

TOWN OF NATICK MASSACHUSETTS

TO: Natick Select Board
James Errickson, Town Administrator
Karen Partanen, Director, Natick Recreation and Parks
Steve Evers, Natick Historic Commission
Richard Moon, Trustee, Bacon Free Library

FROM: Bryan R. Le Blanc, Procurement Officer

DATE: September 24, 2021

SUBJECT: CONTRACT AWARD
Hunnewell Park Fence Repair

On September 16, 2021, responses/quotes were received in response to the Town of Natick's Request for Responses/Quotes for Repair of the Hunnewell Park Fence. Responses/Quotes were received from two (2) responders/quoting parties. (See attached.)

The lowest Response/Quote, in the amount of \$15,025.00, for the Base Work, plus Alts. 1-8, was received from Cassidy Bros. of Rowley, Massachusetts. After reviewing references and background, it has been determined that Cassidy Bros. is a responsible and eligible Responding/Quoting Party. It understands the scope of work and pledges to stand by its number.

(The other number we received was far in excess of our estimate. The other company is a general fence company. It stated that it would need to concentrate attention on mobilization, which would take away from other jobs at this time. As it explained, this results in a higher price.)

We recommend that the Natick Select Board award the contract to Cassidy Bros. for the amount of its Response/Quote (\$15,025.00). We also are requesting that the Select Board add back in the work eliminated through the deduct alternates in Alt. 1 and in Alt. 4. (Because M.G.L. c. 30, sec. 39M requires that we award the base contract in the response exactly as written, such deduct changes to the scope of work are technically part of the Contract. You can't award Alt 7, for example, without including Alts. 1-6. You can't award Alt. 8, for example, without including Alts 1-7.)

The proposed change order adds back in the deducted items (essentially painting items) and will bring the total cost of the work to \$16,000.00. This will allow the entire project to proceed as originally envisioned.

Please advise if you have any questions or require additional information.

Responses/Quotes Received:	09/16/21
Newspaper Advertisement:	08/27/21
<u>(MetroWest Daily News)</u>	
Website Posting:	08/24/21
Town Hall Posting:	08/24/21
Central Register Publication:	09/01/21
COMMBUYS Posting:	08/24/21

Funding information: Historic Monument Restoration Fund – Recreation/Parks (\$16,000.00)

MEMORANDUM

To: FILE

From: Bryan R. Le Blanc, Procurement Officer

Re: Public Notification and Quote Process – Hunnewell Park Fence Repair

Date: September 16, 2021

In August 2021, I received a procurement request for repair of the Hunnewell Park Fence. The estimated cost of the repairs was between \$10,000 and \$50,000.

The requisite statutory reference governing this maintenance service for a public work is M.G.L. c. 149, §44A, which provides, in relevant part, as follows:

(B) Every contract for the construction, reconstruction, installation, demolition, maintenance or repair of any building estimated to cost not less than \$10,000 but not more than \$50,000 shall be awarded to the responsible person offering to perform the contract at the lowest price. The public agency shall make public notification of the contract and shall seek written responses from no fewer than 3 persons who customarily perform such work. The solicitation shall include a scope-of-work statement that defines the work to be performed and provides potential responders with sufficient information regarding the objectives and requirements of the public agency and the time period within which the work shall be completed. The public agency shall record the names and addresses of all persons from whom written responses were sought, the names of the persons submitting written responses and the date and amount of each written response. A public agency may utilize a vendor list established through a statewide contract procured through the operational services division to identify 1 or more of the persons from whom it will seek written responses for purposes of this paragraph. A public agency may also procure a blanket contract to establish a listing of vendors in certain defined categories of work that are under contract to provide services for multiple individual tasks of not more than \$50,000 each, and from whom written responses will be sought. Any such blanket contract procured by the awarding authority shall be procured pursuant to either section 39M of chapter 30 or sections 44A to 44J, inclusive, of chapter 149 which are applicable to projects over \$50,000. For purposes of this paragraph, the term "public notification" shall include, but not be limited to, posting at least 2 weeks before the time specified in the notification for the receipt of responses, the contract and scope-of-work statement: (1) on the website of the public agency, (2) on the COMMBUYS system administered by the operational services division, (3) in the central register published pursuant to section 20A of chapter 9 and (4) in a conspicuous place in or near the primary office of the public agency; provided, however, that if the public agency obtains a minimum of 2 written responses from a vendor list established through a blanket contract or a statewide contract procured through the operational services division, and the lowest of those written responses is deemed acceptable to the public agency, public notification is not required.

This is now known as the “quote plus public notification” process, requiring both quotes and public advertising and award to the responsible bidder offering the lowest price (of all from whom quotes sought and from those who responded to the public notification process.)

WRITTEN PURCHASE DESCRIPTION:

Mr. Richard Moon, Trustee of the Bacon Free Library, provided me with a written purchase description, which was attached as specifications to the RFQ.

PUBLIC NOTIFICATION:

Public notification of the Request for Responses was given in the form of the following statement:

TOWN OF NATICK

NATICK, MASSACHUSETTS 01760

NOTICE TO RESPONDERS

The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 (“the Town”), acting through the Natick Select Board (Board of Selectmen), invites the submission of responses for repair and/or restoration of the Hunnewell Park Fence. The Request for Responses (“RFR”) may be obtained from the Procurement Office, c/o Natick Public Works Building, 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 September 1, 2021. No Pre-Response Conference shall be held. Responses will be received until 11:00 A.M. local time, September 16, 2021, by email to bleblanc@natickma.org. All Responses shall comply with the RFR issued by the Town of Natick, including, without limitation, Section 1, Instructions to Responders, and Submission Requirements. The Town reserves the right to waive any informality in or to reject any, any part of, or all Responses in the best interest of the Town. Contract award is subject to appropriation and award by the Natick Select Board (Board of Selectmen). Any Response submitted will be binding for thirty (30) days subsequent to the time of opening. Award shall be subject to vote of the Natick Select Board (Board of Selectmen) and appropriation.

Notice was posted as follows:

Newspaper Advertisement: (<u>MetroWest Daily News</u>)	8/27/21
Website Posting:	8/24/21
Town Hall Posting:	8/24/21
Central Register Publication:	9/01/21
COMMBUYS Posting:	8/24/21

Responses were due no later than 11:00 A.M. local time September 16, 2021.

SOLICITED FIRMS:

On September 1, 2021, I used the Request for Responses and its purchase description to solicit three (3) firms for written quotes, as required by M.G.L. c. 149, sec. 44A. Firms solicited for written quotes, at the emails shown below, at the suggestion of Mr. Moon, were:

Cassidy Bros. Forge, Inc.
Attn: Maurice Cassidy
282 Newburyport Turnpike
Rowley, MA 01969
Phone: 978-948-7303
Email: mcassidy@cassidybros.com

Ryan Ornamental Iron, Inc.
135 Stafford Street
Worcester, MA 01603
Phone: 508-752-9933
Email: ryanorniron@verizon.net

DeAngelis Iron Work, Inc.
305 Depot Street
PO Box 350
South Easton, MA 02375
Phone: 508-238-4310
Email: csc@deangeliiron.com

Quotes were ultimately due no later than 11:00 A.M. local time on September 16, 2021.

QUOTE TABULATION

1. On September 16, 2021, Cassidy Bros., at the above address, submitted a quote with the following prices to provide the required services:

Name of Responder	Base	Alt. 1 (Deduct)	Alt. 2 (Add)	Alt. 3 (Add)	Alt. 4 (Deduct)	Alt. 5 (Add)	Alt. 6 (Add)	Alt. 7 (Add)	Alt. 8 (Add)
Cassidy Bros., Rowley, MA	\$12,800.00	(\$800.00)	\$1,200.00	\$1,200.00	(\$175.00)	\$200.00	\$200.00	\$200.00	\$200.00

Base =	\$12,800.00
Base + Alt. 1. =	\$12,000.00
Base + Alts. 1 + 2 =	\$13,200.00
Base + Alts. 1 + 2 + 3 =	\$14,400.00
Base + Alts. 1 + 2 + 3 + 4 =	\$14,225.00
Base + Alts. 1 + 2 + 3 + 4 + 5 =	\$14,425.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 =	\$14,625.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 + 7 =	\$14,825.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 + 7 + 8 =	\$15,025.00

2. On September 15, 2021, Ryan Ornamental Iron, at the above address, declined to submit a quote, citing scheduling issues.
3. DeAngelis Iron Work, at the above address, did not submit a quote by the due date/time.

RESPONSE TABULATION

Responses were received by 11:00 A.M. on September 16, 2021.

- On September 16, 2021, Argus Fence, 5 Shawsheen Avenue, No. 2, Bedford, MA 01730 submitted response prices, as follows, to provide the required services:

Name of Responder	Base	Alt. 1 (Deduct)	Alt. 2 (Add)	Alt. 3 (Add)	Alt. 4 (Deduct)	Alt. 5 (Add)	Alt. 6 (Add)	Alt. 7 (Add)	Alt. 8 (Add)	
Argus Fence, Bedford, MA	\$38,000.00	(\$2,200.00)	\$5,000.00	\$3,800.00	(\$750)	\$4,800.00	\$5,000.00	\$4,800.00	\$4,800.00	

Base =	\$38,000.00
Base + Alt. 1. =	\$35,800.00
Base + Alts. 1 + 2 =	\$40,800.00
Base + Alts. 1 + 2 + 3 =	\$44,600.00
Base + Alts. 1 + 2 + 3 + 4 =	\$43,850.00
Base + Alts. 1 + 2 + 3 + 4 + 5 =	\$48,650.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 =	\$53,650.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 + 7 =	\$58,450.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 + 7 + 8 =	\$63,250.00

OVERALL RESULTS

The lowest overall quote/response was that of Cassidy Bros. which submitted the following prices to provide the required services:

Name of Responder	Base	Alt. 1 (Deduct)	Alt. 2 (Add)	Alt. 3 (Add)	Alt. 4 (Deduct)	Alt. 5 (Add)	Alt. 6 (Add)	Alt. 7 (Add)	Alt. 8 (Add)
Cassidy Bros., Rowley, MA	\$12,800.00	(\$800.00)	\$1,200.00	\$1,200.00	(\$175.00)	\$200.00	\$200.00	\$200.00	\$200.00

Base =	\$12,800.00
Base + Alt. 1. =	\$12,000.00
Base + Alts. 1 + 2 =	\$13,200.00
Base + Alts. 1 + 2 + 3 =	\$14,400.00
Base + Alts. 1 + 2 + 3 + 4 =	\$14,225.00
Base + Alts. 1 + 2 + 3 + 4 + 5 =	\$14,425.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 =	\$14,625.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 + 7 =	\$14,825.00
Base + Alts. 1 + 2 + 3 + 4 + 5 + 6 + 7 + 8 =	\$15,025.00

NATICK, MASSACHUSETTS

CONTRACT HUNNEWELL PARK FENCE REPAIR

CHANGE ORDER FORM

Original Contract Price	\$ <u>15,025.00</u>
Previous Change Orders #	<u>\$0.00</u>
Present Contract Price	\$ <u>15,025.00</u>
This Change Order # <u>1</u> Total Increase	\$ <u>975.00</u>
Total Adjusted Contract Price	<u>\$16,000.00</u>

This Change Order changes the time of completion by N/A calendar Days.

The undersigned agree to this Change Order

Contractor (Cassidy Bros. Forge, Inc.)

Maurice J. Cassidy, President

Owner (Town of Natick, by the Natick Select Board)

Karen Adelman-Foster, Chair

Richard P. Jennett, Jr., Vice Chair

Michael J. Hickey, Jr. Clerk

Paul Joseph

Susan G. Salamoff

Certification of Appropriation under M.G.L. c.44, §31C: Adequate funding in the amount sufficient to cover the total cost of this Change Order is available.

Michelle Laramee, Comptroller, Town of Natick

Change Order Form (continued)

Change Order Number: 1 _____

_____ Hunnewell Park Fence Repair _____ Contract
Title:

Town of Natick, Massachusetts

|

Owner's _____
Address: Natick Town Hall, 13 East Central Street, Natick MA 01760

Contractor's Name: Cassidy Bros. Forge, Inc.

Contractor's Address: 282 Newburyport Turnpike, Rowley, MA _____
01969

Description of Change _____

Change A

Eliminate Deduct Alternate 1 in RFR (which deleted painting of base scope items 1-5) Add \$800.00
Eliminate Deduct Alternate 4 in RFR (which deleted painting of Alts 1-3). Add \$175.00

Total Add \$975.00

- All terms and conditions of the contract shall apply.

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

This Contract is made this sixth day of October, 2021, 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 Select Board (hereinafter the “Town of Natick” or the “Town”), and Cassidy Bros. Forge, Inc., a corporation organized under the laws of the Commonwealth of Massachusetts, with a principal office located at 282 Newburyport Turnpike, Rowley, MA 01969 (hereinafter the “Contractor”).

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

1. Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide services for repair of the Hunnewell Park Fence, as described in the Base Work, plus Alts 1-8, in the Request for Responses for Repair of the Hunnewell Park Fence (“RFR”), issued by the Town of Natick, Massachusetts, which is incorporated herein by reference.

2. Standard of Care

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

3. Term

The term of this Contract shall commence as of the date specified in the opening recital and shall end one (1) year later. Time is of the essence in the performance of services rendered by the Contractor under this Contract.

4. Incorporation of the Request for Responses (RFR)/Order of Priority of Contract Documents

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

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

Town of Natick, Massachusetts
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Fifth Priority: Contractor's Response.

5. Payment

In consideration for performance of the work in accordance with the requirements of this Contract, and in accordance with M.G.L. c.30, §39G, the Town shall pay the Contractor the prices set forth in the Contractor's Response, (Base Work plus Alts 1-8) 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 Responses, 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.

Town of Natick, Massachusetts
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6. Warranty

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warranted against manufacturing and design defect for a minimum of one (1) year after the Town's acceptance of the same. All manufacturers' warranties on any equipment delivered shall be assigned to the Town of Natick.

7. Compliance with Laws

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

8. Insurance

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

- a. Workers' Compensation Insurance as required by the laws of the Commonwealth of Massachusetts and employer's liability insurance in the amount of \$1,000,000/\$1,000,000/\$1,000,000.
- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.

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

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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

be deemed a material breach of this Contract and shall operate as an immediate termination thereof.

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

9. Indemnification

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

10. No Personal Liability

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

11. Familiarity with Area of Work

By signing this Contract, the Contractor acknowledges that it has examined the area of work which is the subject matter of this Contract and that it is familiar with all sites which are the subject of this Contract and with all conditions of the RFR 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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

its work, and conditions which may be encountered in the performance thereof, and shall assume all risks and bear all losses pertaining thereto.

12. Performance Bond

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

14. Independent Contractor Status

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

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

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

16. No Smoking

Pursuant to Massachusetts General Laws (M.G.L.) c. 270, §22, the Commonwealth of Massachusetts Smokefree Workplace Law, the Contractor, its officers, employees, agents, and representatives shall refrain from smoking and

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

from using tobacco products in any public building in the Town of Natick.

17. Criminal Background Screening

For each employee of the Contractor who is performing services under this Contract, the Contractor shall, subject to its confidentiality and privacy obligations owing to its employees and third parties, provide a written confirmation to the Town that such employee passed the Contractor's pre-employment criminal background screen. In the event that any employee refuses to permit the Contractor to provide such information to the Town, the Contractor shall not assign such employee to perform services for the Town, and such employee shall not be authorized to perform services for the Town. The Town shall be permitted to keep such information in its files.

18. Delays/*Force Majeure*

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

19. Termination

- 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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

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

- d. The Town may terminate this Contract upon written notice to the Contractor if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend the Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.
- e. The Town may also terminate this Contract for convenience upon thirty (30) days' written notice to the Contractor.

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

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

20. Notices

Except as otherwise provided in this Contract all notices required or permitted to be given hereunder shall be in writing and shall be delivered by certified mail or registered mail, return receipt requested, to the parties at the following address or such other address or addresses as to which a party shall have notified the other party in accordance with this Section 20.

If to the Town: James Errickson
 Town Administrator
 Natick Town Hall
 13 East Central Street
 Natick, MA 01760

With copies to: Karis L. North, Esq.
 Office of the Town Counsel
 Murphy, Hesse, Toomey & Lehane, LLP
 300 Crown Colony Drive, Suite 410
 Quincy, MA 02169

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

If to the Contractor: Maurice J. Cassidy
 President
 Cassidy Bros. Forge, Inc.
 282 Newburyport Turnpike
 Rowley, MA 01969.

21. Miscellaneous Provisions

- a. Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts for Middlesex County, MA, and in no other court or jurisdiction.
- b. No action or failure to act by the Town shall constitute a waiver of a right or duty afforded to the Town under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Town shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Town. No waiver by the Town of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
- c. If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Town in writing.
- d. The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
- e. The Contractor shall maintain the confidentiality of information designated by the Town as confidential, unless withholding such information would violate the law or create a risk of significant harm to the public, or unless the Contractor has been required to release such information by final judgment or order of a court of competent jurisdiction, or unless the Town has expressly waived such confidentiality in advance in writing.
- f. The Contractor shall not represent or purport to represent that it speaks for the Town vis-à-vis the media or the public at-large without the Town's express, written consent in advance.

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

- g. Prior to commencing services under this Contract, the Contractor shall furnish the Town, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an after-hours emergency.
- h. By entering into this Contract, the Contractor certifies under penalties of perjury that its Response was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word “person” shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- i. By entering into this Contract, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C, Section 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Response documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- l. The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include 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,

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap.

- m. **To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections in this Contract, any statutorily-mandated provisions contained herein shall control.**
- n. The Contractor shall not assign or subcontract in whole or in part this Contract or in any way transfer any interest in this Contract without the prior express written approval of the Town.
- o. The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- p. This Contract may be amended only by written consent of the parties.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. 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.
- s. The provisions of this Contract shall be binding upon and shall inure to the benefit of the heirs, assigns and successors in interest of the parties.
- t. This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues or principles.
- u. This Contract is executed in triplicate as a sealed instrument.

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

The Town of Natick, Massachusetts

Cassidy Bros. Forge, Inc.

by: the Natick Select Board

by:

Karen Adelman-Foster, Chairman

Maurice J. Cassidy, President

Richard P. Jennett, Jr., Vice Chairman

Michael J. Hickey, Jr., Clerk

Paul Joseph

Susan G. Salamoff

Dated: _____

Dated: _____

APPROVED AS TO AVAILABILITY OF APPROPRIATION:

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

Michelle Laramee
Comptroller, Town of Natick

Dated: _____

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

Karis L. North, Esq.

Dated: _____

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

CERTIFICATE OF VOTE

I, _____, hereby certify
(Clerk/Secretary)

that I am the duly qualified and acting _____ of
(Corporation Name) (Title)

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

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

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

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

Signature

Printed Name

Printed Title

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

**TOWN OF NATICK
RESPONSE FORM**

The undersigned Responder/Quoting Party hereby submits a response for repair of the Hunnewell Park Fence.

The Responder/Quoting Party acknowledges receipt of addendum/addenda numbers:

1, 2, 3, 4, 5, 6, 7, 8. Please write out each, i.e., 1, 2, 3, 4, and not 1-4 or 4.

TOTAL BASE RESPONSE/QUOTE: \$ 12,800.00

For alternates 1-8 only list the add/deduct price of that particular alternate in each line item.

For alternate 1:	Deduct \$ <u>800.00</u>
For alternate 2:	Add \$ <u>1,200.00</u>
For alternate 3:	Add \$ <u>1,200.00</u>
For alternate 4:	Deduct \$ <u>175.00</u>
For alternate 5:	Add \$ <u>200.00</u>
For alternate 6:	Add \$ <u>200.00</u>
For alternate 7:	Add \$ <u>200.00</u>
For alternate 8:	Add \$ <u>200.00</u>

The undersigned certifies as follows:

A. Responder/Quoting Party is an established business with a minimum of five (5) years of experience in providing services related to the performance of services outlined in this RFR. (Responder/Quoting Party shall attach to the Response 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 Responder/Quoting Party.

B. Responder/Quoting Party holds all applicable State and Federal permits, licenses and approvals. (Responder/Quoting Party shall attach to the Response Form copies of all applicable State and Federal permits, licenses, and approvals.)

C. Responder/Quoting Party provides a qualified (Town-approved) Foreman, who shall be present at the work site at all times.

D. Responder/Quoting Party provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.

E. Responder/Quoting Party holds all applicable documentation and Insurance in accordance with this RFR. (Responder/Quoting Party shall attach to the Response Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Responder, if chosen as the Successful Responder/Quoting Party, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)

F. Responder/Quoting Party shall attach to the Response Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number). Responder/Quoting Party shall also provide a list of at least six (6) successfully completed jobs in such time, giving the name and address of these projects.

G. Responder/Quoting Party has not defaulted on any Contract within the last five (5) years.

H. Responder/Quoting Party maintains a permanent place of business. (Responder/Quoting Party shall attach to the Response Form the address of his/her/its business.)

I. Responder/Quoting Party has adequate personnel and equipment to perform the work expeditiously. (Responder/Quoting Party shall also attach to the Response Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Responses are sought. Responders shall attach to the Response Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)

J. Responder/Quoting Party has suitable financial status to meet obligations incident to the work. (Responder/Quoting Party shall attach to the Response Form a financial statement that shows the Responder's present financial status.

K. Responder/Quoting Party is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Responder/Quoting Party shall attach to the Response Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)

L. Responder/Quoting Party has not failed to perform satisfactorily on Contracts of a similar nature.

M. Responder/Quoting Party possesses the skill, ability and integrity necessary for the faithful performance of the work.

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

O. Responder/Quoting Party 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 certifies, under penalties of perjury, that this Response 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.

Pursuant to Massachusetts General Laws (M.G.L.) c. 62C, §49A, I certify under the penalties of perjury that the Responder/Quoting Party 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.

The Responder/Quoting Party 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 RFR. No consultant to, or subcontractor for, the Responder/Quoting Party has given, offered, or agreed to give any gift, contribution, or offer of employment to the Responder/Quoting Party, 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 Responder/Quoting Party. No person, corporation, or other entity, other than a bona fide full time employee of the Responder/Quoting Party has been retained or hired to solicit for or in any way assist the Responder/Quoting Party in obtaining a Contract pursuant to this RFR 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 Responder/Quoting Party. The Responder/Quoting Party understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws (M.G.L.), applies to the Responder/Quoting Party and its officers, employees, agents, subcontractors, and affiliated entities with respect to the transaction outlined in the Request for Responses. The Responder/Quoting Party understands that the Responder/Quoting Party and 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.

The Responder/Quoting Party 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. The Responder/Quoting Party also hereby certifies that it shall comply with any and all applicable Supplier Diversity Office (SDO) thresholds that have been established in conjunction with this Request for Responses.

The Responder/Quoting Party 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 Responder/Quoting Party shall inform the Town of Natick within one (1) business day of such debarment, suspension, or prohibition from practice.

M. J. Cassidy

Authorized Signature

Maurice J. Cassidy

Printed Name

President

Printed Title

September 16, 2021

Date

Full Legal Name Cassidy Bros. Forge, Inc.

Officers of Corporation and Addresses

Maurice J. Cassidy, 25 Sunset Dr., Newbury, MA 01951

State of Incorporation Massachusetts

Principal Place of Business 282 Newburyport Turnpike
Rowley, MA 01969

Tel. 978-948-7303

Qualified in Massachusetts Yes No

Principal Place of Business in MA 282 Newburyport Tpke., Rowley, MA 01969



Bryan Leblanc <bleblanc@natickma.org>

**Follow Up Document Request - Quote of Cassidy Bros. - Town of Natick RFR:
Hunnewell Fence Repair Project**

7 messages

Bryan Leblanc <bleblanc@natickma.org>

Thu, Sep 16, 2021 at 11:17 AM

To: Maury <mcassidy@cassidybros.com>

Cc: James Errickson <jerrickson@natickma.org>, Karen Partanen <kpartanen@natickma.org>, Steve Evers <severs726@gmail.com>, Richard Moon <richard.moon.ra@gmail.com>, Bryan Leblanc <bleblanc@natickma.org>

Good morning.

Thank you for submitting your quote this morning. It was the lowest quote. We are reviewing our budget for the particular award items. However, in order to make any award recommendation, we will need to obtain some additional documentation, as required in the RFQ. The specific items I will need are as follows:

- A. 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 Cassidy. If no lawsuits, please so state.
- B. Copies of all applicable State and Federal permits, licenses, and approvals. If none, please ignore.
- C. A copy of your ACORD certificate or a letter from your insurance company saying that you have/can obtain at no additional cost to the Town categories and amounts of insurance listed below, which are incorporated by reference into the Town's form of contract.
- D. A proposed staffing plan for the project.
- E. A financial statement/letter of credit from a bank evidencing your financial status.
- F. A copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)
- G. A list of at least six (6) references from previously completed projects (noting the name, date, location, and nature of the project in each case).

The specific levels of insurance required are:

- a. Workers' Compensation Insurance as required by the laws of the Commonwealth of Massachusetts and employer's liability insurance in the amount of \$1,000,000/\$1,000,000/\$1,000,000.
- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit.
- c. Automobile Liability Insurance, covering all leased, owned, non-owned, and hired vehicles - Combined single limit of \$1,000,000.

d. Excess Liability Insurance, Umbrella Form - \$1,000,000 each occurrence and \$2,000,000 aggregate.

Once the foregoing has been resolved, we can hope to move this process forward.

Please let me know if you have any questions.

Very truly yours,

Bryan Le Blanc

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

Maury <mcassidy@cassidybros.com>
To: Bryan Leblanc <bleblanc@natickma.org>

Thu, Sep 16, 2021 at 12:17 PM

Hello Bryan

I will have the insurance company send you a certificate of insurance soon.

Cassidy Bros. Forge, Inc. was incorporated in 1981. There have never been any name changes since the business was started in 1965. There are no lawsuits pending and we have never been sued.

My state construction supervisor license is cs-036196 and expires on 12/20/2021 but it will be renewed soon.

The job will be done by 2-3 experienced men.

I will request the letter of good standing from the state, it may take a few days to get that.

I will contact my bank or a letter of credit from my bank today.

I will also send references in my next email.

Maury

Maurice J. Cassidy, Pres.

www.cassidybros.com

282 Newburyport Tpk

US Route One

Rowley, MA. 01969

978-948-7303 (tel)

[Quoted text hidden]

Bryan Leblanc <bleblanc@natickma.org>
To: Maury <mcassidy@cassidybros.com>

Thu, Sep 16, 2021 at 12:45 PM

Thank you, Mr. Cassidy.

I will start the reference checks.

I will await the letter of credit, the certificate of good standing, and the insurance certificate.

I appreciate your assistance and attention.

Best,

Bryan Le Blanc

[Quoted text hidden]

Bryan Leblanc <bleblanc@natickma.org>

Thu, Sep 16, 2021 at 12:54 PM

To: James Errickson <jerrickson@natickma.org>, Karen Partanen <kpartanen@natickma.org>, Steve Evers <severs726@gmail.com>, Richard Moon <richard.moon.ra@gmail.com>

FYI.

[Quoted text hidden]

Bryan Leblanc <bleblanc@natickma.org>

Thu, Sep 16, 2021 at 12:55 PM

To: James Errickson <jerrickson@natickma.org>, Karen Partanen <kpartanen@natickma.org>, Steve Evers <severs726@gmail.com>, Richard Moon <richard.moon.ra@gmail.com>

FYI.

[Quoted text hidden]

Maury <mcassidy@cassidybros.com>

Thu, Sep 16, 2021 at 1:45 PM

To: Bryan Leblanc <bleblanc@natickma.org>

Hello Bryan

I just spoke to my banker, David Boudreau @ The institution for Savings in Rowley and he said that a letter of credit was unusual for a small project like this and it is also costly to do. He said he can provide a letter in good standing with the bank with some financial information included. Is this ok?

Maury

Maurice J. Cassidy, Pres.

www.cassidybros.com

282 Newburyport Tpk

US Route One

Rowley, MA. 01969

978-948-7303 (tel)

From: Bryan Leblanc [mailto:bleblanc@natickma.org]

Sent: Thursday, September 16, 2021 11:18 AM

To: Maury

Cc: James Errickson; Karen Partanen; Steve Evers; Richard Moon; Bryan Leblanc

Subject: Follow Up Document Request - Quote of Cassidy Bros. - Town of Natick RFR: Hunnewell Fence Repair Project

Good morning.

[Quoted text hidden]

Bryan Leblanc <bleblanc@natickma.org>

To: Maury <mcassidy@cassidybros.com>

Thu, Sep 16, 2021 at 1:51 PM

Maury. Understood. A simple letter of good standing from your bank will be fine. Many thanks. We just want to be able to say that we have conducted our due diligence. Many thanks again.

[Quoted text hidden]



Commonwealth of Massachusetts
Division of Professional Licensure
Board of Building Regulations and Standards

Construction Supervisor

CS-036196

Expires: 12/20/2021

MAURICE J CASSIDY
282 NEWBURYPORT TURNPIKE
ROWLEY MA 01969



Commissioner

Marie H. Lynch



CASSIDY BROS. FORGE, INC.

U.S. ROUTE 1, ROWLEY, MA. 01969

(978) 948-7303

FAX: (978) 948-7629

Cemetery Fence and Gate Restorations

Gate of Heaven Cemetery, Hawthorne, NY - decorative Gate restoration
Mt. Auburn Cemetery, Cambridge, MA - various gate and fence restoration projects
Valley Cemetery, Manchester, NH - fence and gate restoration
Town of Rowley Cemetery - cast iron fence restoration
Gate of Heaven Cemetery, Baltimore, MD - fence and gate restoration
Watkins Cemetery, Gardiner, MA - private family cemetery
Beechwood Cemetery, Cohasset, MA - gate restoration
Elliot Burial Ground, Boston, MA
Milk Row Cemetery, Somerville, MA
So. End Cemetery, Boston, MA
Holy Cross Cemetery, Malden, MA
Ancient Burial Ground, Hartford, CT
Old Burial Ground, Boston, MA
Charter Cemetery, Salem, MA
Greenlawn Cemetery, Salem, MA

7. **Downtown Athletic Club**
New York, New York
Bi-folding wrought iron gates
\$ 8,450.00
8. **Police Precinct**
One Police Plaza
Manhattan, NY 10038
Wrought Iron Fencing
\$ 53,608.00
9. **Mayflower Pump Station**
Staten Island, NY
360' of ornamental fence
2 sets of gates.
\$ 92,171.00
10. **Sandcastle Entertainment Complex**
Guam, MI
Wrought iron gates
Bronze and iron stair rails
\$ 132,240.00
11. **Washington Cathedral**
Mount Saint Alban
Washington, DC 20016
380' of hand forged wrought iron fence.
\$ 153,608.00
12. **Ancient Burial Ground**
Hartford, CT
Restoration of fence
\$ 108,000.00
- GSGSB Architects**
11 West 19th
NY, NY 10011
Rita Eng
212-924-5812
- Apollon Waterproofing**
24-37 46th St.
Astoria, NY 11103
Stephanos Stephanou
718-728-8000
- Rod Knox Architect**
253 East 62nd
NY, NY 10021
Rod Knox
212-758-2478
- E.E. Black Ltd.**
200 E. Grand Ave
S. San Francisco, Ca
Dante Navarro
415-952-2812
- Canon Richard T. Feller**
Clerk of the works
202-537-6200
- Joseph Gnazzo Co.**
177 Brewster Rd.
Bristol, CT 06010
Gary Gnazzo
203-589-1817

Public Facilities

(note * represents restoration projects, otherwise new ironwork)

- *MBTA Headhouse, Boston, MA
- *General Stark Park, Manchester, NH – fence restoration
- Marblehead Memorial Park – new fence
- *Franklin Park Zoo, Boston, MA – gate restoration
- Riverside So. Park, Manhattan, NY new fence
- *Parkman House, Boston, MA – restore rails
- Vermont Federal Building, Moretown, VT – new fence
- *Grand Central Station, NYC – restore fence, gate and panels
- WWII War Memorial, Boston, MA – new fence
- US Customs House, New London, CT, new fence and gates
- Suffolk county House of Correction, Boston, MA – new fence and gates
- Fort Witherill, Jamestown, RI – barrier rails
- Fort Foster and Fort McClary, Kittery, ME - barrier rails
- Fort Adams, Newport, RI – barrier rails
- Fort Strong, Boston, MA – barrier rails
- US Naval Observatory, Washington, DC – new fence and gates
- Judiciary office Building, Washington, DC
- *Old State House, Boston, MA – restore clock face
- *Fanuiel Hall Marketplace, Boston, MA – restore vane
- New York City Autopound, NYC – new fence
- Mass General Hospital, Boston, MA
- Mayflower Pumping Station, NYC
- Police Plaza, NYC
- Congress Street Fence, Boston, MA - new fence
- *Salem common Fence, Salem, MA – restore common fence
- Andersen AFB, Guam
- Cumberland County Courthouse, Portland, ME
- Vassar College, Poughkeepsie, NY – new rails

Churches and Cathedrals

*(Note: * represents restoration projects, otherwise new ironwork)*

Little Sisters of the Poor, Bronx, NY – fence and gates

*Immaculate Conception Church, Newburyport, MA – fence restoration

National Cathedral, Washington, DC – new cast and iron fence

*Old North Church, Boston, MA

*St. Paul's Church, Newburyport, MA – fence restoration

Arlington Street Church, Boston, MA

Congregational Church, Middleton, MA

*Greek Orthodox Church, Salem, MA

St. Patrick's Cathedral, NY

Schools and Universities

*(note: * indicates a restoration, otherwise new ironwork)*

Vassar College, Poughkeepsie, NY

*Middlebury College, Middlebury, VT

*Radcliff College, Boston, MA

Roxbury Latin School, Roxbury, MA

Holy Cross College, Worcester, MA

*Jordon Hall, Boston, MA

Harvard, Boston, MA

*Mass. College of Pharmacy, Boston, MA

Bayshore High School, Long Is., NY

Dartmouth College, Hanover, NH

Emmanuel College, Boston, MA

Governors Academy, Byfield, MA

Howard University, Washington, DC

*Phillips Academy, No. Andover, MA

Wesleyan University, Middletown, CT

Hampden Newburgh Middle School, ME

MIT, Cambridge, MA

Taft School, Watertown, CT

Bronx Community College, NYC

Cast Iron References

Archdiocese of New York
Trustees of St. Patrick's Cathedral
Job: Gate of Heaven Cemetery – Hawthorne, NY
Restoration of cast and wrought iron decorative entrance gate – 2005
\$ 106,000.00
Andrew Nagle, Director of Cemetery Operations
212-753-4883

Archdiocese of New York
Job: Calvary Cemetery
Restoration of five double sets of copper doors
\$ 190,000.00
Andrew Nagle, Director of Cemetery Operations
212-753-4883

Franklin Park Zoo, Boston, MA
Job: Gate restoration – 2008
\$ 25,800.00
Marshall K. Judges
617-989-3735

Cheney Bridge Rehabilitation
Dept. of Conservation, Boston, MA
Prime Coatings, Inc., General Contractor
Job: Bridge restoration – 2009
\$ 104,200.00
978-435-2555 (Prime Coatings)

Town of Rowley, Rowley, MA
Job: Cemetery fence restoration - 2012
\$ 27,500.00
Deborah Eagan, Town Administrator
978-948-2705

Cemetery Fence and Gate Restorations

Gate of Heaven Cemetery, Hawthorne, NY - decorative Gate restoration
Mt. Auburn Cemetery, Cambridge, MA - various gate and fence restoration projects
Valley Cemetery, Manchester, NH - fence and gate restoration
Town of Rowley Cemetery - cast iron fence restoration
Gate of Heaven Cemetery, Baltimore, MD - fence and gate restoration
Watkins Cemetery, Gardiner, MA - private family cemetery
Beechwood Cemetery, Cohasset, MA - gate restoration
Elliot Burial Ground, Boston, MA
Milk Row Cemetery, Somerville, MA
So. End Cemetery, Boston, MA
Holy Cross Cemetery, Malden, MA
Ancient Burial Ground, Hartford, CT
Old Burial Ground, Boston, MA
Charter Cemetery, Salem, MA
Greenlawn Cemetery, Salem, MA

REFERENCE LIST

All vendors are to fill out the following reference form, and submit it with the bid package.

Reference #1 Name: Hedge House Fence - Plymouth, Mass

Address: Sheridan Landscaping
100 Hedges Pond Road, Plymouth, MA 02360

Telephone: 774-413-5012

Fax: 774-413-9142

Email: office@sheridanlandscaping.net (Chris Tonello)

Reference #2 Name: CMC Rite Aid Phase 1 - Fence

Address: Harvey Construction Corp.
10 Harvey Rd., Bedford, NH 03110

Telephone: 603-621-2240

Fax: 603-668-0389

Email: jrounds@hccnh.com (Terred Rounds - Proj. Mgr.)

Reference #3 Name: Emmanuel College Fence + Gates

Address: Steelco Fence Co.
PO Box 520, Needham, MA 01494

Telephone: 781-449-8990

Fax: 781-449-3661

Email: David@steelcofence.com (David M. Meleedy)

Reference #4 Name: St. Bernard Cemetery Fence

Address: St. Bernard Church
25 St. Bernard Terrace, Rockville, CT 06066

Telephone: 860-875-0753 x106

Fax: 860-871-7460

Email: BKenny@saintbernardchurch.org (Brian Kenny)



INSTITUTION FOR SAVINGS

BUILDING STRONGER COMMUNITIES TOGETHER SINCE 1820.

September 20, 2021

To Whom It May Concern:

This is to verify that Maurice Cassidy, Cassidy Bros.Inc. has been an exemplary customer of Institution for Savings since 2007. In June, 2007, they obtained a commercial real estate mortgage in the lower six figures, and have always paid as agreed.

This relationship also maintains corporate deposit accounts opened in 2007 that have performed as agreed, and have average total collected balances in the upper five figures.

Prior credit investigations have been satisfactory. Mr. Cassidy is a credit-worthy individual with whom the bank would like to maintain a continuing business relationship.

Please note however, that this is not a commitment to lend or lending agreement of any kind. The actual terms and conditions under which Institution for Savings might extend credit to these customers, or nominee, are subject to satisfactory completion of due diligence, credit committee approval, satisfactory review of documentation and other such terms and conditions as determined by Institution for Savings.

Sincerely,

David Boudreau
Senior Vice President
Institution for Savings
312 Haverhill Street
Rowley MA
Tel 978-225-1393

Corporations Division

Business Entity Summary

ID Number: 042800427

[Request certificate](#)

[New search](#)

Summary for: CASSIDY BROS. FORGE, INC.

The exact name of the Domestic Profit Corporation: CASSIDY BROS. FORGE, INC.		
Entity type: Domestic Profit Corporation		
Identification Number: 042800427		Old ID Number: 000193668
Date of Organization in Massachusetts: 05-11-1983		
Last date certain:		
Current Fiscal Month/Day: 12/31		Previous Fiscal Month/Day: 00/00
The location of the Principal Office: Address: 282 NEWBURYPORT TPKE. City or town, State, Zip code, ROWLEY, MA 01969 USA Country:		
The name and address of the Registered Agent: Name: MAURICE J. CASSIDY Address: U.S. ROUTE ONE City or town, State, Zip code, ROWLEY, MA 01969 USA Country:		
The Officers and Directors of the Corporation:		
Title	Individual Name	Address
PRESIDENT	MAURICE CASSIDY	25 SUNSET DR., NEWBURY, MA 01951 USA
PRESIDENT	MAURICE CASSIDY	23 SUNSET DR., NEWBURY, MA 01951 USA
PRESIDENT	MAURICE CASSIDY	23 SUNSET DR., NEWBURY, MA 01951 USA
PRESIDENT	MAURICE CASSIDY	25 SUNSET DR., NEWBURY, MA 01951 USA
TREASURER	MAURICE CASSIDY	23 SUNSET DR., NEWBURY, MA 01951 USA
SECRETARY	MAURICE CASSIDY	23 SUNSET DR., NEWBURY, MA 01951 USA
DIRECTOR	MAURICE CASSIDY	23 SUNSET DR., NEWBURY, MA 01951 USA
Business entity stock is publicly traded: <input type="checkbox"/>		
The total number of shares and the par value, if any, of each class of stock which this business entity is authorized to issue:		

Class of Stock	Par value per share	Total Authorized		Total issued and outstanding
		No. of shares	Total par value	No. of shares

Consent
 Confidential Data
 Merger Allowed
 Manufacturing

Note: Additional information that is not available on this system is located in the Card File.

View filings for this business entity:

- Revocation of Dissolution
- Statement of Appointment of Registered Agent
- Statement of Change of Registered Agent/Registered Office
- Statement of Change of Registered Office Address by Registered Agent
- Statement of Change of Supplemental Information
- Statement of Resignation of Registered Agent

[View filings](#)

Comments or notes associated with this business entity:

[New search](#)



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

09/20/2021

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

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

PRODUCER Cross Insurance-Wakefield 401 Edgewater Place Suite 220 Wakefield MA 01880		CONTACT NAME: Stephen Gill PHONE (A/C, No, Ext): (781) 914-1000 E-MAIL ADDRESS: steve.gill@crossagency.com	FAX (A/C, No): (781) 224-5777																					
INSURED Cassidy Brothers Forge, Inc. 282 Newburyport Turnpike Route 1 Rowley MA 01969		<table border="1"> <thead> <tr> <th colspan="2">INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A: Travelers Prop. Cas. Co. of America</td> <td></td> <td>25674</td> </tr> <tr> <td>INSURER B: The Charter Oak Fire Ins Co</td> <td></td> <td>25615</td> </tr> <tr> <td>INSURER C: Travelers Indemnity Co of CT</td> <td></td> <td>25682</td> </tr> <tr> <td>INSURER D:</td> <td></td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A: Travelers Prop. Cas. Co. of America		25674	INSURER B: The Charter Oak Fire Ins Co		25615	INSURER C: Travelers Indemnity Co of CT		25682	INSURER D:			INSURER E:			INSURER F:		
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COVERAGES

CERTIFICATE NUMBER: CL2142755233

REVISION NUMBER:

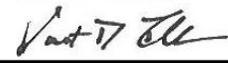
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS		
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			Y-630-1486C575-TIL-20	12/07/2020	12/07/2021	EACH OCCURRENCE	\$ 1,000,000	
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 300,000	
							MED EXP (Any one person)	\$ 5,000	
							PERSONAL & ADV INJURY	\$ 1,000,000	
							GENERAL AGGREGATE	\$ 2,000,000	
							PRODUCTS - COMP/OP AGG	\$ 2,000,000	
								\$	
B	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			BA-1L878386-20-14-G	12/07/2020	12/07/2021	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000	
							BODILY INJURY (Per person)	\$	
							BODILY INJURY (Per accident)	\$	
							PROPERTY DAMAGE (Per accident)	\$	
								\$	
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			CUP-9J446902-20	12/07/2020	12/07/2021	EACH OCCURRENCE	\$ 2,000,000	
							AGGREGATE	\$ 2,000,000	
								\$	
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	UB-3K927625-21-14-G	04/16/2021	04/16/2022	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER	E.L. EACH ACCIDENT	\$ 1,000,000
								E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
								E.L. DISEASE - POLICY LIMIT	\$ 1,000,000

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

Town of Natick RFR: Hunnewell Fence Repair Project

CERTIFICATE HOLDER**CANCELLATION**

Town of Natick 75 West Street Natick MA 01760	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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**Town of Natick
Natick, Massachusetts**

Request for Responses

**FOR REPAIR OF
THE HUNNEWELL PARK FENCE**

**RESPONSES DUE:
September 16, 2021, 11:00 A.M. LOCAL TIME**

Late Responses Will Be Rejected

DELIVER COMPLETED RESPONSES TO:

Procurement Officer
Natick Department of Public Works Building
By email to bleblanc@natickma.org.

TOWN OF NATICK
NATICK, MASSACHUSETTS 01760

NOTICE TO RESPONDERS

The Town of Natick, Natick Town Hall, 13 East Central Street, Natick, MA 01760 (“the Town”), acting through the Natick Select Board (Board of Selectmen), invites the submission of responses for repair of the Hunnewell Park Fence. The Request for Responses (“RFR”) may be obtained from the Procurement Office, c/o Natick Public Works Building, 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 September 1, 2021. No Pre-Response Conference shall be held. Responses will be received until 11:00 A.M. local time, September 16, 2021, by email to bleblanc@natickma.org. All Responses shall comply with the RFR issued by the Town of Natick, including, without limitation, Section 1, Instructions to Responders, and Submission Requirements. The Town reserves the right to waive any informality in or to reject any, any part of, or all Responses in the best interest of the Town. Contract award is subject to appropriation and award by the Natick Select Board (Board of Selectmen). Any Response submitted will be binding for thirty (30) days subsequent to the time of opening. Award shall be subject to vote of the Natick Select Board (Board of Selectmen) and appropriation.

I. INTRODUCTION

Pursuant to 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 Select Board (Board of Selectmen), invites the submission of responses for repair of the Hunnewell Park Fence. For a full description of the scope of services, please refer to Section II (A) of the Request for Responses (“RFR”), as well as to the attachment.

No Pre-Response Conference shall be held. Questions shall be submitted to the Procurement Officer, via email at bleblanc@natickma.org, by the close of business (4:00 P.M. local time) on September 7, 2021.

Each Responder/Quoting Party’s response marked, marked “Response for Repair of the Hunnewell Park Fence,” will be received until **11:00 A.M. local time, September 16, 2021**, will be received by email at bleblanc@natickma.org.

The clock in the Procurement Office shall be considered official. No Responses received after the date and time specified in the previous paragraph shall be accepted. No faxed Responses shall be accepted. Conditional Responses will not be accepted. If the Procurement Office is closed due to weather or other emergency, the deadline for receipt of Responses shall be extended until 11:00 A.M. local time on the next business day that the Procurement Office is open.

Each Response shall be submitted in accordance with the Submission Requirements in order to be considered for award. Any Response submitted shall be binding for ninety (90) days subsequent to the time of the opening of Responses.

The Town **will not** reimburse Responding parties for any costs incurred in preparing Responses in response to this RFR. Submission of a Response shall be conclusive evidence that the Responder/Quoting Party has examined this RFR and is familiar with terms of this RFR and all provisions of the contract included with this RFR. Upon finding any omissions or discrepancy in this RFR, each Responder/Quoting Party shall notify the Town immediately so that any necessary addenda may be issued. Failure of a Responder/Quoting Party to investigate completely the RFR and/or to be thoroughly familiar with this RFR shall in no way relieve any such Responder/Quoting Party from any obligation with respect to the Response. By submission of a Response, the Responder/Quoting Party agrees that if its Response is accepted, then it shall enter into a Contract with the Town which incorporates all of the requirements of this RFR and which is the form attached hereto at Attachment H. By submission of a Response, the Responder/Quoting Party further indicates acceptance of all terms and conditions of this RFR.

II. BACKGROUND

A DESCRIPTION OF DESIRED GOODS AND SERVICES

The Town solicits written Responses from qualified firms or individuals for repair of the Hunnewell Park Fence in accordance with the attached specifications.

The Town will award a contract, if at all, to the responsible and eligible responder/quoting party who submits the lowest price for the main work. Award is subject to sufficient appropriation, in any case.

Nothing herein will compel the Town to award a Contract. The Town may cancel this RFR, may waive, to the extent allowed by law, any informalities, and may reject any and all Responses, if the Town, in its sole discretion, determines said action to be in the best interest of the Town of Natick. The Town may reject as non-responsive any Response that fails to satisfy any of the 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 Responder/Quoting Party 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 Responder/Quoting Party shall furnish to the Town a Performance Bond and a Labor and Materials Payment Bond, each in the amount of one hundred (100%) percent of the Contract price, with a surety company which is acceptable to the Town.

The Successful Responder/Quoting Party shall, within ten (10) days after presentation thereof by the Town, execute a Contract in accordance with the terms of this RFR, in the form of the attached Contract. The Successful Responder/Quoting Party 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 Contractor if a source of money to fund the Contract is lost during the Contract term.

B. GUARANTEE

The Successful Responder/Quoting Party, if selected as the Contractor, shall furnish all supplies, equipment, and labor necessary for the performance of the services and delivery of equipment required by this request for Responses and warrants that it has in its employ, and throughout the term of any contract awarded or any extension or renewal thereof, shall continue to have a sufficient number of persons experienced in performing services required by this request for Responses, such that the Successful Responder/Quoting Party's obligations shall be carried out in a prompt, safe and professional manner.

C. SALES AND USE TAX EXEMPTION

Owner is exempt from Commonwealth of Massachusetts Sales and Use Tax on materials and equipment to be incorporated in the Work. Said taxes shall not be included in the response price.

Owner to provide a Certificate of Exemption Number to the contractor awarded the work.

D. SUCCESSFUL RESPONDER/QUOTING PARTY'S PERSONNEL

The Successful Responder/Quoting Party shall be responsible for any training of his/her/its personnel. The Successful Responder/Quoting Party's personnel shall be adequately trained by the Successful Responder/Quoting Party, shall be experienced in the provision of services specified in this RFR, and shall be of good moral character. All of the Successful Responder/Quoting Party's employees assigned to the work under any contract with the Town shall pass Criminal Background Screening.

The Successful Responder/Quoting Party shall provide the Town with the following information:

1. Name, business address, telephone, and cell phone numbers of the person(s) in charge of the work under any contract with the Town.
2. Name, address, and telephone number of all employees assigned to the work under any contract with the Town. The Successful Responder/Quoting Party will update this list whenever there is a change in personnel.

Any contract awarded pursuant to this RFR shall be awarded, if at all, to the responsible Responder/Quoting Party offering to perform the contract work at the lowest price. Award shall be subject to appropriation. The Successful Responder/Quoting Party shall enter into a contract in the form of the attached and shall comply with all bonding and insurance requirements stated therein.

III. COMPLIANCE WITH LAWS

The Successful Responder/Quoting Party 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, as amended, and related regulations, as amended, in effect throughout the term of this Lease and any extension or renewal thereof. Without limitation, the Successful Responder/Quoting Party shall comply with the applicable provisions of Chapter 149, Section 26 to 27D of the Massachusetts General Laws (M.G.L.), as amended, and with all applicable minimum prevailing wage rates as determined by the Massachusetts Commissioner of Labor and Industries. 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.

IV. INSURANCE

The Successful Responder/Quoting Party 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 RFR and is incorporated herein by reference. Without limitation of other requirements of this RFR, no Contract shall be entered into by the parties unless the successful Responder/Quoting Party complies with all applicable insurance requirements, including, without limitation, the requirement to submit

endorsements or riders which include the required language concerning notice of cancellation or amendment of any and all insurance policies required under the Contract, and which include the required language mandating that the Town shall be named as an additional insured on the required policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form.

V. INDEMNIFICATION

The Successful Responder/Quoting Party shall assume the indemnification responsibilities described in the Contract which is a part of this RFR and is incorporated herein by reference.

VI. INDEPENDENT CONTRACTOR STATUS

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

VII. CRIMINAL BACKGROUND SCREENING

For each employee of the Successful Responder/Quoting Party who is performing services under any contract with the Town, the Successful Responder/Quoting Party shall, subject to its confidentiality and privacy obligations owing to its employees and third parties, provide a written confirmation to the Town that such employee passed the Successful Responder/Quoting Party's pre-employment criminal background screen. In the event that any employee refuses to permit the Successful Responder/Quoting Party to provide such information to the Town, the Successful Responder/Quoting Party shall not assign such employee to perform services for the Town, and such employee shall not be authorized to perform services for the Town. The Town shall be permitted to keep such information in its files.

VIII. USE OF ALCOHOL AND/OR CONTROLLED AND/OR MOOD ALTERING SUBSTANCES PROHIBITED

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

IX. NO SMOKING/USE OF TOBACCO PRODUCTS

Pursuant to M.G.L. c. 270, §22, the Commonwealth of Massachusetts Smokefree Workplace Law, the Successful Responder/Quoting Party, its officers, employees, agents, and representatives are prohibited from smoking tobacco products, or any non-tobacco products designed to be combusted or inhaled, in any public building.

X. Minimum Prevailing Wage Rates

See attached.

XI. Performance Bond Requirements

Within ten (10) calendar days after notification of award of a Contract by the Town, the Successful Responder/Quoting Party 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.

XII. Labor and Materials Payment Bond Requirements

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

**TOWN OF NATICK
RESPONSE FORM**

The undersigned Responder/Quoting Party hereby submits a response for repair of the Hunnewell Park Fence.

The Responder/Quoting Party acknowledges receipt of addendum/addenda numbers:

_____. Please write out each, i.e., 1, 2, 3, 4, and not 1-4 or 4.

TOTAL BASE RESPONSE/QUOTE: \$ _____

For alternates 1-8 only list the add/deduct price of that particular alternate in each line item.

For alternate 1: Deduct \$ _____

For alternate 2: Add \$ _____

For alternate 3: Add \$ _____

For alternate 4: Deduct \$ _____

For alternate 5: Add \$ _____

For alternate 6: Add \$ _____

For alternate 7: Add \$ _____

For alternate 8: Add \$ _____

The undersigned certifies as follows:

- A. Responder/Quoting Party is an established business with a minimum of five (5) years of experience in providing services related to the performance of services outlined in this RFR. (Responder/Quoting Party shall attach to the Response 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 Responder/Quoting Party.

B. Responder/Quoting Party holds all applicable State and Federal permits, licenses and approvals. (Responder/Quoting Party shall attach to the Response Form copies of all applicable State and Federal permits, licenses, and approvals.)

C. Responder/Quoting Party provides a qualified (Town-approved) Foreman, who shall be present at the work site at all times.

D. Responder/Quoting Party provides supervision of all workers performing under all Contracts held and pledges to provide such supervision under any Contract with the Town.

E. Responder/Quoting Party holds all applicable documentation and Insurance in accordance with this RFR. (Responder/Quoting Party shall attach to the Response Form copies of relevant insurance certificates hereto. Nothing in this provision, however, shall eliminate the requirement that the Responder, if chosen as the Successful Responder/Quoting Party, shall submit to the Town an endorsement or a rider in compliance with Section 8 of the Contract.)

F. Responder/Quoting Party shall attach to the Response Form contact information for all clients over the last five (5) years as well as all current Contracts (contact person, address and telephone number). Responder/Quoting Party shall also provide a list of at least six (6) successfully completed jobs in such time, giving the name and address of these projects.

G. Responder/Quoting Party has not defaulted on any Contract within the last five (5) years.

H. Responder/Quoting Party maintains a permanent place of business. (Responder/Quoting Party shall attach to the Response Form the address of his/her/its business.)

I. Responder/Quoting Party has adequate personnel and equipment to perform the work expeditiously. (Responder/Quoting Party shall also attach to the Response Form a statement of experience of its personnel and the proposed staffing plan it shall offer in reference to the work for which Responses are sought. Responders shall attach to the Response Form a description of its equipment and shall explain how such equipment satisfies the requirements stated herein.)

J. Responder/Quoting Party has suitable financial status to meet obligations incident to the work. (Responder/Quoting Party shall attach to the Response Form a financial statement that shows the Responder's present financial status.

K. Responder/Quoting Party is registered with the Secretary of the Commonwealth of Massachusetts to do business in Massachusetts. (Responder/Quoting Party shall attach to the Response Form a copy of a Letter of Good Standing from the Secretary of the Commonwealth's Office.)

L. Responder/Quoting Party has not failed to perform satisfactorily on Contracts of a similar nature.

M. Responder/Quoting Party possesses the skill, ability and integrity necessary for the faithful performance of the work.

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

O. Responder/Quoting Party 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 certifies, under penalties of perjury, that this Response 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.

Pursuant to Massachusetts General Laws (M.G.L.) c. 62C, §49A, I certify under the penalties of perjury that the Responder/Quoting Party 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.

The Responder/Quoting Party 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 RFR. No consultant to, or subcontractor for, the Responder/Quoting Party has given, offered, or agreed to give any gift, contribution, or offer of employment to the Responder/Quoting Party, 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 Responder/Quoting Party. No person, corporation, or other entity, other than a bona fide full time employee of the Responder/Quoting Party has been retained or hired to solicit for or in any way assist the Responder/Quoting Party in obtaining a Contract pursuant to this RFR 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 Responder/Quoting Party. The Responder/Quoting Party understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws (M.G.L.), applies to the Responder/Quoting Party and its officers, employees, agents, subcontractors, and affiliated entities with respect to the transaction outlined in the Request for Responses. The Responder/Quoting Party understands that the Responder/Quoting Party and 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.

The Responder/Quoting Party 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. The Responder/Quoting Party also hereby certifies that it shall comply with any and all applicable Supplier Diversity Office (SDO) thresholds that have been established in conjunction with this Request for Responses.

The Responder/Quoting Party 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 Responder/Quoting Party shall inform the Town of Natick within one (1) business day of such debarment, suspension, or prohibition from practice.

Authorized Signature

Printed Name

Printed Title

Date

Full Legal Name _____

Officers of Corporation and Addresses

State of Incorporation _____

Principal Place of Business _____

Tel. _____

Qualified in Massachusetts Yes _____ No _____

Principal Place of Business in MA _____



**ATTACHMENT
PREVAILING WAGE RATES
(SEE ATTACHED DOCUMENT.)**

**ATTACHMENT
FORM OF CONTRACT
(SEE ATTACHED DOCUMENT.)**

**ATTACHMENT
SPECIFICATIONS
(SEE ATTACHED DOCUMENT.)**



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Natick, Massachusetts
Contract Number: **City/Town:** NATICK
Description of Work: RFR: Repair/Installation of the Hunnewell Park Fence (Wrought Iron Repair Work)
Job Location: Off Pleasant Street, Natick, MA 01760

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
 - An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
 - The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
 - All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
 - The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
 - Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
 - Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
 - Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
 - Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (LOWELL)</i>	02/01/2021	\$53.61	\$11.39	\$21.41	\$0.00	\$86.41
	08/01/2021	\$55.01	\$11.39	\$21.57	\$0.00	\$87.97
	02/01/2022	\$55.59	\$11.39	\$21.57	\$0.00	\$88.55

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.81	\$11.39	\$21.41	\$0.00	\$59.61
2	60	\$32.17	\$11.39	\$21.41	\$0.00	\$64.97
3	70	\$37.53	\$11.39	\$21.41	\$0.00	\$70.33
4	80	\$42.89	\$11.39	\$21.41	\$0.00	\$75.69
5	90	\$48.25	\$11.39	\$21.41	\$0.00	\$81.05

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.51	\$11.39	\$21.57	\$0.00	\$60.47
2	60	\$33.01	\$11.39	\$21.57	\$0.00	\$65.97
3	70	\$38.51	\$11.39	\$21.57	\$0.00	\$71.47
4	80	\$44.01	\$11.39	\$21.57	\$0.00	\$76.97
5	90	\$49.51	\$11.39	\$21.57	\$0.00	\$82.47

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$41.82	\$8.60	\$17.72	\$0.00	\$68.14
	12/01/2021	\$42.83	\$8.60	\$17.72	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2021	\$43.54	\$9.40	\$18.95	\$0.00	\$71.89
	09/01/2021	\$44.19	\$9.40	\$18.95	\$0.00	\$72.54
	03/01/2022	\$44.79	\$9.40	\$18.95	\$0.00	\$73.14
	09/01/2022	\$45.44	\$9.40	\$18.95	\$0.00	\$73.79
	03/01/2023	\$46.04	\$9.40	\$18.95	\$0.00	\$74.39

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.77	\$9.40	\$1.73	\$0.00	\$32.90
2	60	\$26.12	\$9.40	\$1.73	\$0.00	\$37.25
3	70	\$30.48	\$9.40	\$13.76	\$0.00	\$53.64
4	75	\$32.66	\$9.40	\$13.76	\$0.00	\$55.82
5	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
6	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
7	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81
8	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.10	\$9.40	\$1.73	\$0.00	\$33.23
2	60	\$26.51	\$9.40	\$1.73	\$0.00	\$37.64
3	70	\$30.93	\$9.40	\$13.76	\$0.00	\$54.09
4	75	\$33.14	\$9.40	\$13.76	\$0.00	\$56.30
5	80	\$35.35	\$9.40	\$15.49	\$0.00	\$60.24
6	80	\$35.35	\$9.40	\$15.49	\$0.00	\$60.24
7	90	\$39.77	\$9.40	\$17.22	\$0.00	\$66.39
8	90	\$39.77	\$9.40	\$17.22	\$0.00	\$66.39

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$30.72/ 3&4 \$36.75/ 5&6 \$55.37/ 7&8 \$61.45

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
2	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
3	65	\$15.05	\$7.21	\$0.00	\$0.00	\$22.26
4	70	\$16.21	\$7.21	\$0.00	\$0.00	\$23.42
5	75	\$17.37	\$7.21	\$3.80	\$0.00	\$28.38
6	80	\$18.53	\$7.21	\$3.80	\$0.00	\$29.54
7	85	\$19.69	\$7.21	\$3.80	\$0.00	\$30.70
8	90	\$20.84	\$7.21	\$3.80	\$0.00	\$31.85

Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.63/ 3&4 \$19.95/ 5&6 \$27.22/ 7&8 \$29.54

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (LOWELL)	01/01/2020	\$45.23	\$12.75	\$22.41	\$0.62	\$81.01
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Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.62	\$12.75	\$15.41	\$0.00	\$50.78
2	60	\$27.14	\$12.75	\$17.41	\$0.62	\$57.92
3	65	\$29.40	\$12.75	\$18.41	\$0.62	\$61.18
4	70	\$31.66	\$12.75	\$19.41	\$0.62	\$64.44
5	75	\$33.92	\$12.75	\$20.41	\$0.62	\$67.70
6	80	\$36.18	\$12.75	\$21.41	\$0.62	\$70.96
7	90	\$40.71	\$12.75	\$22.41	\$0.62	\$76.49

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$51.73	\$13.75	\$15.80	\$0.00	\$81.28
	12/01/2021	\$52.88	\$13.75	\$15.80	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82
2	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82
3	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06
4	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06
5	50	\$27.71	\$13.00	\$15.57	\$0.00	\$56.28
6	55	\$30.48	\$13.00	\$16.01	\$0.00	\$59.49
7	60	\$33.25	\$13.00	\$16.46	\$0.00	\$62.71
8	65	\$36.02	\$13.00	\$16.90	\$0.00	\$65.92
9	70	\$38.79	\$13.00	\$17.34	\$0.00	\$69.13
10	75	\$41.56	\$13.00	\$17.80	\$0.00	\$72.36

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.74	\$13.00	\$0.68	\$0.00	\$36.42
2	40	\$22.74	\$13.00	\$0.68	\$0.00	\$36.42
3	45	\$25.58	\$13.00	\$15.15	\$0.00	\$53.73
4	45	\$25.58	\$13.00	\$15.15	\$0.00	\$53.73
5	50	\$28.42	\$13.00	\$15.59	\$0.00	\$57.01
6	55	\$31.26	\$13.00	\$16.04	\$0.00	\$60.30
7	60	\$34.10	\$13.00	\$16.48	\$0.00	\$63.58
8	65	\$36.95	\$13.00	\$16.93	\$0.00	\$66.88
9	70	\$39.79	\$13.00	\$17.37	\$0.00	\$70.16
10	75	\$42.63	\$13.00	\$17.83	\$0.00	\$73.46

Notes :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.74	\$15.88	\$0.00	\$0.00	\$47.62
2	55	\$34.91	\$15.88	\$19.31	\$0.00	\$70.10
3	65	\$41.26	\$15.88	\$19.31	\$0.00	\$76.45
4	70	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
5	80	\$50.78	\$15.88	\$19.31	\$0.00	\$85.97

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2021	\$45.88	\$13.50	\$15.70	\$0.00	\$75.08
	11/01/2021	\$46.88	\$13.50	\$15.70	\$0.00	\$76.08
	05/01/2022	\$48.03	\$13.50	\$15.70	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2021	\$47.40	\$13.50	\$15.70	\$0.00	\$76.60
	11/01/2021	\$48.41	\$13.50	\$15.70	\$0.00	\$77.61
	05/01/2022	\$49.57	\$13.50	\$15.70	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2021	\$22.91	\$13.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$23.51	\$13.50	\$15.70	\$0.00	\$52.71
	05/01/2022	\$24.18	\$13.50	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
<i>LOCAL 103</i>	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$41.31	\$13.75	\$15.80	\$0.00	\$70.86
	12/01/2021	\$42.26	\$13.75	\$15.80	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
	12/01/2021	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2021	\$48.59	\$9.40	\$19.25	\$0.00	\$77.24
	09/01/2021	\$49.39	\$9.40	\$19.25	\$0.00	\$78.04
	03/01/2022	\$50.19	\$9.40	\$19.25	\$0.00	\$78.84

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.30	\$9.40	\$1.79	\$0.00	\$35.49
2	55	\$26.72	\$9.40	\$1.79	\$0.00	\$37.91
3	60	\$29.15	\$9.40	\$13.88	\$0.00	\$52.43
4	65	\$31.58	\$9.40	\$13.88	\$0.00	\$54.86
5	70	\$34.01	\$9.40	\$15.67	\$0.00	\$59.08
6	75	\$36.44	\$9.40	\$15.67	\$0.00	\$61.51
7	80	\$38.87	\$9.40	\$17.46	\$0.00	\$65.73
8	85	\$41.30	\$9.40	\$17.46	\$0.00	\$68.16

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.70	\$9.40	\$1.79	\$0.00	\$35.89
2	55	\$27.16	\$9.40	\$1.79	\$0.00	\$38.35
3	60	\$29.63	\$9.40	\$13.88	\$0.00	\$52.91
4	65	\$32.10	\$9.40	\$13.88	\$0.00	\$55.38
5	70	\$34.57	\$9.40	\$15.67	\$0.00	\$59.64
6	75	\$37.04	\$9.40	\$15.67	\$0.00	\$62.11
7	80	\$39.51	\$9.40	\$17.46	\$0.00	\$66.37
8	85	\$41.98	\$9.40	\$17.46	\$0.00	\$68.84

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$33.03/ 3&4 \$39.64/ 5&6 \$59.08/ 7&8 \$65.73

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.90	\$13.75	\$0.00	\$0.00	\$41.65
2	60	\$30.44	\$13.75	\$15.80	\$0.00	\$59.99
3	65	\$32.97	\$13.75	\$15.80	\$0.00	\$62.52
4	70	\$35.51	\$13.75	\$15.80	\$0.00	\$65.06
5	75	\$38.05	\$13.75	\$15.80	\$0.00	\$67.60
6	80	\$40.58	\$13.75	\$15.80	\$0.00	\$70.13
7	85	\$43.12	\$13.75	\$15.80	\$0.00	\$72.67
8	90	\$45.66	\$13.75	\$15.80	\$0.00	\$75.21

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.53	\$13.75	\$0.00	\$0.00	\$42.28
2	60	\$31.13	\$13.75	\$15.80	\$0.00	\$60.68
3	65	\$33.72	\$13.75	\$15.80	\$0.00	\$63.27
4	70	\$36.32	\$13.75	\$15.80	\$0.00	\$65.87
5	75	\$38.91	\$13.75	\$15.80	\$0.00	\$68.46
6	80	\$41.50	\$13.75	\$15.80	\$0.00	\$71.05
7	85	\$44.10	\$13.75	\$15.80	\$0.00	\$73.65
8	90	\$46.69	\$13.75	\$15.80	\$0.00	\$76.24

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$51.67	\$13.65	\$24.57	\$2.70	\$92.59
	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$51.67	\$13.65	\$24.57	\$2.70	\$92.59
	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING - WATER) PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2020	\$49.00	\$13.80	\$17.14	\$0.00	\$79.94
	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$13.80	\$12.42	\$0.00	\$50.72
2	60	\$29.40	\$13.80	\$13.36	\$0.00	\$56.56
3	70	\$34.30	\$13.80	\$14.31	\$0.00	\$62.41
4	80	\$39.20	\$13.80	\$15.25	\$0.00	\$68.25

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2020	\$48.66	\$8.10	\$25.10	\$0.00	\$81.86
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.20	\$8.10	\$25.10	\$0.00	\$62.40
2	70	\$34.06	\$8.10	\$25.10	\$0.00	\$67.26
3	75	\$36.50	\$8.10	\$25.10	\$0.00	\$69.70
4	80	\$38.93	\$8.10	\$25.10	\$0.00	\$72.13
5	85	\$41.36	\$8.10	\$25.10	\$0.00	\$74.56
6	90	\$43.79	\$8.10	\$25.10	\$0.00	\$76.99

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$8.60	\$16.64	\$0.00	\$46.24
2	70	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
3	80	\$28.00	\$8.60	\$16.64	\$0.00	\$53.24
4	90	\$31.50	\$8.60	\$16.64	\$0.00	\$56.74

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.55	\$8.60	\$16.64	\$0.00	\$46.79
2	70	\$25.14	\$8.60	\$16.64	\$0.00	\$50.38
3	80	\$28.73	\$8.60	\$16.64	\$0.00	\$53.97
4	90	\$32.32	\$8.60	\$16.64	\$0.00	\$57.56

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$8.60	\$16.64	\$0.00	\$46.24
2	70	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
3	80	\$28.00	\$8.60	\$16.64	\$0.00	\$53.24
4	90	\$31.50	\$8.60	\$16.64	\$0.00	\$56.74

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.55	\$8.60	\$16.64	\$0.00	\$46.79
2	70	\$25.14	\$8.60	\$16.64	\$0.00	\$50.38
3	80	\$28.73	\$8.60	\$16.64	\$0.00	\$53.97
4	90	\$32.32	\$8.60	\$16.64	\$0.00	\$57.56

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.09	\$8.60	\$16.70	\$0.00	\$60.39
	12/01/2021	\$36.00	\$8.60	\$16.70	\$0.00	\$61.30
	06/01/2022	\$36.90	\$8.60	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.75	\$8.60	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.65	\$8.60	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.55	\$8.60	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2021	\$42.57	\$11.39	\$20.14	\$0.00	\$74.10
	08/01/2021	\$43.69	\$11.39	\$20.30	\$0.00	\$75.38
	02/01/2022	\$44.16	\$11.39	\$20.30	\$0.00	\$75.85

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$11.39	\$20.14	\$0.00	\$52.82
2	60	\$25.54	\$11.39	\$20.14	\$0.00	\$57.07
3	70	\$29.80	\$11.39	\$20.14	\$0.00	\$61.33
4	80	\$34.06	\$11.39	\$20.14	\$0.00	\$65.59
5	90	\$38.31	\$11.39	\$20.14	\$0.00	\$69.84

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.85	\$11.39	\$20.30	\$0.00	\$53.54
2	60	\$26.21	\$11.39	\$20.30	\$0.00	\$57.90
3	70	\$30.58	\$11.39	\$20.30	\$0.00	\$62.27
4	80	\$34.95	\$11.39	\$20.30	\$0.00	\$66.64
5	90	\$39.32	\$11.39	\$20.30	\$0.00	\$71.01

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2021	\$55.77	\$11.39	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
	02/01/2022	\$57.74	\$11.39	\$22.24	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$11.39	\$22.08	\$0.00	\$61.36
2	60	\$33.46	\$11.39	\$22.08	\$0.00	\$66.93
3	70	\$39.04	\$11.39	\$22.08	\$0.00	\$72.51
4	80	\$44.62	\$11.39	\$22.08	\$0.00	\$78.09
5	90	\$50.19	\$11.39	\$22.08	\$0.00	\$83.66

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.59	\$11.39	\$22.24	\$0.00	\$62.22
2	60	\$34.30	\$11.39	\$22.24	\$0.00	\$67.93
3	70	\$40.02	\$11.39	\$22.24	\$0.00	\$73.65
4	80	\$45.74	\$11.39	\$22.24	\$0.00	\$79.37
5	90	\$51.45	\$11.39	\$22.24	\$0.00	\$85.08

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	03/01/2021	\$39.42	\$8.58	\$21.57	\$0.00	\$69.57
	01/03/2022	\$40.67	\$8.58	\$21.57	\$0.00	\$70.82
	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.68	\$8.58	\$5.72	\$0.00	\$35.98
2	65	\$25.62	\$8.58	\$17.93	\$0.00	\$52.13
3	75	\$29.57	\$8.58	\$18.98	\$0.00	\$57.13
4	85	\$33.51	\$8.58	\$20.01	\$0.00	\$62.10

Effective Date - 01/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.37	\$8.58	\$5.72	\$0.00	\$36.67
2	65	\$26.44	\$8.58	\$17.93	\$0.00	\$52.95
3	75	\$30.50	\$8.58	\$18.98	\$0.00	\$58.06
4	85	\$34.57	\$8.58	\$20.01	\$0.00	\$63.16

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$23.40	\$13.75	\$15.80	\$0.00	\$52.95
	12/01/2021	\$23.98	\$13.75	\$15.80	\$0.00	\$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$28.26	\$13.75	\$15.80	\$0.00	\$57.81
	12/01/2021	\$28.94	\$13.75	\$15.80	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.25	\$0.00	\$0.00	\$28.06
2	55	\$21.79	\$8.25	\$6.16	\$0.00	\$36.20
3	60	\$23.77	\$8.25	\$6.72	\$0.00	\$38.74
4	65	\$25.75	\$8.25	\$7.28	\$0.00	\$41.28
5	70	\$27.73	\$8.25	\$19.39	\$0.00	\$55.37
6	75	\$29.72	\$8.25	\$19.95	\$0.00	\$57.92
7	80	\$31.70	\$8.25	\$20.51	\$0.00	\$60.46
8	90	\$35.66	\$8.25	\$21.63	\$0.00	\$65.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PANEL & PICKUP TRUCKS DRIVER	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:

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

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

Apprentice to Journeyworker Ratio:**

PIPELAYER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02
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Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.07	\$13.57	\$6.24	\$0.00	\$40.88
2	40	\$24.08	\$13.57	\$7.08	\$0.00	\$44.73
3	55	\$33.10	\$13.57	\$9.63	\$0.00	\$56.30
4	65	\$39.12	\$13.57	\$11.33	\$0.00	\$64.02
5	75	\$45.14	\$13.57	\$13.03	\$0.00	\$71.74

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$67.89, Step5 with lic\$75.59

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2021	\$36.00	\$8.60	\$16.64	\$0.00	\$61.24
	12/01/2021	\$36.91	\$8.60	\$16.64	\$0.00	\$62.15
	06/01/2022	\$37.81	\$8.60	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.66	\$8.60	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.56	\$8.60	\$16.64	\$0.00	\$64.80
	12/01/2023	\$40.46	\$8.60	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$36.00	\$8.60	\$16.64	\$0.00	\$61.24
	12/01/2021	\$36.91	\$8.60	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Dauphinis (Bellingham)</i>	01/01/2021	\$25.00	\$9.31	\$3.20	\$0.00	\$37.51
	12/01/2021	\$25.75	\$9.76	\$4.00	\$0.00	\$39.51
	01/01/2022	\$25.75	\$9.76	\$4.00	\$0.00	\$39.51
	12/01/2022	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
	01/01/2023	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
	12/01/2023	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2021	\$46.60	\$12.28	\$17.15	\$0.00	\$76.03
	08/01/2021	\$48.03	\$12.28	\$17.15	\$0.00	\$77.46
	02/01/2022	\$49.46	\$12.28	\$17.15	\$0.00	\$78.89

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.30	\$12.28	\$4.31	\$0.00	\$39.89
2	60	\$27.96	\$12.28	\$17.15	\$0.00	\$57.39
3	65	\$30.29	\$12.28	\$17.15	\$0.00	\$59.72
4	75	\$34.95	\$12.28	\$17.15	\$0.00	\$64.38
5	85	\$39.61	\$12.28	\$17.15	\$0.00	\$69.04

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$12.28	\$4.31	\$0.00	\$40.61
2	60	\$28.82	\$12.28	\$17.15	\$0.00	\$58.25
3	65	\$31.22	\$12.28	\$17.15	\$0.00	\$60.65
4	75	\$36.02	\$12.28	\$17.15	\$0.00	\$65.45
5	85	\$40.83	\$12.28	\$17.15	\$0.00	\$70.26

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2021	\$46.85	\$12.28	\$17.15	\$0.00	\$76.28
	08/01/2021	\$48.28	\$12.28	\$17.15	\$0.00	\$77.71
	02/01/2022	\$49.71	\$12.28	\$17.15	\$0.00	\$79.14

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$51.67	\$13.65	\$24.57	\$2.70	\$92.59
	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.70	\$13.65	\$5.89	\$0.00	\$41.24
2	42	\$21.70	\$13.65	\$5.89	\$0.00	\$41.24
3	47	\$24.28	\$13.65	\$11.13	\$1.48	\$50.54
4	47	\$24.28	\$13.65	\$11.13	\$1.48	\$50.54
5	52	\$26.87	\$13.65	\$12.08	\$1.58	\$54.18
6	52	\$26.87	\$13.65	\$12.33	\$1.59	\$54.44
7	60	\$31.00	\$13.65	\$13.70	\$1.76	\$60.11
8	65	\$33.59	\$13.65	\$14.65	\$1.88	\$63.77
9	75	\$38.75	\$13.65	\$16.56	\$2.08	\$71.04
10	85	\$43.92	\$13.65	\$17.96	\$2.28	\$77.81

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.82	\$13.80	\$6.01	\$0.00	\$41.63
2	42	\$21.82	\$13.80	\$6.01	\$0.00	\$41.63
3	47	\$24.42	\$13.80	\$11.26	\$1.48	\$50.96
4	47	\$24.42	\$13.80	\$11.26	\$1.48	\$50.96
5	52	\$27.01	\$13.80	\$12.23	\$1.59	\$54.63
6	52	\$27.01	\$13.80	\$12.48	\$1.60	\$54.89
7	60	\$31.17	\$13.80	\$13.87	\$1.77	\$60.61
8	65	\$33.77	\$13.80	\$14.84	\$1.87	\$64.28
9	75	\$38.96	\$13.80	\$16.77	\$2.09	\$71.62
10	85	\$44.16	\$13.80	\$18.20	\$2.28	\$78.44

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2021	\$62.45	\$10.00	\$21.25	\$0.00	\$93.70

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.86	\$10.00	\$11.99	\$0.00	\$43.85
2	40	\$24.98	\$10.00	\$12.70	\$0.00	\$47.68
3	45	\$28.10	\$10.00	\$13.41	\$0.00	\$51.51
4	50	\$31.23	\$10.00	\$14.13	\$0.00	\$55.36
5	55	\$34.35	\$10.00	\$14.84	\$0.00	\$59.19
6	60	\$37.47	\$10.00	\$15.55	\$0.00	\$63.02
7	65	\$40.59	\$10.00	\$16.26	\$0.00	\$66.85
8	70	\$43.72	\$10.00	\$16.98	\$0.00	\$70.70
9	75	\$46.84	\$10.00	\$17.69	\$0.00	\$74.53
10	80	\$49.96	\$10.00	\$18.40	\$0.00	\$78.36

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52
2	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52
3	50	\$21.06	\$13.00	\$14.51	\$0.00	\$48.57
4	50	\$21.06	\$13.00	\$14.51	\$0.00	\$48.57
5	55	\$23.16	\$13.00	\$14.84	\$0.00	\$51.00
6	60	\$25.27	\$13.00	\$15.18	\$0.00	\$53.45
7	65	\$27.37	\$13.00	\$15.52	\$0.00	\$55.89
8	70	\$29.48	\$13.00	\$15.85	\$0.00	\$58.33
9	75	\$31.58	\$13.00	\$16.20	\$0.00	\$60.78
10	80	\$33.69	\$13.00	\$16.53	\$0.00	\$63.22

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.70	\$13.00	\$0.59	\$0.00	\$33.29
2	45	\$19.70	\$13.00	\$0.59	\$0.00	\$33.29
3	50	\$21.89	\$13.00	\$14.57	\$0.00	\$49.46
4	50	\$21.89	\$13.00	\$14.57	\$0.00	\$49.46
5	55	\$24.07	\$13.00	\$14.91	\$0.00	\$51.98
6	60	\$26.26	\$13.00	\$15.26	\$0.00	\$54.52
7	65	\$28.45	\$13.00	\$15.59	\$0.00	\$57.04
8	70	\$30.64	\$13.00	\$15.94	\$0.00	\$59.58
9	75	\$32.83	\$13.00	\$16.28	\$0.00	\$62.11
10	80	\$35.02	\$13.00	\$16.63	\$0.00	\$64.65

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2021	\$54.69	\$11.39	\$22.09	\$0.00	\$88.17
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
	02/01/2022	\$56.68	\$11.39	\$22.25	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$11.39	\$22.09	\$0.00	\$60.83
2	60	\$32.81	\$11.39	\$22.09	\$0.00	\$66.29
3	70	\$38.28	\$11.39	\$22.09	\$0.00	\$71.76
4	80	\$43.75	\$11.39	\$22.09	\$0.00	\$77.23
5	90	\$49.22	\$11.39	\$22.09	\$0.00	\$82.70

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.05	\$11.39	\$22.25	\$0.00	\$61.69
2	60	\$33.65	\$11.39	\$22.25	\$0.00	\$67.29
3	70	\$39.26	\$11.39	\$22.25	\$0.00	\$72.90
4	80	\$44.87	\$11.39	\$22.25	\$0.00	\$78.51
5	90	\$50.48	\$11.39	\$22.25	\$0.00	\$84.12

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$42.07	\$8.60	\$17.72	\$0.00	\$68.39
	12/01/2021	\$43.08	\$8.60	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.79	\$8.60	\$17.72	\$0.00	\$67.11
	12/01/2021	\$41.80	\$8.60	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>LABORERS (COMPRESSED AIR)</i>	06/01/2021	\$52.90	\$8.60	\$18.17	\$0.00	\$79.67
	12/01/2021	\$53.91	\$8.60	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2021	\$54.90	\$8.60	\$18.17	\$0.00	\$81.67
	12/01/2021	\$55.91	\$8.60	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2021	\$44.97	\$8.60	\$18.17	\$0.00	\$71.74
	12/01/2021	\$45.98	\$8.60	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2021	\$46.97	\$8.60	\$18.17	\$0.00	\$73.74
	12/01/2021	\$47.98	\$8.60	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

This Contract is made this _____ day of _____, 2021, 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 Select Board (hereinafter the "Town of Natick" or the "Town"), and _____, a _____ organized under the laws of _____, with a principal office located at _____ (hereinafter the "Contractor").

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

1. Scope of Services

In consideration of the obligations herein contained, the Contractor shall provide services for repair of the Hunnewell Park Fence, as described in the Request for Responses for Repair of the Hunnewell Park Fence ("RFR"), issued by the Town of Natick, Massachusetts, which is incorporated herein by reference.

2. Standard of Care

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

3. Term

The term of this Contract shall commence as of the date specified in the opening recital and shall end one (1) year later. Time is of the essence in the performance of services rendered by the Contractor under this Contract.

4. Incorporation of the Request for Responses (RFR)/Order of Priority of Contract Documents

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

Highest Priority:	Amendments to Contract (if any)
Second Priority:	Contract
Third Priority:	Addenda to the RFR (if any)
Fourth Priority:	RFR

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

Fifth Priority: Contractor's Response.

5. Payment

In consideration for performance of the work in accordance with the requirements of this Contract, and in accordance with M.G.L. c.30, §39G, the Town shall pay the Contractor the prices set forth in the Contractor's Response, 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 Responses, 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.

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

6. Warranty

Any equipment delivered, unless otherwise agreed by the parties, shall be of generally merchantable quality and shall be fit for the purpose sought by the Town of Natick. Any equipment shall be warranted against manufacturing and design defect for a minimum of one (1) year after the Town's acceptance of the same. All manufacturers' warranties on any equipment delivered shall be assigned to the Town of Natick.

7. Compliance with Laws

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

8. Insurance

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

- a. Workers' Compensation Insurance as required by the laws of the Commonwealth of Massachusetts and employer's liability insurance in the amount of \$1,000,000/\$1,000,000/\$1,000,000.
- b. Commercial General Liability Insurance, \$1,000,000 each occurrence and \$2,000,000 aggregate limit. Commercial General Liability insurance shall include personal injury liability, broad form property damage liability, products/completed operations liability and broad form contractual liability.

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

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

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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

be deemed a material breach of this Contract and shall operate as an immediate termination thereof.

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

9. Indemnification

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

10. No Personal Liability

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

11. Familiarity with Area of Work

By signing this Contract, the Contractor acknowledges that it has examined the area of work which is the subject matter of this Contract and that it is familiar with all sites which are the subject of this Contract and with all conditions of the RFR 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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

its work, and conditions which may be encountered in the performance thereof, and shall assume all risks and bear all losses pertaining thereto.

12. Performance Bond

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

14. Independent Contractor Status

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

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

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

16. No Smoking

Pursuant to Massachusetts General Laws (M.G.L.) c. 270, §22, the Commonwealth of Massachusetts Smokefree Workplace Law, the Contractor, its officers, employees, agents, and representatives shall refrain from smoking and

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

from using tobacco products in any public building in the Town of Natick.

17. Criminal Background Screening

For each employee of the Contractor who is performing services under this Contract, the Contractor shall, subject to its confidentiality and privacy obligations owing to its employees and third parties, provide a written confirmation to the Town that such employee passed the Contractor's pre-employment criminal background screen. In the event that any employee refuses to permit the Contractor to provide such information to the Town, the Contractor shall not assign such employee to perform services for the Town, and such employee shall not be authorized to perform services for the Town. The Town shall be permitted to keep such information in its files.

18. Delays/*Force Majeure*

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

19. Termination

- 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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

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

- d. The Town may terminate this Contract upon written notice to the Contractor if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend the Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.
- e. The Town may also terminate this Contract for convenience upon thirty (30) days' written notice to the Contractor.

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

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

20. Notices

Except as otherwise provided in this Contract all notices required or permitted to be given hereunder shall be in writing and shall be delivered by certified mail or registered mail, return receipt requested, to the parties at the following address or such other address or addresses as to which a party shall have notified the other party in accordance with this Section 20.

If to the Town:

Deputy Town Administrator - Operations
Natick Town Hall
13 East Central Street
Natick, MA 01760

With copies to:

Karis L. North, Esq.
Murphy, Hesse, Toomey & Lehane, LLP
300 Crown Colony Drive, Suite 410
Quincy, MA 02169

Town of Natick, Massachusetts
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If to the Contractor:

21. Miscellaneous Provisions

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

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

be contacted in the event of an after-hours emergency.

- h. By entering into this Contract, the Contractor certifies under penalties of perjury that its Response was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word “person” shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- i. By entering into this Contract, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C, Section 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- j. The Contractor understands that the Massachusetts Conflict of Interest Law, Chapter 268A of the Massachusetts General Laws, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- k. Prevailing wage rates, as contained in the Response documents, shall be paid, pursuant to M.G.L. c.149, §§26-27G, if they are applicable.
- l. The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation (which shall not include 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.

Town of Natick, Massachusetts
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- m. **To the extent that any of the foregoing sections required by Massachusetts law are inconsistent with other, non-statutory sections in this Contract, any statutorily-mandated provisions contained herein shall control.**
- n. The Contractor shall not assign or subcontract in whole or in part this Contract or in any way transfer any interest in this Contract without the prior express written approval of the Town.
- o. The Contractor shall not assign any money due or to become due to the Contractor unless the Town of Natick shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- p. This Contract may be amended only by written consent of the parties.
- q. This Contract constitutes the entire agreement of the parties and any other agreement, written or oral, that may exist is excluded from this Contract. When executed, this Contract supersedes any other agreement of any of the parties in connection with the transaction contemplated.
- r. 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.
- s. The provisions of this Contract shall be binding upon and shall inure to the benefit of the heirs, assigns and successors in interest of the parties.
- t. This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, regardless of choice of law issues or principles.
- u. This Contract is executed in triplicate as a sealed instrument.

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

The Town of Natick, Massachusetts _____

by: the Natick Select Board

by: _____

Karen Adelman-Foster, Chairman

Signature

Richard P. Jennett, Jr., Vice Chairman

Printed Name

Michael J. Hickey, Jr., Clerk

Printed Title

Paul Joseph

Susan G. Salamoff

Dated: _____

Dated: _____

APPROVED AS TO AVAILABILITY OF APPROPRIATION:

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

Michelle Laramee
Comptroller, Town of Natick

Dated: _____

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

Karis L. North, Esq.

Dated: _____

Town of Natick, Massachusetts
Contract for Services for Repair of the Hunnewell Park Fence

CERTIFICATE OF VOTE

I, _____, hereby certify
(Clerk/Secretary)

that I am the duly qualified and acting _____ of
(Corporation Name) (Title)

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

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

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

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

Signature

Printed Name

Printed Title

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

SECTION 02821

HUNNEWELL PARK CAST IRON FENCE REPAIR AND RESTORATION

PART 1 - GENERAL

1.1 Hunnewell Park is located at 56-58 Eliot Street in South Natick, MA. The site is bounded by Mill Lane, Pleasant Street and Eliot Street. The existing cast iron fence on Pleasant Street and Eliot Street was installed in 1880. The fence incorporates an arrow and cross motif celebrating the site and John Eliot's ministry to the indigenous Indian tribes of the region. The intent of the project is to provide repairs to the cast iron fence to maintain the fence and provide the basis for further restoration.

1.2 SUMMARY

A. This section includes the following:

1. Repairs to cast iron ornamental fences, cast iron posts, solid cast iron pickets and arrow, cross and circle components.
2. Photographs of work scope numbered 1-4, 8-12, 14, and 18-19 are included as reference and indicating conditions to be repaired.
3. Pleasant Street Work Scope: Panel locations are numbered 1-23 from Mill Lane and north along Pleasant Street to the intersection of Eliot Street.
4. Eliot Street Work Scope: Panel locations are numbered 1-30 from Pleasant Street and west along Eliot Street to the intersection of Mill Lane.

1.3 WORK SCOPE AND ALTERNATES

A. This section includes the following base scope and alternates:

B. Base Scope:

1. Pleasant Street Panel #1 and Photo #1: Post and panel parallel to Mill Lane, remove post and reinstall post and threaded rod to align and reset post and cap. Paint post and base.
2. Pleasant Street Panel #3 and Photo #2: Repair broken arrow picket and paint picket.
3. Pleasant Street Panel #9 and Photo #4: Replace cross at top rail from Owner stock. Paint cross and picket.
4. Pleasant Street Panel #22 and Photo #8 and #10: Replace two circular pieces and weld crack at bottom rail at right end of panel. Circles available from Owner stock. At mid point of panel, weld crack at mid and bottom rail. Paint circles and mid and bottom rail for 2 foot extent.
5. Pleasant Street Panel #23 and Photo #9: Replace missing cross at top rail from Owner stock. Paint cross and picket.

C. Alternate Scope:

1. Alternate #1: Provide deduct alternate to delete painting from base scope numbered 1-5.
2. Alternate #2: Eliot Street Panel #9 and Photo #12: Repair bottom rail and circular pieces from Owner stock. Paint mid and bottom rail and circles for 2 foot extent.

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3. Alternate #3: Eliot Street Panel #12 and Photo #11: Replace or repair arrow picket between top and mid rail from Owner stock. Paint picket.
4. Alternate #4: Provide deduct alternate to delete painting from Alternate #1 through #3.
5. Alternate #5: Tack weld post cap and provide sealant at cap joint for Pleasant Street Panel #8 Photo #3 [right hand post].
6. Alternate #6: Tack weld post cap and provide sealant at cap joint for Eliot Street Panel #1 [right hand post] Photo #14.
7. Alternate #7: Tack weld post cap and provide sealant at cap joint for Eliot Street Panel #11 [left hand post] Photo #18.
8. Alternate #8: Tack weld post cap and provide sealant at cap joint for Panel #14 [right hand post] Photo 19.

1.4 SUBMITTALS

- A. Submit product data in the form of manufacturer's technical data for products utilized and repair procedures for fence components [rails, pickets, posts and other components], including welding, cleaning and painting of repaired components

1.5 QUALITY ASSURANCE

- A. Fabricator Qualifications: A firm experienced in repair and restoration of cast iron ornamental fences and gates similar to that indicated for this Project and with a record of successful in-service performance and sufficient capacity to produce required repairs and restoration.
- C. Welding: Qualify procedures and personnel according to AWS 5.15 "Welding Electrodes and Rods". Provide electrodes with 55% nickel content or higher for welding gray cast iron. Follow industry recommendations for welding cast iron to assure weld does not crack or fissure.

PART 2 - PRODUCT

2.1 MATERIALS

- A. Owner will provide the following materials for repair and restoration of the fence
 1. 10 Full length cast iron arrow pickets.
 2. 1 cast iron arrow for portion above top rail
 3. 5 cast iron crosses for portion above top rail
 4. 15 cast iron cross pickets without top cross component
 5. 7 cast iron circles for portion between mid and bottom rails
 6. 1 ball cap for cast iron post
 7. 1 cast iron hexagonal post cap
 8. 1 cast iron post pillar
 9. 1 broken portion of arrow picket per Photo 11
 10. 1 bottom rail and circle portion per Photo 12
- B. Exterior Erosion-Resistant Anchoring Cement: Super Por-Rok by Minwax Construction Products, Montvale, NJ or equal.

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- C. Sealant: Sikaflex 295, black and Sikaflex 295 primer.
- D. Paint:
 - 1. Primer: Intertuf (modified epoxy, high build, high solids) primer by International Coatings Ltd. or equal
 - 2. Topcoat: Interthane 990HS (polyurethane) by International Coatings Ltd. or equal
 - 3. Paint color shall match Benjamin Moore PM-10 "Chrome Green"

2.2 REPAIR AND RESTORATION, GENERAL

- A. Provide straight pickets and aligned cross and arrow components. Maximum deviation from straight shall be 1/8 inch in 4 feet.
- B. Provide clean surfaces free of rust, scale and other detrimental surfaces sufficient for welding.
- C. Provide welds of cast members that are sound and free of warp or defects which impair strength or appearance.
- D. Weld pickets, crosses and arrows to rails and weld rails to posts where rails are extended or sufficient panel rigidity is required. Make all welds continuous, to comply with the following:
 - 1. Use materials and methods that minimize distortion and develop strength and corrosion resistance of base metals.
 - 2. Obtain fusion without undercut or overlap.
 - 3. At exposed connections, finish exposed welds and surfaces smooth and blended so no roughness shows after finishing and contour of welded surface matches that of adjacent surface.
 - 4. Attachment of rails to posts shall be consistent with existing attachment methodology as top and mid rails are hung from posts. Bottom rail is separated from post and not attached.
- E. Provide for anchorage of posts and tie rod; coordinate with supporting structure and base materials. Fabricate and space anchoring devices to secure fence rigidly in place.
- F. Allow for thermal movement resulting from the following maximum change (range) in ambient and surface temperatures by preventing buckling, opening up of joints, overstressing of components, failure of connections, and other detrimental effects. Base engineering calculation on surface temperatures of materials due to both solar heat gain and nighttime-sky heat loss.
 - 1. Temperature Change (Range): 120 deg F (67 deg C), ambient; 180 deg F (100 deg C), material surfaces.

2.3 FINISHES, GENERAL

- A. Comply with NAAMM's "Metal Finishes Manual for Architectural and Metal Products" for recommendations for applying and designating finishes. Intent is to provide on-site finish of repaired component.
- B. Finish cast iron fence components which are repaired after assembly and repair. Intent is to finish the repaired post, picket, rail, arrow and cross components which are repaired and not the entire fence panel.

2.4 CAST IRON FINISHES

- A. Preparation welding and priming:
 - 1. Remove all rust and paint in area of repair with abrasive and mechanical means sufficient to prepare surface for welding and painting.
- B. Apply epoxy primer to uncoated surfaces of metal at 4.0 to 6.0 mils DFT. Comply with SSPC-PA 1, "Paint Application Specification No. 1: Shop, Field, and Maintenance Painting of Steel," for shop painting.
 - 1. Prime surfaces prior to application of finish coat. Surfaces to be painted shall be clean and free of oil and dirt. Fill cracks and crevices and at sandwiched components, with Sikaflex polyurethane caulking after priming has cured and prior to application of the finish paint coat.
 - 2. Stripe paint corners, crevices, bolts, welds, and sharp edges.
 - 3. Apply coating system within two hours of preparing surface. Do not apply paint when the air, cast iron or paint materials are below 50 degrees F.
 - a. Do not apply paint when the relative humidity exceeds 80 percent or when the temperature is less than 5 degrees above the dew point. The temperature of the material to be coated must be within 5 degrees of the ambient temperature with minimum material temperature to be above 50 degrees. Monitor and record temperature and relative humidity on a daily basis during each application.
- C. Finish Coat: Shop apply one finish coat of polyurethane applied at 2.0 to 3.0 mils DFT.
 - 1. Color: Match Benjamin Moore PM-10 "Chrome Green", gloss.
- D. Provide finished product free of runs, sags, pinholes and holidays. Allow paint to fully cure.

PART 3 - EXECUTION

3.1 FENCE INSTALLATION

- A. Install and repair cast iron fence components.
- B. Excavation: If necessary to stabilize and tighten fence posts or threaded rods, drill or hand-excavate to sufficient depth, diameters and size to provide firm base.
- C. Setting Posts and Base in Earth: Center and align posts and bases in holes, space as required by fence panel adjacent to post.
 - 1. Protect portion of post base above ground from concrete splatter. Place concrete around and internal to base and vibrate or tamp for consolidation. Check each post base for vertical and top alignment, and hold in position during placement and finishing operations.
 - a. Unless otherwise indicated, set top of concrete footings level with finish grade or at sufficient depth to align post base and post with existing panel height.
- D. Setting Posts in Existing Concrete:
 - 1. Confirm that existing concrete base is adequate to support and align post base and post at height and spacing to align with panel rail supports.
 - 2. Core drill holes 9 inches deep or at sufficient depth to set threaded rod with expansion anchor.
 - 3. Clean holes of loose material, insert threaded rod, and anchor, placed to comply with manufacturer's instructions.

4. Assemble post base, post and cap with threaded rod. Tighten cap on threaded rod to align and stabilize post to assure support for fence panel.

3.2 CLEANING AND PROTECTION

- A. Touchup Painting: Immediately after erection, clean field welds, bolted connections, and abraded areas of paint, and paint exposed areas per above specification.

END OF SECTION

INDIAN BURIAL
GROUND
GRANTED TO
OLIVER
PEABODY
IN YEAR OF
1731



Photo 1



Photo 2



Photo 3



Photo 4



Photo 8



Photo 9



Photo 10



Photo 11



Photo 12



Photo 14



Photo 18



Photo 19