\$64.84	
Notes				 			-	
<u>. </u>		Steps are 750 hrs.						
Appr	entice to Je	Apprentice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BRUSH, REPAINT)	BRUSH, RE	EPAINT)	01/01/2019	9 \$37.92	\$8.15	\$20.85	\$0.00	\$66.92
PAINTERS LOCAL 35-ZONE 2	NE 2		07/01/2019	9 \$39.02	\$8.15	\$20.85	\$0.00	\$68.02
			01/01/2020	10 \$40.12	\$8.15	\$20.85	\$0.00	\$69.12
			07/01/2020	20 \$41.22	\$8.15	\$20.85	\$0.00	\$70.22

Effective Date Base Wage Mealth Pension Unemployment Total Rate

Effective Date Rase Wage Health Pension Supplemental , Total Rate Uncomployment

Ap Mr	prentice - PAINTEL 01/01	Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT Referring Thats - 01/01/2019	PAINT					
Ştep	tractad.		Apprentice Base Wage Health		Pension	Supplemental Unemployment	Total Rate	(ate
-	50		\$18.96		\$0.00	\$0.00	\$27.11	7.11
ы	55		\$20.86	\$8.15	\$5.64	\$0.00	\$32	\$34.65
3	60		\$22,75	\$8.15	\$6.15	\$0.00	\$ 35	\$37.05
4	65		\$24.65	\$8.15	\$6.66	\$0.00	\$33	\$39,46
S.	70		\$26.54	\$8.15	\$17.78	\$0.00	3 52	\$52.47
6	75		\$28.44	\$8.15	\$18.29	\$0.00	\$54.88	88.1
7	80		\$30.34	\$8.15	\$18.80	\$0.00	\$57	\$57.29
∞	90		\$34.13	\$8.15	\$19.83	\$0.00	\$62.11	111
Es	Effective Date - 07/01	07/01/2019				Symptomental		
Step	p percent	Apprentic	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	late
j t	50		\$19.51	\$8.15	\$0.00	\$0.00	\$27.66	7.66
2	x		\$21.46	\$8.15	\$5.64	\$0.00	\$35.25	:25
ω	60		\$23.41	\$8.15	\$6.15	\$0.00	\$37.71	1.71
4	65		\$25,36	\$8.15	\$6.66	\$0.00	\$40.17	1.17
Ľ,	70		\$27.31	\$8.15	\$17.78	\$0.00	\$53.24	124
ď	75		\$29.27	\$8.15	\$18.29	\$0.00	\$55.71	i:71
7	80		\$31.22	\$8.15	\$18.80	\$0.00	\$58.17	1.17
∞	90		\$35.12	\$8.15	\$19.83	\$0.00	\$63.10	1.10
- - Z	Notes: Steps are 750 hrs					1	 	
ا ۾	Apprentice to Journeyworker Ratio:1:1	orker Ratio:1:1	' 	[I
PANEL & PICKUP TRUCKS DRIVE	PANEL & PICKUP TRUCKS DRIVER		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
And the second second			12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK	PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	DERPINNING AND	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZONE 1) For approximate rates see "Approx	VAN.) E DRIVER LOCAL 56 (ZONE 1) For appromise natus see "Apprentico-PILE DRIVER"	VER	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER			08/01/2018	\$46.57	06.68	\$21.15	\$0.00	\$77.62
FILE DRIVER LOCAL 30 (ZONE I)	(ZUNE J)		08/01/2019	\$48.94	\$9.90	\$21.15	\$0,00	\$79.99

04/09/2019	
Issue Date:	

20190409-058
Wage Request Number:

Step Petrical Late	Аррг	entice. PL	Apprentice - PILE DRIVER - Local 56 Zone 1	e I					
Potential	Effec	tive Date -	08/01/2018				Supplemental	\$ 2	
50 \$23.29 \$29.115 \$0.00 \$54.34 60 \$27.794 \$9.90 \$21.115 \$0.00 \$58.99 70 \$23.499 \$27.115 \$0.00 \$58.99 80 \$23.499 \$21.115 \$0.00 \$65.38 80 \$23.260 \$21.115 \$0.00 \$65.38 80 \$23.726 \$29.90 \$21.115 \$0.00 \$66.31 90 \$21.121 \$0.00 \$68.31 \$60.00 \$67.20 90 \$21.121 \$0.00 \$77.20 \$77.20 \$0 \$21.121 \$0.00 \$77.20 \$0 \$21.121 \$0.00 \$77.20 \$0 \$21.121 \$0.00 \$77.20 \$0 \$21.121 \$0.00 \$77.20 \$0 \$22.115 \$0.00 \$77.20 \$0 \$23.40 \$21.115 \$0.00 \$77.20 \$0 \$0 \$21.15 \$0.00 \$77.20 \$0 \$0 \$21.12<	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	I otal Kate	
60	-	50		\$23.29	\$9.90	\$21.15	\$0.00	\$54.34	
70	7	99		\$27.94	\$9.90	\$21.15	\$0.00	\$58.99	
15.50 15.5	m	70		\$32.60	06.68	\$21.15	\$0.00	\$63.65	
80	4	75		\$34.93	\$9.90	\$21.15	\$0.00	\$65.98	
Second	ç	80		\$37.26	\$9.90	\$21.15	\$0.00	\$68.31	
900 \$41,91 \$9.00 \$21,15 \$0.00 \$72.96 900 \$41,91 \$9.50 \$21,15 \$0.00 \$72.96 tree Date 08/01/2019 Apprentice Base Wage Health Persion Unemployment Total Rate 50 \$20 \$21,15 \$0.00 \$55.52 \$0.01 \$55.52 60 \$29,36 \$21,15 \$0.00 \$56.01 \$66.11 70 \$34,26 \$9.90 \$21,15 \$0.00 \$67.75 80 \$39,15 \$9.90 \$21,15 \$0.00 \$77.00 90 \$44,05 \$9.90 \$21,15 \$0.00 \$77.10 90 \$44,05 \$9.90 \$21,15 \$0.00 \$77.10 \$0 \$0.00 \$20.15 \$20.00 \$77.10 \$0 \$0.00 \$20.15 \$20.15 \$20.00 \$77.10 \$0 \$0.00 \$20.00 \$20.00 \$77.10 \$70.00 \$0 \$0.00 \$20.00 \$20.00<	v	80		\$37.26	\$9.90	\$21.15	20.00	\$68.31	
Section Sect	7	8		\$41.91	06.62	\$21.15	\$0.00	\$72.96	
free Date (b) 1/2019 Apprentice Base Wage Health Fersion Percent Special Discourse Percent (c) 1/2019 Apprentice Base Wage Health Fersion Discourse Percent (c) 1/2019 State of State (c) 1/2019	∞	8		\$41.91	06.6\$	\$21.15	\$0.00	\$72.96	
percent Apptentice Base Wage Health Fension Unemployment Total Rate 50 \$24.47 \$9.90 \$21.15 \$0.00 \$5552 60 \$24.47 \$9.90 \$21.15 \$0.00 \$5641 70 \$34.26 \$9.90 \$21.15 \$0.00 \$6531 80 \$39.15 \$9.90 \$21.15 \$0.00 \$70.20 90 \$44.05 \$9.90 \$21.15 \$0.00 \$70.20 90 \$44.05 \$9.90 \$21.15 \$0.00 \$70.20 \$2. \$44.05 \$9.90 \$21.15 \$0.00 \$70.20 \$2. \$2. \$2.00 \$20.11 \$0.00 \$70.20 \$2. \$2. \$2.00 \$20.00 \$70.00 \$70.00 \$2. \$2. \$2.00 \$20.00 \$70.00 \$70.00 \$2. \$2. \$2. \$2.00 \$70.00 \$70.00 \$70.00 \$2. \$2. \$2. \$2. \$2. \$2. </td <td>Effec</td> <td>ctive Date -</td> <td>08/01/2019</td> <td></td> <td></td> <td></td> <td>Supplemental</td> <td></td> <td></td>	Effec	ctive Date -	08/01/2019				Supplemental		
50 \$24.47 \$9.90 \$21.15 \$0.00 \$55.52 60 \$34.6 \$9.90 \$21.15 \$0.00 \$60.41 70 \$34.26 \$9.90 \$21.15 \$0.00 \$65.31 80 \$39.15 \$9.90 \$21.15 \$0.00 \$70.20 90 \$39.15 \$9.90 \$21.15 \$0.00 \$70.20 90 \$44.05 \$9.90 \$21.15 \$0.00 \$70.20 \$0 \$44.05 \$9.90 \$21.15 \$0.00 \$70.20 \$0 \$44.05 \$9.90 \$21.15 \$0.00 \$70.20 \$0 \$44.05 \$9.90 \$21.15 \$0.00 \$70.10 \$0 \$0 \$0.90 \$21.15 \$0.00 \$71.10 \$0 \$0 \$0.90 \$21.15 \$0.00 \$71.10 \$0 \$0 \$0.90 \$21.15 \$0.00 \$71.10 \$0 \$0 \$0.90 \$21.15 \$0.00 \$71.10 <td< td=""><td>Step</td><td>percent</td><td></td><td></td><td>Health</td><td>Pension</td><td>Unemployment</td><td>Total Rate</td><td></td></td<>	Step	percent			Health	Pension	Unemployment	Total Rate	
60	1			\$24.47	\$9.90	\$21.15	\$0.00	\$55.52	
70	7	99		\$29.36	29.90	\$21.15	\$0.00	\$60.41	
236.71 \$9.90 \$21.15 \$0.00 \$67.75 80 80 80 829 80 824.05 \$9.90 \$21.15 \$0.00 \$70.20 90 90 844.05 \$9.90 \$21.15 \$0.00 \$77.10 90 844.05 \$9.90 \$21.15 \$0.00 \$77.10 90 844.05 \$9.90 \$21.15 \$0.00 \$77.10 90 844.05 \$9.90 \$21.15 \$0.00 \$77.10 90 844.05 \$9.90 \$21.15 \$0.00 \$77.10 90 844.05 \$9.90 \$21.15 \$0.00 \$77.10 90 877.10 \$77.10 \$77.10 \$77.10 90/01/2019 \$77.10 \$77.10 \$71.00 90/01/2020 \$77.10 \$77.10 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2020 \$77.10 \$71.00 \$71.00 90/01/2021 \$77.10 \$71.00 \$71.00 90/01/2021 \$79.10 \$71.00 \$71.00 90/01/2021 \$79.10 \$71.00 \$71.00	m	5		\$34.26	\$9.90	\$21.15	\$0.00	\$65.31	
80 839.15 89.90 821.15 80.00 870.20 90 844.05 89.90 821.15 80.00 870.20 90 844.05 89.90 821.15 80.00 875.10 st. of the contraction of the contrac	4	75		\$36.71	\$9.90	\$21.15	\$0.00	\$67.76	
80	5	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
90 \$44.05 \$9.90 \$21.15 \$0.00 \$75.10 50 \$44.05 \$9.90 \$21.15 \$0.00 \$75.10 51	9	8		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
90 \$44.05 \$9.90 \$21.15 \$0.00 \$75.10 sr. for the to Journeyworker Ratio.1.5	7	8		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
Straffice to Journeyworker Ratio.1.:5 AMPIITTER 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$556.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$556.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$557.69 \$10.95 \$19.74 \$0.00 03/01/2021 \$59.19 \$10.95 \$19.74 \$0.00	œ	06		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
AMFITIER 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 09/01/2019 \$54.69 \$10.95 \$19.74 \$0.00 03/01/2020 \$55.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$55.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$55.19 \$10.95 \$19.74 \$0.00 03/01/2021 \$59.19 \$10.95 \$19.74 \$0.00	N				1			[
AMFITTER 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 09/01/2019 \$56.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 03/01/2021 \$59.19 \$10.95 \$19.74 \$0.00		i							
AMELITER 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 09/01/2019 \$53.69 \$10.95 \$19.74 \$0.00 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 03/01/2021 \$59.19 \$10.95 \$19.74 \$0.00	Apr	prentice to J.	ourneyworker Ratio:1:5			<u> </u>			
09/01/2019 \$54.69 \$10.95 \$19.74 \$0.00 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 03/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 03/01/2021 \$59.19 \$10.95 \$19.74 \$0.00	PERTTER & STE	AMFITTER		102/10/201				\$0.00	\$83.88
\$56.19 \$10.95 \$19.74 \$0.00 \$57.69 \$10.95 \$19.74 \$0.00 \$59.19 \$10.95 \$19.74 \$0.00	PEFITTERS LOCAL 53:	7		102/10/60				\$0.00	\$85.38
\$57.69 \$10.95 \$19.74 \$0.00 \$59.19 \$10.95 \$19.74 \$0.00				03/01/202				\$0.00	\$86.88
\$59.19 \$10.95 \$19.74 \$0.00				09/01/202				\$0.00	\$88.38
			•	03/01/202				\$0.00	\$89.88

Effective Date Base Wage Beath Pension Unemployment

Issue Date: 04/09/2019

Effective Date
Base Wage
Health
Pension
Supplemental Unemployment
Total Ra

			FUNKTION & CHOPLIATION ACCOUNTS	PLUMBERS & GASFITTERS	For apprent						TABOURETO " SOURCE A	PIPELAYER																		
			STATE OF THE STATES	& GASE	ice pates sec						, m	3	Appr	[-		Notes:	(J)	4	ω	и	-	Steep	Effect	Lh	4	w	12	,	Step	Appre Effect
			at value	TERS	For apprentice rates see "Apprentice- LABORER"								ntice to Jo	Refrig/A			8	70	60	₹ 5	40	регоепт	Effective Date -	8	70	60	45	\$	percent	Apprentice - P. Effective Date -
					LABORER.								Apprentice to Journeyworker Ratio:**	Refrig/AC Mechanic **1:1;1:2:2:4,3:6,4.8;5:10;6:12;7:14;8:17;9:20;10:23(Max)	** 1:3; 3:15; 1:10 thereafter / Steps are I yr.								09/01/2019							PIPEFITTER - Local 537 e- 03/01/2019
														6;4:8;5:10	elyr.	 						Apprentic							Apprentic	
03/01/2023	09/01/2020	03/01/2020	09/01/2019	03/01/2019		12/01/202	06/01/202	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018		6:12;7:14;8:			\$43.75	\$38.28	\$32.81	\$24.61	\$21.88	Apprentice Base Wage		\$42.55	\$37.23	\$31.91	\$23.94	\$21.28	Apprentice Base Wage Health	
_	_	_	_	_					_	_	_	-		17:9:20:1		Ì	\$10.95	\$10.95	\$10.95	\$10.95	\$10.95	Health		\$10.95	\$10.95	\$10.95	\$10.95	\$10.95	Health	
\$62.69	\$61.19	\$59.69	\$58.19	\$56,69		\$39.11	\$38.20	\$37.28	\$36.39	\$35.50	\$34.64	\$33,77		0:23 (Max		1	4n		د م	ده.		 		ξA	۲۵.	ca.	6 4		, p	
\$11.82	\$11.82	\$11.82	\$11.82	\$11.82		\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85		°		1	\$19.74	\$19.74	\$19.74	\$19.74	\$8.00	Pension		\$19.74	\$19.74	\$19.74	\$19.74	\$8.00	Pension	
\$16.51	\$16.51	\$16.51	\$16.51	\$16.51		\$14.44	\$14.44	\$14.44	\$14.44	\$14.44	\$14,44	\$14.44]] [\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Unemployment	Supplemental	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Unemployment	Supplemental
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		 			\$74.44	\$68.97	\$63.50	\$55.30	\$40.83	Total Rate		\$73.24	\$67.92	\$62.60	\$54.63	\$40.23	Total Rate	
\$91.02	\$89.52	\$88.02	\$86.52	\$85.02		\$61,40	\$60.49	\$59.57	\$58.68	\$57.79	\$56.93	\$56,06		-			7	3	Ö	ŏ	ជ			**	ŭ	ö	ಚ	ដ	te	

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Wage Request Number: 20190409-058

Isrue Date: 04/09/2019

Step	Effective Date - Step percent	03/01/2019 Apprenti	Apprentice Base Wage Health	Health	Pension	Sapplemental Unemployment	Total Rate	
1	35		\$19.84	\$11.82	\$5.98	\$0.00	\$37.64	
61	9		\$22.68	\$11.82	\$6.79	\$0.00	\$41.29	
m	55		\$31.18	\$11.82	\$9.25	\$0.00	\$52.25	
₹	65		536.85	\$11.82	\$10.85	\$0.00	\$59.52	
40	22		\$42.52	\$11.82	\$12.50	\$0.00	\$66.84	
Effect	Effective Date -	6107/10/60				Supplemental		
Step	percent	Apprent	Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	
п	35		\$20.37	\$11.82	\$5.98	\$0.00	\$38.17	
7	40		\$23.28	\$11.82	\$6.79	\$0.00	\$41.89	
m	55		\$32.00	\$11.82	\$9.25	\$0.00	\$53.07	
4	55		\$37.82	\$11.82	\$10.85	\$0.00	\$60.49	
'n	75		\$43.64	\$11.82	\$12.50	\$0.00	\$67.96	
Notes]		1		
_	** 1.2; 2	** 1:2, 2:6, 3:10; 4:14; 5:19/Steps are 1 yr						
Appr	enfice to Je	Step4 with 110365.11, Step5 with 1103/1.44/						
PNEUMATIC CONTROLS (TEMP.)	KOLS (TEN	(P.)	03/01/2019	9 \$53.19	\$10.95	\$19.74	\$0.00	\$83.88
PIPEFITTERS LOCAL 537			09/01/2019		\$10.95	\$19.74	\$0.00	\$85.38
			03/01/2020	20 \$56.19	\$10.95	\$19.74	30.00	\$86.88
			09/01/2020	92.73.69	\$10.95	\$19.74	\$0.00	\$88.38
			03/01/2021	21 \$59.17	\$10.95	\$19.74	\$0.00	\$89.86
For apprentice rates see	*Apprentice	For apprentice rates see "Apprentice- PIPEFITTER" or TLUMBER/PIPRETITER"						
PNEUMATIC DRILL/TOOL OPERATOR	TOOL OF	ERATOR	12/01/2018	18 \$33.77	\$7.85	\$14,44	\$0.00	\$56.06
LABORERS - ZONE 2			06/01/2019	19 \$34.64	\$7.85	\$14.44	\$0.00	\$56.93
			12/01/2019	19 \$35.50	\$7.85	\$14.44	20.00	\$57.79
			06/01/2020	20 \$36.39	\$7.85	\$14.44	\$0.00	\$58.68
			12/01/2020	20 \$37.28	\$7.85	\$14.44	\$0.00	\$59.57
			1202/10/90	21 \$38.20	\$7.85	\$14,44	\$0.00	\$60.49
			12/01/2021	21 \$39.11	\$7.85	\$14.44	\$0.00	\$61.40
For apprentice rates see "Apprentice-LABOKER"	A STYTED	LABORER	010010010	10 524 57	53.53	\$14.44	SO 00	\$56.81
LABORERS-ZONE 2	Value.		07/10/75					07 134
			06/01/2019			314.44	30.00	00770
			12/01/2019			\$14.44	\$0.00	\$58.54
			06/01/2020	20 \$37.14	\$27.85	\$14.44	\$0.00	\$59.43
			12/01/2020	20 538.03	\$7.85	\$14.44	\$0.00	\$60.32
			1707/10/90	21 \$38.95	5 \$7.85	\$14.44	\$0.00	\$61.24
			100010/01	98 053 10	\$7.85	\$14.44	\$0.00	\$62.15

Effective Date Wage Health Pension Unemployment Total Kate

Issue Date:	
04/09/2019	

	.	!		d	Supplemental	Total Rate
Classification	STECTAR DATE	Dasc Trage	200	\$15.60	Unemployment to no	82 VLS
OPERATING ENGINEERS LOCAL 4	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"						
PUMP OPERATOR (CONCRETE)	12/01/2018	\$47.58	\$11.50	\$15.60	\$0.00	\$74.68
OPERATING ENGINEERS LOCAL 4	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
Tot up Course the see 'Apprence Orange Management Course See 'Apprence Orange O	10/01/01/01	2000	211 20	*1×60	00 00	240 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
For supermison vetes see "Apprentice- OpeRATING ENGINEERS"	12/01/2021	\$36.64	\$11.50	\$15.60	\$0.00	\$63.74
READY MIX CONCRETE DRIVERS after 4/30/10	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
TEAMSTERS LOCAL 26c						
RECLAIMERS	12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
OPEIGITING ENCERNEEURS LOCAL A	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
The same of the sa	12/01/2021	\$53.78	\$11.50	\$15.60	\$0,00	\$80.88
RIDE-ON MOTORIZED BUGGY OPERATOR	. 12/01/2018	\$33,77	\$7.85	\$14.44	\$0.00	\$56.06
LABORERS - ZONE 2	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
The assessment of the seas Assessment AROUTER	12/01/2021	\$39.11	\$7,85	\$14.44	\$0.00	\$61.40
For apprendice rates see "Apprendice- LABORER"						

ROLIER SPREADERAMIL CHING MACHINE OPERATING PROPERTING ENGINEERS LOCAL 4 For appearies ries see "Agreedes-OPERATING ENGROCIER (Inc. Roofer Watermoofing & Roofer Director Local 13	JUCHING MACHINE	12/01/2018	01.272				
OPERATIVG ENCENEERS LOC. For apprentice rates see 'Ag ROOFER (Inc.Roofer Wa ROOFERS LOCAL 33				\$11.50	\$15.60	\$0.00	\$74.20
For apprentice rates see 'Ag ROOFER (Inc.Roofer Wa ROOFERS LOCAL 33	**	06/01/2019	548.19	\$11.50	\$15.60	\$0.00	\$75.29
For speculics rates see "As ROOFER (Inc.Roofer Wa ROOFERS LOCAL 33		12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
For sporation rates see "Ag ROOFER (Inc.Roofer Wa ROOFER LOCAL 33		06/01/2020	350.41	\$11.50	\$15.60	\$0.00	\$77.51
For appendies rates see "Ag ROOFER (Inc.Roofer Wa ROOFER LOCAL 33		12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
For apprentice rates see *Ag ROOFER (Inc.Roofer Wa ROOFER LOCAL 33		06/01/2021	1 \$52.64	\$11.50	\$15.60	20.00	\$79.74
ROOFER (Inc.Roofer Wa	For assecution rates see *Approvides-OPERATING ENGINEERS"	12/01/2021	1 \$53.78	\$11.50	\$15.60	\$0.00	\$80.88
	ROOFER (Inc.Roofer Waterproofing &Roofer Damproofin)	02/01/2019	\$43.36	\$11.50	\$15.90	\$0.00	\$70.76
Apprenti	Apprenice - ROOFER - Local 33						
Effective Date	e Date - 02/01/2019 percent	Apprentice Base Wage Health	Health	Pension	Supplemental Unemployment	a rt Total Rate	ate
1	50	\$21.68	\$11.50	\$3.69	\$0.00	0 \$36.87	.87
77	09	\$26.02	\$11.50	\$15.90	\$0.00	0 \$53.42	42
m	65	\$28.18	\$11.50	\$15.90	\$0.00	0 \$55.58	58
4	75	\$32.52	\$11.50	\$15.90	\$0.00	0 \$59.92	-32
'n	85	\$36.86	\$11.50	\$15.90	\$0.00	10 \$64,26	26
Notes: *	Notes: ** 1.5, 2.6-10, the 1.10, Recooding 1.4, then 1.1 Step 1 is 2000 hms, Steps 2-5 are 1000 hms. (Hot Pitch Mechanics' receive \$1,00 hr. above ROOFER) Apprentice to Journeyworker Ratio.**	f, then 1:1) hrs. r. above ROOFER)					r 1
ROOFER SLATE / TILE	ROOFER SLATE / TILE / PRECAST CONCRETE	02/01/2019	9 \$43.61	\$1150	\$15.90	\$0.00	\$71.01
For apprentice rates see "Apprentice-ROOFER"	spreados-ROOFER*		1				į
SHEETMETAL WORKER	2	02/07/2019	9 \$46.50	\$13.20	\$24.12	\$2.52	\$86.34
SHEETIAETAL FORKERS LOCAL 17-A	AL 17-A	08/01/2019	9 \$48.10	\$13.20	\$24.12	\$2.56	\$87.98
		02/01/2020	20 \$49.75	\$13.20	\$24.12	\$2.61	\$89.68
		08/01/2020	20 \$51.35	\$13.20	\$24.12	\$2.66	\$91.33
		1202/10/20	21 \$53.00	\$13.20	\$24.12	\$2.71	\$93.03
		1202/1021	354.75	\$13.20	\$24.12	\$2.76	\$94.83
		02/01/2023	22 \$56.50	\$13.20	\$24.12	\$2.81	\$96.63

Wage Request Number: 20190409-058

Effective Date Base Wage Realth Pension Supplemental - Total Rate Uncumloyment

PerDetat. 02/01/2019 Apprentice Base Wage Health Perzica St. 99 St. 00 142 St. 95 St. 95 St. 200 St. 89 St. 00 St. 99 St. 00								TEMBRIENE COUNTY COUNTY	SPECIALIZED EART	Appr	 Notes:	10	9	00	7	6	U.	4	(u)	4	1	Step	Effec	10	νο	00	7	ō,	տ	4	ţs	2	1	Step Step
Ites Base Wage Health Pauxiou Supplemental File State St								CITIVIC 16 SOME B	H MOVING EQUIP < 35 TONS	entice to Journeyworker Ratio:1:4	25.	85	75	65	60	52	52	47	47	42	42	percent		85	75	63	60	52	52	477	47	42	42	l
Stepplemental Pennsion Unamphopment To	08/01/20: 12/01/20:	06/01/20:	12/01/20:	08/01/20	06/01/20:	12/01/20	08/01/20	06/01/20	12/01/20			\$40.89	\$36.08	\$31.27	\$28.86	\$25.01	\$25.01	\$22.61	\$22.61	\$20,20	\$20.20	Apprentice Base Wag		\$39.53	\$34.88	\$30.23	\$27.90	\$24.18	\$24.18	\$21.86	\$21.86	\$19.53	\$19.53	Apprentice Base Wag
Supplemental Petrosical Unemployment To			Ö		_		_			-	 	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	Health		\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	\$13.20	: Health
To	\$13.41 \$13.41	\$12.91	\$12.91		\$12.41	\$12.41	\$12,41			 	1	\$17.96	\$16.56	\$14.65	\$13.70	\$12.33	\$12.08	\$11.13	\$11.13	\$5.89	\$5.89	Pension		\$17.96	\$16.56	\$14.65	\$13.70	\$12.33	\$12.08	\$11.13	\$11.13	\$5.89	\$5.89	Pension
To T	\$14.82 \$16.01	\$14.82	\$14.82	\$13,72	\$13.72	\$13.72	\$12,70	\$12,70	\$12.70			\$2.16	\$1.98	\$1.77	\$1.67	\$1.52	\$1.51	\$1.41	\$1.41	\$0.00	\$0.00	Unemployment	Supplemental	\$2,12	\$1.94	\$1.74	\$1.64	\$1.49	\$1.48	\$1.39	\$1.39	\$0,00	\$0.00	Supplemental Unemployment
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00]	\$74.21	\$67.82	\$60.89	\$57.43	\$52.06	\$51.80	\$48.35	\$48.35	\$39.29	\$39.29	Total Rate		\$72.81	\$66.58	\$59.82	\$56.44	\$51.20	\$50.94	\$47.58	\$47.58	\$38.62	\$38.62	Total Rate

Lsue Date: 04/09/2019

Total Rate

\$59.94 \$60.96 \$61.86 \$62.36 \$63.46

> \$0.00 \$0.00

\$59.44

\$0.00 \$0.00 \$0.00

\$11.91 \$12.41 \$12.41

\$34.83 \$34.83 \$34.83 \$35.73 \$35.73 \$35.73 \$36.53 \$36.53 \$36.53

12/01/2018

Classification
SEPCIALZED BARTH MOVING BQUIP > 35 TONS
-TRANSTEIN SOMY COUNCE, NO. 10 ZONE B

08/01/2019 12/01/2019 06/01/2020 08/01/2020

\$12.70 \$12.70 \$12.70 \$13.72 \$13.72 \$13.72

Pension

Effective Date Base Wage Health

\$64.26 \$64.76

\$0.00 \$0.00 \$0.00

\$12.41

\$12.91

\$14.82 \$14.82 \$14.82 \$16.01 \$19.60 \$19.60 \$19.60

\$12.91 \$12.91 \$13.41 \$13.41

12/01/2020

08/01/2021 06/01/2021

12/01/2021

\$65.95 \$88.05 \$89.55

\$0.00 \$0.00 \$0.00 \$0.00

> \$9.47 \$9.47 \$9.47 \$9.47 \$9.47

\$58.98 \$60.48 \$61.98 \$63.48 \$64.98

03/01/2019 10/01/2019 03/01/2020

SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

\$0.00

\$91.05 \$92.55 \$94.05

\$0.00

10/01/2020

03/01/2021

\$19.60

T CONTROL	спепт
	Total R

	prentice -
22/01/2019	SPRINKLER FITTER - Locat 550 (Section A) Lone 1

Effec	Effective Date - 03/01/2019				Supplemental		
Step	percent	Apprentice Base Wage Health	Health	Pension	Unemployment	Total Rate	
1	l	\$20.64	\$9.47	\$9.10	\$0.00	\$39.21	
2	40	\$23.59	\$9.47	\$9.10	\$0.00	\$42.16	
ω	45	\$26.54	\$9.47	\$9.10	\$0.00	\$45.11	
4	50	\$29.49	\$9.47	\$9.10	\$0.00	\$48.06	
տ	55	\$32,44	\$9,47	\$9.10	\$0.00	\$51.01	
6	60	\$35.39	\$9.47	\$10.60	\$0.00	\$55.46	
7	es:	\$38.34	\$9,47	\$10.60	\$0.00	\$58.41	
80	70	\$4 1.29	\$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	
Effec	Effective Date - 10/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35	\$21.17	\$9,47	\$9.10	\$0.00	\$39.74	
ч	40	\$24.19	\$9.47	\$9.10	\$0.00	\$42.76	
w	45	\$27.22	\$9.47	\$9.10	\$0.00	\$45.79	
4	50	\$30,24	\$9.47	\$9.10	\$0.00	\$48.81	
Ls.	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	
&	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	
Note	Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85		******	 			
Appi	Apprentice to Journeyworker Ratio:1:3	 	 		 -	! ! !	
STEAM BOLLER OPERATOR	ERATOR	12/01/2018	8 \$47.10	\$11.50	\$15.60	\$0.00	\$74.20
OPERATING ENGINEERS LOCAL ↓	TOCAL 4	06/01/2019	9 \$48.19	\$11.50	\$15.60	\$0.00	\$75.29
		12/01/2019	9 \$49.33	\$1150	\$15.60	\$0.00	\$76.43
		06/01/2020	0 \$50.41	\$11.50	\$15.60	\$0.00	\$77.51
		12/01/2020	0 \$51.55	\$11.50	\$15.60	\$0.00	\$78.65
		06/01/2021	1 \$52.64	\$11.50	\$15.60	\$0.00	\$79.74
	*A GREEN CONTRA GREEN	12/01/2021	1 \$53.78	\$11.50	\$15.60	\$0.00	\$80.88
For apprentice rates se	For apprentice rates see "Apprentice" UPERALLING ENGINEERS"						

Issue Date: 04/09/2019

20190409-058
Wage Request Number:

4/09/2019	
Issue Date: 0	

For apprection rates	For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
TELECOMMUNICAT ELECTRICIANS LOCAL 103	IELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15
Аррі	63	CHNICIAN - Local 103					
Effec Step	Effective Date - US/U1/2013 Step percent	Apprentice Base Wage Health	Health	Pension	Supplemental Unemployment	Total Rate	Ì
-	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
7	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
M	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67	
4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67	
'n	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90	
9	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11	
7	09	\$23.00	\$13.00	\$14.34	\$0.00	\$5034	
•	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57	
01	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79	
10	75	\$28.75	\$13.00	\$15.27	20.00	\$57.02	
Notes:		1				 	
_					 	— j	
Appre	Apprentice to Journeyworker Ratio:1:1						
2000			97 474	4	400 66		000

\$83.90 \$85.39 \$86.03 \$87.53 \$88.17 \$89.73

\$0.00 \$0.00 \$0.00

\$20.66

\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75

\$52.49 \$53.84 \$54.48 \$55.83 \$56.47 \$57.87

02/10/2019

TERRAZZO FINISHERS
BRICKLAFES LOCAL 3 - MARRIE & TILE

\$20.80

08/01/2019 02/01/2020

08/01/2020 02/01/2021

\$0.00 \$0.00 \$0.00

\$20.95

\$21.11

\$21.11

08/01/2021

Total Rate

Sapplemental Unemployment

Effective Date Base Wage Health

\$0.00

Pension \$15.60

> \$11.50 \$11.50 \$11.50 \$11.50

\$78.65 \$79.74 \$80.88

\$0.00 \$0.00

\$15.60 \$15.60 \$15.60

\$11.50

06/01/2021 12/01/2021

\$76.43

\$0.00 \$0.00 \$0.00

\$15.60 \$15.60 \$15.60

\$47.10 \$48.19 \$49.33

12/01/2018 06/01/2019

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

Classification

12/01/2019

\$50.41 \$51.55 \$52.64 \$53.78

06/01/2020 12/01/2020

\$75.29

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1	Pension
Unemployment	Supplemental
	Hota

Issue Date: 04/09/2019	For appention rates see '					LABORERS - FOUNDATION AND MARINE	TEST BORING LABORER	For approxitee rates see					TABORERS - FOURDATION AND MAKEURA	TEST BORING DRULER HELPER	For apprendice rates see "Apprendice- LABORER"						LABORERS - FOUNDATION AND MARINE	TEST BORING DRILLER	Appre	г — I	 Notes	vs	4	ພຸລ	2	1	Step	Effectiv	ن	4	ω	ы	1	Step	Арргеп Ептестя
19	For apprention rates see "Apprentise- LABORER"					AND MARINE	RER	For approatice rates see "Apprender-LABORER"					AND MAKANA	ER HELPER	Apprentee-LABORER"						AND MAKINE	另	Apprentice to Jonrneyworker Ratio:1:3			90	80	70	60	50	percent	Effective Date - 08/01/2019	90	80	70	60	50	percent	Apprentice - IERRAZZO FIVI Effective Data - 02/01/2019
Wage Request Number:																							Ratio:1:3			2	*	ES	\$3	\$2	Apprentice Base Wage		22	2	S3	23	\$2	Apprentice Base Wage	Apprentice - TERRAZZO FINISHER - Local 3 Marbie & Tile Effective Data - 02/01/2019
20190409-058	12/01/2021	06/01/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018	12/01/2021	06/01/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018	17/07/7071	00/01/2021	06/07/2021	12/01/2020	06/01/2020	12/01/2019	06/01/2019	12/01/2018		 		\$48.46	\$43.07	\$37.69 \$	\$32,30 \$:	\$26.92 \$:	iase Wage H		\$47.24 \$1	\$41.99 \$1		\$31.49 \$1	\$26.25		Tite
1058	\$44.60	\$43.59	\$42.57	\$41.59	\$40.60	\$39.60	\$38.60	\$44.72	\$43.71	\$42,69	\$41.71	\$40.72	\$39.72	\$38.72	\$40.00	\$46.00	644.00	\$43.97	\$42.99	\$42,00	\$41.00	\$40.00		[\$10.75	\$10.75	\$10.75	\$10.75	\$10.75	Health I		\$10.75	\$10.75	\$10.75	\$10.75	\$10.75	Health F	
	\$7.85	\$7.85	\$7.85	\$7.85	\$7,85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	67.00	57.87	67 84 67 84	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85		 		\$20.80	\$20.80	\$20.80	\$20.80	\$20.80	Pension		\$20.03	\$20,03	\$20.03	\$20.03	\$20,03	Pension	
	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$1555	412.00	914.44	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55		 		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Unemployment	Supplemental	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Unemployment	Supplemental
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	40.00	80.00	3 0 00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				\$80.01	\$74.62	\$69.24	\$63.85	\$58.47	Total Rate		\$78.02	\$72.77	\$67.52	\$62.27	\$57.03	Total Rate	
Page 38 of 42	\$68.00	\$66.99	\$65.97	\$64.99	\$64.00	\$63.00	\$62.00	\$68.12	\$67,11	\$66.09	\$65.11	\$64.12	\$63.12	\$62.12	900.40	\$69 AD	0E 828	\$67.37	\$66.39	\$65.40	\$64.40	\$63.40	***************************************	1_	 _ J	10	62	24	85	47	tte		22	77	52	27	ដ	te	

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	Effective Date	Base Wage	Health	Pension	Supplemental	Total Rate
OCCUPATION A CONTRACT A STATE OF THE PARTY AS A STATE	0,000,000	21.10	611 60	\$15.60	20.00	874.20
TRACTORS/PURIABLE SIERIN GENERALORS	12/01/2018	77.75	77.		9 6	
OPERATING ENGINEERS LOCAL 4	06/07/2019	\$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	20.00	\$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
ES CITIZATATA CAN AN AN AND COMPANY OF THE COMPANY	12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88
For appropriate rates are "Appropriate Orackalayor Engineers The art the GOR EANTH MOVING BOTTPMENT	12/01/2018	\$34.12	\$11.91	\$12.70	\$0.00	\$58.73
TEAMSTERS JOINT COUNCIL NO. 19 ZONE B	910/2/10/90	61383	\$11.91	\$12.70	\$0.00	\$59.73
	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR	12/01/2018	\$50.88	\$7.85	\$15.95	\$0.00	\$74.68
LABORERS (COMPRESSED AIR)	06/01/2019	\$51.88	\$7.85	\$15.95		\$75.68
	12/01/2019	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2020	\$53.87	\$7.85	\$15.95	\$0.00	\$77.67
	12/01/2020	\$54.85	\$7,85	\$15.95	\$0.00	\$78.65
	06/01/2021	\$55.87	\$7.85	\$15.95	20.00	\$79.67
	12/01/2021	\$56.88	\$7.85	\$15.95	\$0.00	\$80.68
For apprentice rates see "Approntice- LABORER"				20 210		07 744
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2018	\$52.88	\$7.85	\$15.95		\$70.08
LABORERS (COMPRESSED ALK)	06/01/2019	\$53.88	\$7.85	\$15.95		\$77.68
	12/01/2019	\$54.88	\$7.85	\$15.95		\$78.68
	06/01/2020	\$55.87	\$7.85	\$15.95		279.67
	12/01/2020	\$56.85	\$7.85	\$15.95	\$0.00	\$80.65
	06/01/2021	\$57.87	\$7.85	\$15.95		\$81.67
a distribution of the state of	12/01/2021	\$58.88	\$7.85	\$15.95	\$0.00	\$82.68
TINNET WORK - FREE AR	12/01/2018	\$42.95	\$7.85	\$15.95	\$0.00	\$66.75
LABORERS (FREE AIR TURNEL)	06/01/2019	\$43.95	\$7.85	\$15.95	\$0.00	\$67.75
	12/01/2019	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2020	\$45.94	\$7.85	\$15.95	\$0.00	\$69.74
	12/01/2020	\$46.92	\$7.85	\$15.95	20.00	\$70.72
	06/01/2021	\$47.94	\$7.85	\$15.95	2 \$0.00	\$71.74
	12/01/2021	\$48.95	\$7.85	\$15.95	20.00	\$72.75
For approutes 1710s 200 "Apprentics- LABORER"						

Wage Request Number: 20190409-058

Classification	Effective Date	Base Wage	Health	Pension	Supplemental	Tgtal Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2018	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
LABORERS (FREE AIR TURNEL)	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
For apprentice rates see "Apprentice-LABORER"						
VAC-HAUI. TEANTERS DINT COUNTLING, 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	334.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	334.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35,44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36,24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14,82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR	12/01/2018	\$33.77	\$7.85	\$14,44	\$0.00	\$56.06
LABORERS - ZONE 2	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
For anneurice rates san "Announcidos- LABORER"	12/01/2021	\$39.11	\$7.85	\$14,44	\$0.00	\$61.40
WASTE WATER PUMP OPERATOR	12/01/2018	\$47.58	\$11.50	\$15.60	\$0.00	\$74.68
OPERATING ENGINEERS LOCAL 4	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
For apprendee rules see "Apprendos-OPERATING ENOMEERS"	12/01/2021	\$54.33	\$11.50	\$15.60	\$0.00	\$81.43
WATER METER INSTALLER	03/01/2019	\$56.69	\$11.82	\$16.51	\$0.00	\$85.02
PLUMBERS & GASHITHAS LOCAL 12	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/ For summittee rates see "Appromitee" PLINGBER/EDEET/TTER" or "PLUMBER/GASEITTER"	03/01/2021 TITER*	\$62.69	\$11.82	\$16.51	\$0.00	\$91.02
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For approntice rates see "Approntice LINEMAN"						The state of the s
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice-LINEMAN"						

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

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and providence for	Effective Date Base Wage	Base Wage	Health	Pension	Supplemental Themployment	Total Rate	
		.,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	77 03	40.00	548.85	
DRIVER J GROUNDMAN CDL. OITNIDE ELECTRICAL WORKERS-EAST LOCAL 104	09/03/2017	\$31.60	C/-/#	ţ	0000	200	
For annumities rates see "Apprentice-LINEMAN"							
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38	
For apprentice rates see "Apprentice-LINEMAN"							
EQUIPMENT OPERATOR (Class A COL) OUTSIDE ELECTRICAL WORLERS - EAST LOCAL IN	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81	
For apprentice rates see "Apprentice-LINEMAM"				3			
EQUIPAGENT OPERATOR (CLESS B CDL) OUTSIDS HECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88	
For appreptice rates see "Apprentice-LINEMAN"							
GROUNDMAN OUTSIDE HECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34,38	
Fer apprentice rates see "Apprentice-LINEMAN"							
GROUNDMAN Thexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL FORERS-EAST LOCAL 104	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71	
For anormatic rates see "Apprentice-LINEMAN"							
TOURNETMAN LINEMAN OUTSIDE ELECTRICAL WORLERS - EAST LOCAL 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69,59	

Appre	utice - LL	Apprentice - LINEMAN (Outside Electrical) - East Local 104	Local 104					
Effect	Effective Date -	09/03/2017				Supplemental	!	
Step	percent	Appre	Apprentice Base Wage Health		Pension	Unemployment	Total Rate	
I	8		\$27.14	\$7.75	\$3.31	\$0.00	\$38.20	
7	59		\$29.40	\$7.75	\$3.38	\$0.00	\$40.53	
ET)	20		\$31.66	\$7.75	\$3.45	\$0.00	\$42.86	
4	75		\$33.92	\$7.75	\$5.02	\$0.00	\$46.69	
¥n	80		\$36.18	\$7.75	\$5.09	\$0.00	\$49.02	
VO.	: £3		\$38.45	\$7.75	\$5.15	\$0.00	\$51.35	
7	8		\$40.71	\$7.75	\$7.22	\$0.00	\$55.68	
Notes:	 u					; 		
Appr	entice to Je	Apprentice to Journeyworker Ratio:1:2		 				
TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS-EAST LOCAL 194	SPLICER ORKERS-EA	ST.LOCAL 194	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMANIEQUIPMENT OPERATOR OUTIDS ELECTRICAL WORKERS - EAST LOCAL 104	AN/EQUIP!	MENT OPERATOR STLOCALIM	02/04/2019	9 \$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMANINSTALLERTEC	IAN/INSTA	THIEDATA WIREMANINSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	9 \$28.93	\$4.70	\$3.14	20.00	536.77
TREE TRIMMAER OUTSDE ELECTRICAL WORKERS - EAST LOCAL 194	ORKERS - EA	ST LOCAL 104	01/31/2016	6 \$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification app operating, maintaining This classification does	lies only to tro , or repaiding t s not enoly to	This clessification applies only to tee work done (s) for a utility company, A.C.A. Cooperants, to taxway, to was manned as the cooperant of the ground operating maintained outling on the cooperant, and (s) by a person who is using hand or mechanical cutting methods and is not on the ground. This cheek for an extensive while company designations to remove,	person who is using ha	ad or mechanical c	uting methods	and is not on the g	round	
TREE TRIMMER GROUNDMAN OURDE ELECTRICAL WORKERS - EAST LOCAL 104	KOUNDIMA	N STLOCAL 104	01/31/2016	6 \$16.32	\$3.55	\$0.00	\$0.00	\$19.87

Issue Date: 04/09/2019

Wage Request Number: 20190409-058

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Effective Date Base Wage Health Pension Supplemental Total Rate operating, nonliming, on repaining the work date. (a) for a willing company, R.E.A. cooperating, normalization cool mining company, and (b) for the purpose of classification does not apply to who leads to represent and (c) by a person who is using hand or mechanical outing methods and is on the ground. This classification does not apply to who leads two removal.

Additional Apprentice Information:

Misimum wage rates for appreciates employed on public works projects are listed above as a purcembage of the pre-determined hourly wage rate established by the Commissioner under the previous of the M.G.L. c. 149, ss. 26-27D. Apprentics satios are established by the Division of Apprentication Training pursuant to M.G.L. c. 23, ss. 118-11L.

All apprentices must be registered with the Division of Approxiceship Trabing in accordance with M.G.L. c. 23, sc. 11E-11L.

All steps are six month (1000 hours.)
Ratios are expressed in alternite number of apprentices to journeymen or fluction thereof, unless otherwise specified.

Multiple ratios are lizad in the comment field.
 APP to IM, 1:1, 22, 23, 34, 44, 45, 46, 57, 63, 63, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
 APP to IM, 1:1, 12, 24, 24, 35, 45, 47, 53, 69, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

Appendix 10 FORM OF CONTRACT

(SEE ATTACHED DOCUMENT.)

de this Massachusetts, wi A 01760, acting t ick," the "Town,"
principal office located at (hereinafter the "Contractor").

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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 conporation. All prior contracts, if any exist between the Town and the Contractor, are hereby terminated and shall be of no force and effect.

Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide 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.

Standard of Care

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

Term

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

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

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

Addenda to the IFB (if any)

Fourth Priority: IFB
Fifth Priority: Contractor's Bid.

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

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

Warranty

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

Compliance with Laws

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

Insurance

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

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

Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.

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Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.

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- d. Excess Liability Insurance, Umbrella Form \$1,000,000 each occurrence and \$2,000,000 aggregate, which shall be following form, providing coverage over commercial general liability insurance, automobile liability insurance, and employer's liability under workers' compensation insurance.
- e. The Town of Natick shall be named as an additional insured on each such policy of Commercial General Liability Insurance, Excess Liability Insurance. Umbrella Form, and Automobile Liability Insurance.
- f. All certificates and policies shall contain the following provision:

"Notwithstanding any other provision herein, should any of the above policies be cancelled or materially amended before the expiration date thereof, the issuing company will mail thirty (30) days prior written notice thereof to the named certificate holder and to the Natick Town Administrator, Natick Town Hall, 13 East Central Street, Natick, MA 01760 before such cancellation or amendment shall take place."

Certificates evidencing such insurance in five (5) copies shall be furnished to the Town at the execution of this 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.

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- 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 policy.
- No insurance shall be obtained from an insurer which:
- (1) is not licensed to sell insurance in the Commonwealth of

Massachusetts; or

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

Indemnification

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

No Personal Liability

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

Familiarity with Area of Work

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 JFB and of this Contract. The Contractor has entered into this Contract in reliance on its own examinations and estimates as to the amount and character of its work, and conditions which may be encountered in the performance thereof, and shall assume all risks and bear all losses pertaining thereto.

Performance Bond

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 swety company which is acceptable to the Town and which is licensed by the Massachusetts Division of Insurance.

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.

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

The Contractor hereby acknowledges that the use of alcoholic beverages, narcotics, and controlled and/or mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Town of Natick property which is the subject matter of this Agreement and during all hours of work under this Agreement. If any officer, employee, agent, or representative of the Contractor violates the foregoing provision, the Town of Natick shall have the right to order that such officer, employee, agent, or representative of the Contractor shall not be permitted to return to work on this Agreement. Under such circumstances, the Contractor shall

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

No Smoking

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.

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

7 of 14

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

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- 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 Bankruptor Act as then in force and effect, or if an involuntary petition under any of the provisions of the Bankruptor Act is filed against the Contractor and such involuntary petition is not discharged within ninety (90) days thereafter, in any event the Town may terminate this Contract upon written notice to the Contractor.
- The award of this Contract and the continued operation of this Contract are contingent upon appropriation by Natick Town Meeting of sufficient money to fund the Contract. Should Natick Town Meeting fail to appropriate necessary funds therefor, the Town of Natick shall no longer be under any obligation to tender performance, including payment, under the terms of this Contract. In that event the Town may terminate this Contract upon written notice to the Contractor.

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- 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 which become due.

Notices

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

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

If to the Town: 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 & Lehane, LLP 300 Crown Colony Drive, Suite 410 Onincy MA 07160

Quincy, MA 02169

If to the Contractor:

Miscellaneous Provisions

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

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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.

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.

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- 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.
- 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.

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- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268 A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Bid documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include

persons whose sexual orientation involves 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.
- The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- p. This Contract may be amended only by written consent of the parties.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. The parties agree that the traditional canon of contract interpretation, resolving ambiguities against the drafter of the particular instrument, shall not be employed in construing provisions of this Contract.
- s. If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent

permitted by law.

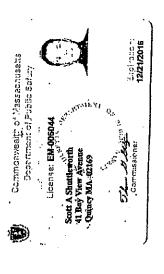
- The provisions of this Contract shall be binding upon and shall inure to the benefit of the beits, assigns and successors in interest of the parties.
- This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues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

The Town of Natick, Massachusetts	(Printed Name of Contractor)
by: the Natick Board of Selectmen	b y:
Michael I. Hickey, Ir., Chairman	Signature
Susan G. Salamoff, Vice Chairman	Printed Name
Jonathan H. Freedman, Clerk	Printed Title
Karen Adelman-Foster	
Richard P. Jeanett, Jr.	
Dated:	Dated:
APPROVED AS TO AVAILABILITY OF APPROPRIATION:	PRIATION:
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.	.L. Chapter 44, Section 31C, this is to ontract is available therefor, and that rute this Contract and to approve all
Arti P. Mehta Comptroller, Town of Natick	Dated:
APPROVED AS TO FORM ONLY, AND NOT AS TO SUBSTANCE:	TO SUBSTANCE:
Karis L. North, Esq.	Dated:

CERTIFICATE OF VOTE

I,, hereby certify (Clerk/Secretary) that I am the duly qualified and acting of
(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)
ដ្ឋ
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.)

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US. Department of Labor Comparison of Labor Comparison of Labor Comparison at Safety and Health Administration Society and Health Administration Comparison Safety at Health Training Course in Comparison Safety at Health Course Course Inc.

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15-602014051

Ins 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

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SP ID: 30 BBECO-1

DATE (NAMBONYYY)

07/08/2019

CERTIFICATE OF LIABILITY INSURANCE

ACORD

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURADE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESSENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTATIVE THE CARTIFICATE HOLDER. IMPORTATIVE THE CARTIFICATE HOLDER. THE CONTRACT HE SOUND HOLDER IN SUBJECT TO THE CONTRACT OF THE CARTIFICATE HOLDER. INSURED, SUBJECT TO THE CONTRACT OF THE CONT

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NSURER A: Great American Insurance
NSURER B: U.S. Fire Insurance Company
NSURER B: Crum & Forster Insurance Co. NEMERRE LIBERTY Mutual Insurance Cos.
NEMERRE : Harleysville Insurance
INSURER F: CONTACT PHONE PHONE FACE No. Ext. 781-935-8480 E-WALL ADDRESS: BBE Corporation dba Buckley Elevator PO Box 925 Salem, MA 01970 PRODUCER DeSanctis Insurance Agcy, Inc. 100 Unicom Park Drive Woburn, MA 01801 NSCRED

COVERAGES

CERTIFICATE NUMBER:

THIS IS OF CERTIFICATE NUMBER:

THIS IS OF CERTIFICAT THE POLICIES OF INSURFACE LEGY HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD

NUMBER:

CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. THE NON-THANDON 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,

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SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPRESTATION DATE THEREDS, NOTICE WILL BE DELIVERED IN COORDANCE WITH THE POLICY PROVISIONS. CANCELLATION NATICK-Town of Natick 13 East Central Street, Natick, MA 01760 CERTIFICATE HOLDER

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ACORD 25 (2014/01)

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CERTIFICATE OF LIABILITY INSURANCE

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THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFRMATIVELY 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 OF PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(les) must be endorsed. If SUBROGATION IS WAVED, 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). 07/08/2019

16691 221113 42471 23043 26182 AC. Not. 781-933-5645 INSURER(S) AFFORDING COVERAGE NSURERC: Crum & Forster Insurance Co. INSURER 8: U.S. Fire Insurance Company NSUKER A. Great American Insurance INSURER E. Harleysville Insurance CONTACT MAME: PHONE LACE No. Earl, 781-935-8480 ADDRESS: INSURER F. BBE Corporation dba Buckley Elevator PO Box 925 Salem, MA 01970 DeSanctis Insurance Agoy, Inc. 100 Unicom Park Drive Woburn, MA 01801 NSURED

COVERAGES

CERTIFICATE NUMBER:

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THIS IST OFFER THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY THIS CHARLES NOT THE POLICIES DESCRIBED HEREOT TO WHICH THIS CHARLES HE INSURED OR MAY PERTIAN. THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREN IS SUBJECT TO ALL THE TERMS EXCLUSIONS AND CARMS.

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ADDITIONALL 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

NATICK-

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPRENTION DATE THEREDE, MOTICE, WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

CANCELLATION

COSE O AUTHORIZED REPRESENTATIVE

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ACORD 25 (2014/01)

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ANNUAL PERFORMANCE BOND

BOND No: BC401128

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ANNUAL LABOR AND MATERIAL PAYMENT BOND

BOND No: BC401128

WHEREAS, the above bounded Principal has entered into a certain written contract with the above mentioned Obligee dated 6/24/19 for Elevator Mannanance/Testino in the Town of Natick
for a period of <u>ONE_VEAR</u> with renewal at the surelies 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 Obligee has agreed to accept a bond guaranteeing the labor and material payment of said contract for a period of ONE_VEAR.

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:

- 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 dairnant 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 clirect 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 funished the last of the materials for which said claim is made, staling with substantial accuracy the amount claimed and the name of the party to whom the materials were funished, 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 addresset to the Principal, Owner or Surety, at any place where an office is regulative 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.
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- 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 hareunder, inclusive of the payment by Surety of mechanics' liens which may be filled of record against said improvement, whether or not daim 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

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bond shell constitute loss to the	ficate executed by the Surety.	mpany, Inc.
Neither non-renewal by the Surety, nor failure, nor inebility of the Principal to file a replacement bond shall constitute loss to the Obligee 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.	Boston Indemnity Company, Inc. By Adam W. DeSanctis
Neither non-renewal by the Surety, nor failure, nor inebil Obligee recoverable under this bond.	extended for additional terms at the o	Junie Warner Committee of the Committee
6. Neither non-renew Obligee recoverabl	7. This bond may be	Signed and sealed this 24th day of Witness Witness

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Boston Indemnity Company, Inc. POWER OF ATTORNEY

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

its true and lawful Attomey(s)-in-Fect to make, executa, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or of Parks Jr., Paul A. Patalano

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

Resolved, that the President of the Company is hereby authorized to appoint and empower any representative of the Company or of persons as Attorney-In-Fact to execute on behalf of the Company any bonds, undertakings, policies, contracts of indemnity or or writings obligatory in nature of a bond not be executed Fullipon deliars (\$4,000,000,00), which the Company night execute through lis duly elec officers, and affir the seal of the Company thereto. Any said execution of such documents by an Attorney-In-Fact shall be as binding upon Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company. Any Attorney-In-Fact, so appoint 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 spower or certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sea and certificate so executed and seal shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on

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.

President

BOSTON INDEMNITY COMPANY, INC.

ACKNOWLEDGEMENT

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

LEIGH ANNE HAYNIE
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Leigh Ande Haynie Notary Public 1/201

CERTIFICATE

I, the undersigned, Secretary of BOSTON INDEMNITY COMPANY, INC., A South Dakota Insurance Company, DO HEREBY CERT 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.

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



"WARNING; Any person who knowingly and with Intent to defraud any insurance company or other person, files and application for insurance of clicentalining any fact information, or conceals for the purpose of misleading, information concerning any fact material thereto, commificatedulent insurance act, which is a crime and subjects such person to criminal and civil penalities.

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