

(The following is not a verbatim transcript of comments or discussion that occurred during the meeting, but rather a summarization intended for general informational purposes. All motions and votes are the official records).

REGULAR MEETING – CITY COUNCIL

-AUGUST 22, 2022-

Regular meeting of the City Council was called held on Monday, August 22, 2022 in the Council Chambers, City Hall, 869 Park Ave., Cranston, Rhode Island.

The meeting was called to order at 7:00 P.M. by the Council President.

Roll call showed the following members present: Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly (appeared at 7:08 p.m.), Council Vice-President Ferri and Council President Paplauskas -9.

Also Present: Anthony Moretti, Chief of Staff; John Verdecchia, Assistant City Solicitor; Daniel Parrillo, Director of Personnel; Stephen Angell, City Council Legal Counsel; David Dimaio, City Council Budget Analyst.

On motion by Councilwoman Vargas, seconded by Councilwoman Marino, it was voted to dispense with the reading of the minutes of the last meeting and they stand approved as recorded. Motion passed on a vote of 8-0. The following being recorded as voting “aye”: Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Council Vice-President Ferri and Council President Paplauskas -8.

I. PUBLIC ACKNOWLEDGEMENTS AND COMMENDATIONS

TROOP 66 GARDEN CITY, ACHIEVING THE RANK OF NATIONAL EAGLE SCOUT, BOY SCOUTS OF AMERICA

Council President Paplauskas presented Citations to members of the Troop 66.

CWLL/CLCF GIRLS 10U SOFTBALL RI STATE CHAMPIONS

Councilwoman Marino presented Citations to members of CWLL/CLCF Girls 10U Softball team.

II. PUBLIC HEARINGS & PUBLIC COMMENT

Armand Naquette, 19 Hillside Ave., President of Local 1363 Firefighters Union, appeared to speak in favor of proposed Ordinance 7-22-02 and stated that he thinks the contract is fiscally responsible and it is a fair contract for the firefighters and also brings us into the 21st Century when it comes to health and safety and he asked the City Council to support this contract.

-AUGUST 22, 2022-

Chief James Warren, 136 Longview Dr., appeared to speak and stated that he is present to support the Firefighters contract. He also stated that he believes this is a very fair and equitable contract to the City, the Fire Union and the residents. The Union made some major concessions to help pay for some of the reorganization in the modernization of the Fire Department. This change for the restructuring is very important for the Department. It is definitely going to help the Department and also going to help the safety of the Firefighters. There are going to be two Battalion Chiefs in the City. There will always be two Chiefs at every incident. It has been a very busy year for the Department. He is very happy that the Union made the concessions for Management Rights. We are going to add a new Assistant Chief who is going to be in charge of the Administrative duties and Grant writing. This will free him up to do more long-term planning for the Fire Department. He asked that the City Council support this contract.

III. RESOLUTIONS

None.

IV. REPORT OF COMMITTEES**SAFETY SERVICES & LICENSES COMMITTEE**

(Councilwoman Nicole Renzulli, Chair)

RESOLUTION ALLOWING THE POLICE DEPARTMENT OF THE CITY OF CRANSTON TO COLLABORATE WITH NONADJACENT RHODE ISLAND MUNICIPALITIES AND POLICE DEPARTMENTS THROUGH A STATEWIDE MUTUAL AID AGREEMENT

Councilwomen Renzulli, Marino, Vargas, Germain, Councilmen Donegan, Campopiano, Council Vice-President Ferri and Council President Paplauskas asked to be added as co-sponsors.

On motion by Councilwoman Marino, seconded by Councilman Donegan, the above Resolution was adopted on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

FINANCE COMMITTEE

(Council Vice-President Robert J. Ferri, Chair)

7-22-01 *ORDINANCE RATIFYING SCHOOL COMMITTEE'S COLLECTIVE BARGAINING AGREEMENT WITH THE RHODE ISLAND COUNCIL 94, AFSCME, AFL-CIO, CRANSTON PUBLIC SCHOOL EMPLOYEES, LOCAL 2044 (JULY 1, 2021 – JUNE 30, 2024)*

On motion by Councilwoman Germain, seconded by Councilwoman Marino, the above Ordinance was adopted on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

-AUGUST 22, 2022-

7-22-02 *ORDINANCE RATIFYING THE IAFF (INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS) CONTRACT, LOCAL 1363 (JULY 1, 2022 – JUNE 30, 2025)*

On motion by Councilwoman Marino, seconded by Councilman Donegan, it was voted to adopt the above Ordinance.

Under Discussion:

Director Moretti stated that it was lengthy negotiations with the Union. He cannot state how grateful the Administration is of how professional they were.

Roll call was taken on motion to adopt the above Ordinance and motion passed on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

RESOLUTION AUTHORIZING REAL ESTATE TAX ABATEMENTS

On motion by Councilwoman Germain, seconded by Councilman Reilly, the above Resolution was adopted on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

RESOLUTION AUTHORIZING TANGIBLE TAX ABATEMENTS

On motion by Councilman Reilly, seconded by Council Vice-President Ferri, the above Resolution was adopted on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

TAX INTEREST WAIVER APPROVALS

On motion by Councilwoman Marino, seconded by Councilman Reilly, it was voted to approve the list of Tax Interest Waiver Approvals. Motion passed on a vote of 8-1. The following being recorded as voting "aye": Councilwomen Marino, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -8. The following being recorded as voting "nay": Councilwoman Renzulli -1.

**CLAIMS COMMITTEE
(Councilman John P Donegan, Chair)**

REPORT OF SETTLED CLAIMS (Informational purposes): Lucy Ragosta \$50.00 Property Damage; Miguel Nunez \$185.00 Property Damage; Elenore Ignacio \$121.91 Vehicle Damage; Michael Soscia \$215.00 Property Damage; Heather McKaig \$300.00 Vehicle Damage; Lori Nota \$140.00 Property Damage; Michelle Vitale \$104.00 Vehicle Damage; Raymond Brigidi \$91.37 Vehicle Damage.

No action needed.

V. PUBLIC COMMENT FOR UN-DOCKETED ITEMS

Sheila Resseger, 50 Malvern Ave., appeared to speak and stated that he home is a few blocks from Hall Manor in Edgewood. She sent the City Council written comments on Friday and she intended to include a photo of Hall Manor, but the contact form would not accept it. She will provide the photo if the Council would like to contact her via e-mail. She stated that as everyone knows, Hall Manor is a public subsidized housing unit for Cranstonians age 62 and over and or those handicapped or disabled. The photo shows wireless transmission facilities on the roof, which are called WTF's and these WTF's emit radio frequency radiation, which is harmful to everyone, but especially to the elderly and people with health issues. These WTF's not only jeopardize the health of the people, but also present a fire hazard. She questioned who decided to put these WTF's on the roof of Hall Manor and in what way was it intended to benefit the residents and is anyone monitoring for health effects? The general public is oblivious to the harms of this radiation. It is up to conscientious public officials such as yourselves to act to protect the vulnerable. This is your responsibility under the US and Rhode Island Constitution.

-AUGUST 22, 2022-

Rachel Ware, 15 Connecticut St., appeared to speak and stated that she was present last month asking for some help from the Council and she has not heard from anyone from the e-mail that she followed up from her speech. Last time she appeared before the Council she explained how her fiancé's parental rights were trampled and taken away illegally back in 2019. Something that they have been asking to have addressed so other families and children are not affected from what she has seen happen to her own step-daughter. She is present this evening because they put in a claim to the City and it has now been four weeks since they filed it on July 25th at approximately 1:38 in the afternoon and also hand-delivered one to the Mayor's Office. She is trying to find out how long it takes for the Council or the Claims Committee to at least reach out and say 'hey we've received it, we hear you'. Actually, 'I hear you' is something that would be great to actually be recognized as a citizen and a resident in Cranston that someone is actually hearing the story and hearing the issues that they are having because all they are trying to do is address it to prevent it from happening to others and hold those accountable for breaking the Constitution and the rights that happened to herself, to her fiancé and most importantly, the child involved in this. She is tired of being stonewalled and tired of her elected officials blocking their eyes and not even trying to address it. She is here in the public forum asking for some type of resolution by having a conversation. She does not think it is unfair of her to ask of her elected officials, especially it being an election year, she would think that people would want to address Parental Rights, Constitutional Rights and a family that has been affected since 2019 here in Cranston. She, herself, has a No Trespass Order on her in the Briggs Building and her step-daughter's school all because she was present trying to bring sexually explicit videos filmed in the school and a suicide note written in the school. These are serious matters that need to be addressed and she is angry and she is upset. People need to be aware of what is going on. All they are asking is for someone to actually listen and not shut them down. Prove her wrong. She has documents. She is asking everyone present to respond to her. What are her next steps? How long does she wait to hear from the City? What does she do?

Josh Mello, 15 Connecticut St., appeared to speak and stated that he is present to continue to demand accountability and investigation, proper open investigation into the occurrences of 2019 at George Peters Elementary. He read from a Police report and stated that he had a horrible nightmare situation that came upon him in Family Court and bunch of bs that included 'No Trespass Orders' at his daughter's school. Once again, for an illegal arrest for illegal activity placed on him at his daughter's school for trying to pick her up legally and justified. His attorney at the time wrote to the School's Attorney because of this horrendous mess and he read the letter his attorney wrote on his behalf. He stated that it is very important that this body understands that he was restricted and Constitutional Rights and Parental Rights have not only been severely trampled, but they have been violated. He has gone through every channel legally, including this one and he still has no resolution or no word. He asked to please investigate Cranston.

Douglas Doe, 178 Lippitt Ave., appeared to speak regarding the response to the City Solicitor's comments to the Finance Committee earlier and stated that there is nothing in the November 2020 Net Metering Contract that requires the use of the Natick Project. Appendix "A" of the Contract identifies Natick as one of the 'potential renewable energy facilities'. Another is Main St. Solar in Hopkington and 'and/or any one or more other renewal energy facilities that they may have'. Revity's RFP response lists four potential projects including Natick Ave. The 2022 Smithfield Net Metering Consultants lists four Revity projects including two in West Greenwich totaling 59.2 megawatts. So, where is our alternative site? Why are we stuck with Natick? Revity's spokesman mentioned to the Council that the City officials wanted the project to be in the City, but that does to make any sense. The RFP was issued after the City Council members and the Mayor sponsored the Ordinance that banned these projects in residential neighborhoods. He questioned who advocated a proposal in direct violation of City policy. They should come forward and explain themselves, but he suspects he is busy running for Congress. He questioned why Natick. The key point is that lenders require solar developers a credit worthy entity for net metering agreements, that is Cranston. Natick Solar needs Cranston, but Cranston does not need Natick Solar. Since Revity's proposal, there are four other possible projects. Under Revity's RFP proposal, Cranston would pay Revity approximately \$25 million over 25 years. The actual contract is approximately double that. The contract lists the maximum output at 15.75 million kilowatt hours. Just the first year payment to Revity would be approximately \$1.7 million. That should more than cover the \$100,000 donation they like to talk about. Everyone is gazing at the savings with little or no understanding of the underlying financial arrangements. That has to end.

-AUGUST 22, 2022-

Dorothy McDonough, 23 Edge St., appeared to speak and stated that at the last meeting, she voiced some serious concerns about traffic impact for the new proposed Legion Pub project. With the help of the Planning Department, she was able to locate the traffic impact study. There were two blaring concerns that she had in regards to it. 1) When they talk about the project area, Dutemple School is not even mentioned. Dutemple School is in the project area. Cranston East was mentioned, but not Dutemple School. That is a problem. 2) In terms of the traffic data that was utilized, it was 2018 data from the RIDOT. The reason that was used is because there could be no accurate data because the bridge was closed when the study was completed. Her question to the Council is, knowing this whether you knew it before, you know it now, would you now require, which is certainly possible, the developer to do a new study with current data that is accurate?

Paul Ryan, Jr., 51 Selma St., Providence, appeared to speak and stated that when he was walking in this door, he saw a sign that is disgusting. It said 'masks optional if vaccinated'. The new CDC guidance specifically states vaccinated and unvaccinated are now equal. There should be no discrimination against one group of people meaning the discrimination that is going against the unvaccinated. That should be looked at and that sign should be taken down.

Shannon Whitt-Horridge, 285 Legion Way, appeared to speak via zoom and stated that her family is experiencing some negative effects of reoccurring violations on either side of her, at 279 Legion Way and 289 Legion Way. Police have been notified on many occasions over the years and an Officer finally advised her to come before the Council. It is clear that these people will not comply on their own and the Police are doing their best. She has reported many noise violations from both of these homes. The most recent, on August 19th into August 20th, they had to call the Police on both individuals. The person owning 279 Legion Way has many after hours parties where she has had to install a fence to protect her cars, they have cameras and recently on July 30th, at 2:47 a.m. friends attending his house, tried to get into her house and she is thankful her husband was there. The residents at 289 Legion Way repeatedly have loud parties in the streets, they do not keep their property up, they have had the Fire Department there more than once because they are not supposed to burn and they would light it back up right after the Firemen left. There was a party last year where she happened to be the one reporting the noise disturbance, but her neighbors two houses down on Caporal experienced them screaming that they were going to burn down the house of whoever called the cops and her neighbor stated that his wife reported that to the Police. She is present this evening to ask for enforcement of the City Ordinances of protection that the City is supposed to give all citizens. She is hoping that we can stop it now before it gets worse. More importantly, when she is away, she has an adult son with Asperge's and they do fear for him should either one of these parties decide to act out especially with the upcoming holidays. She would appreciate the Council's assistance in putting this on the Safety record for the next meeting and she will do everything in her power to attend. She thanked everyone for their time and she is praying for the Council's assistance.

Pauline DeRosa, 97 Cypress Dr., appeared to speak via Zoom and stated that as the City is aware, there is a potential for a Costco to be developed in the area behind the Shaw's Market in Chapel View or in the former Citizens Bank building at 100 Sockanosset Crossroads. This is overdevelopment at its worse considering that TopGolf will be completed sometime in 2023. Everyone knows what traffic impact this will have on the Garden City neighborhood and surrounding communities. She implored all Committees and Council members to give this potential development serious consideration and deliberation.

VI. ELECTION AND/OR APPOINTMENT OF CITY OFFICIALS

JUVENILE HEARING BOARD:

- ***RE-APPOINTMENT OF JUDITH ABATE FOR TERM ENDING DECEMBER 1, 2025***

On motion by Councilwoman Renzulli, seconded by Councilman Reilly, it was voted to re-appoint ***Judith Abate*** as a member of the Juvenile Hearing Board. Motion passed on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

-AUGUST 22, 2022-**ARTS COMMISSION:**

- ***RE-APPOINTMENT OF LINDA PETERSON FOR TERM ENDING AUGUST 22, 2025***

On motion by Councilwoman Germain, seconded by Council Vice-President Ferri, it was voted to re-appoint Linda Peterson as a member of the Arts Commission. Motion passed on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

VII. REPORT OF CITY OFFICERS

None.

VIII. EXECUTIVE COMMUNICATIONS***LEGAL FEES REPORT FROM 7/1/2022 – 8/22/022***

No discussion was held.

REQUEST TO BE CONTINUED IN SERVICE FOR ONE YEAR ASSISTANT CHIEF DANIEL MARCINKO, CRANSTON FIRE DEPARTMENT

Director Moretti appeared to speak.

On motion by Councilman Reilly, seconded by Councilwoman Vargas, it was voted to approve the above request. Motion passed on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

IX. COUNCIL PRESIDENT COMMUNICATIONS

Council President Paplauskas stated that the Knightsville Gazebo Revitalization has begun. The old gazebo has come down and plans are in the works for a new ADA compliant gazebo. He is really looking forward to what the future holds for that park. It has been a long time coming. He certainly thanks the Administration for helping with it and his colleagues on the Council. It goes back three or four years through a bi-partisan effort. We passed Zoning to rezone the space behind it as Open Space and also passed a Resolution to start the idea of going after the Grant money into the building of that park. We usually do a neighborhood Christmas Tree Lighting there and he will figure out an alternative spot, but we will certainly do something and bring Santa into the neighborhood for everyone at the time.

X. COUNCIL MEMBER COMMUNICATIONS**COUNCILWOMAN VARGAS:**

- ***OAKLAND (BROAD ST.) CEMETERY. (Cont. from 7/25/2022).***

Councilwoman Vargas stated that the reason this is on the agenda is for a follow-up on the Cemetery and Court hearings that were possibly taking place.

-AUGUST 22, 2022-

Solicitor stated that he spoke to Solicitor Millea this afternoon in regards to this. The Attorney representing the Cemetery was supposed to go to Superior Court to have a new Trustee appointed but came down with COVID. Bank of America is the Trustee and has not done anything. The key here is to get the Trustee replaced. There is a pending Motion before the Court to have that done. The only reason why, to his understanding, that it has not been done is because of the sickness of the Attorney for the Cemetery. He believes that the Court is going to grant that and a new Trustee is going to be appointed. There is considerable money in the Trust to maintain the Cemetery. Why Bank of America has not done it, nobody knows, but we are very confident that once a new Trustee is appointed, that you are going to see a lot of action taking place. He would venture a guess at this point that a month from now the Trustee will probably have been appointed and will be able to take charge and get things done.

Councilwoman Vargas asked if there is a way to actually know what the dollar amount is on the liens that the City will be receiving once that Trustee has been established. Solicitor stated that we can get that information.

Councilwoman Vargas questioned status is on the Municipal Court case. Solicitor stated to Councilwoman Vargas that he would have to get back to her on that. He does not know what the next date is on the Municipal Court matter. When he was there on an unrelated matter, approximately three weeks ago, it had been scheduled to a new date. Given the fact that the Attorney came down with COVID, it is probably reasonable to assume that the Municipal Court date was probably given another date. The Superior Court proceedings is the one that really matters. He will find out when it was rescheduled to.

Councilwoman Vargas asked that this item be left on the Docket for next month for another update.

COUNCILWOMAN MARINO:

- ***DISCUSSION ON THE ISSUE OF PARK PLACE THEATRE AND AFFILIATES' AGREEMENT WITH THE CITY OF CRANSTON TO USE THE CITY PARKING LOT AND RELEVANT INSURANCE POLICIES***

Councilwoman Marino stated that the concern is with respect to potential liability exposure to the City with the use of the parking lot that goes beyond just the Park Place Theatre but also includes the other business entities that are there.

Solicitor stated that he recalls when Park Cinema came in and obtained their licenses and it is a little bit of an unusual situation in that where the City is allowing them to use the parking lot. They are not tenants per se, but the concern of the City's potential risk is well taken and clearly needs to be addressed. We have taken steps to address it, however, what he is not sure at this point is the intimate details because there is a little bit of confusion as to whether or not there are subsidiary businesses that perhaps fall under the umbrella of the Park Cinema. If that is the case, the legal concerns would be different, but Councilwoman Marino's point is well taken. What he will do is he is going to take this under his wings sort of speak. He spoke to Solicitor Rawson today about this. They spoke about such things as indemnification and having the City named insured for the City's total protection. He just needs to work out the details of that between now and the next the next Safety Services meeting and his suggestion after speaking to Council President Paplauskas and the City Clerk, depending how that plays out, it may require an Executive Session, but it may be something that does not. He just does not know at this point. By next time we meet, he should have those answers.

Council President Paplauskas asked Solicitor to keep Councilwoman Renzulli in the loop on that also as the Chair of Safety Services.

Councilwoman Renzulli stated that as far as she understands, the real estate is owned by Park Theatre LLC and all the businesses within are actually one business operated by Historic Park Theatre LLC and they all should fall under the insurance which the City Clerk does have. She is a little confused as to why this keeps coming up. It is all one business with different small names.

Councilwoman Marino stated that the reason why it keeps coming up is because all we need is a simple answer from Legal to the issue that the City is properly indemnified because all of the businesses however it happens to be structured are listing us. We have yet to have that legal discussion with those facts. If we did, then this would not be coming up.

-AUGUST 22, 2022-

Solicitor stated that this should not take him long to do. he will give this a priority and he will contact Mr. Quinlan at the Park Theatre. It seems like it is something that he can clear up without much drama, but we do want to be sure. It is a little confusing. He noticed on the license that there are four other entities that are operating as part and parcel of the Park. He just wants to clarify that. We are protecting the City so he definitely wants to err on side of caution.

COUNCILWOMAN GERMAIN:

- ***UPDATE ON AQUEDUCT AND INTERVALE CROSSWALK ENUMERATED AND THE TIMELINE FOR THE IMPLEMENTATION OF THE ORDINANCE***

Councilwoman Germain stated that she would like an update on when the work is going to be started, per a request from a resident, on Aqueduct and Intervale. The Ordinance was passed and she asked if there is a timeline.

Director Moretti stated that on this issue, the new Public Works Director has it on his desk. This is the busiest time of year, they are significantly short staffed and going through transition. The Public Works Director knows he needs to address it. He does not have an exact timeline. He does caution and also speaking with Mr. Igoe, that the Council is careful about any further traffic safety devices that are going to cost money to the City because remaining and approval is approximately \$150,000 for such things and this is a project for \$40,000, so he was thinking it might even be a good idea to see whatever Ordinances this Council may want to be passing in the next year or so, otherwise, frankly they will be using up those funds and then we would not have any funds remaining for those authorities.

- ***UPDATE ON EDEN PARK AND AQUEDUCT RD. – ONE WAY DURING SCHOOL HOURS***

Councilwoman Germain stated that there are no signs at this intersection to let people know it is a one way. Residents are questioning this because the Ordinance was passed a few months ago. She asked why the sign is not up yet and if there is a timeline to have it installed.

Director Moretti stated that he was told that there is a sign that has been up in accordance to Ordinance, but he will have this verified. He will make sure that the Public Works Department is adhering to this Ordinance and verify, if not, he will make sure the sign is put up.

- ***DISCUSSION ON THE FEASIBILITY OF A ‘DO NOT BLOCK SIGNAGE’ AT THE INTERSECTION OF RESERVOIR AVE. AND NORFOLK ST.***

Councilwoman Germain stated that this is at the request of residents on Norfolk St. Everyone knows Norfolk became a two-way street. The problem is when you are at the intersection there is no signage for people to know you can turn because it is a two way. She asked if she needs to propose an Ordinance or if it is feasible to have that done without an Ordinance.

Director Moretti stated that he can ask the City traffic people, but Reservoir Ave. is a State road. He will have to check with Legal about placing a ‘do not block’ road sign without an Ordinance, but as to the State road, we can inquire.

- ***REPORT ON THE COST OF THE TRAFFIC ACTUATED SIGNAL THAT WAS INSTALLED AT THE INTERSECTION OF GRACE ST. AND PARK AVE.***

Councilwoman Germain asked how much it cost to install the traffic device at Grace and Park.

Director Moretti stated that he will have to report back on this. Mr. Igoe tried to obtain the information, but has a little more research to do. It is ascertainable but was not readily available to have for this evening.

-AUGUST 22, 2022-

XI. COUNCIL BUSINESS MATTERS CARRIED OVER

None.

XII. INTRODUCTION OF NEW MATTERS BEFORE THE COUNCIL*

- 8-22-01 ***ORDINANCE CREATING CHAPTER 46 OF TITLE 8 OF THE CODE OF THE CITY OF CRANSTON, 2005, ENTITLED 'CONSUMPTION OF MARIJUANA IN PUBLIC PLACES, ETC.'*** SPONSORED BY COUNCILMAN REILLY AND COUNCILWOMAN RENZULLI. REFERRED TO ORDINANCE COMMITTEE 9/15/2022.
- 8-22-02 ***Ordinance in amendment of Title 10, Chapter 32, Section 590 of the Code of the City of Cranston, 2005, entitled "Motor Vehicles and Traffic" (Tabor St. 2 Hr. Parking).*** Sponsored by Council President Paplauskas. Referred to Ordinance Committee 9/15/2022.
- 8-22-03 ***Ordinance in amendment of Title 10, Chapter 32, Section 090 of the Code of the city of Cranston, 2005, entitled "Motor Vehicles and Traffic" (Tabor St. No Parking).*** Sponsored by Council President Paplauskas. Referred to Ordinance Committee 9/15/2022.

Resolution Supporting the City's Participation in the Climate Resilience Building Program. Sponsored by Council President Paplauskas. Referred to Finance Committee 9/12/2022.

Advice and Consent of Mayor's appointment of Richard Mancini as Assistant Fire Chief. Referred to Finance Committee September 12, 2022.

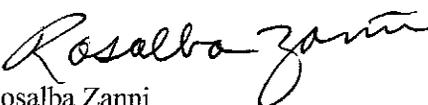
CLAIMS REFERRED TO CLAIMS COMMITTEE – THURSDAY, SEPTEMBER 15, 2022.

- ***Property Damage Claim:***
 - ***Ann Trouve from an alleged incident on June 17, 2022***
 - ***Glenna Pansey from alleged incident on June 20, 2022***
 - ***Katelyn Desjariais from alleged incident on July 1, 2022***
 - ***Miguel Us Mendez from alleged incident on July 9, 2022***
 - ***Nicholas Muschiano from alleged incident on July 10, 2022***

On motion by Council Vice-President Ferri, seconded by Councilman Reilly, it was voted to refer the above new business to the respective Committees. Motion passed on a vote of 9-0. The following being recorded as voting "aye": Councilwomen Marino, Renzulli, Vargas, Germain, Councilmen Donegan, Campopiano, Reilly, Council Vice-President Ferri and Council President Paplauskas -9.

XIII. MISCELLANEOUS BUSINESS ON CLERK'S DESK

The meeting adjourned at 8:25 P.M.


 Rosalba Zanni
 Acting City Clerk

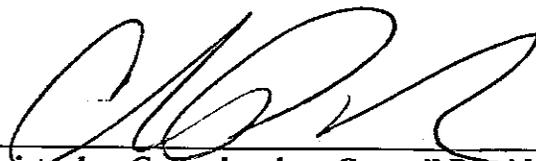
(See Stenographic Notes of Ron Ronzio, Stenotypist)

THE CITY OF CRANSTON

**RESOLUTION OF THE CITY OF CRANSTON
ALLOWING THE POLICE DEPARTMENT OF THE CITY OF CRANSTON TO
COLLABORATE WITH NONADJACENT RHODE ISLAND MUNICIPALITIES AND
POLICE DEPARTMENTS THROUGH A STATEWIDE MUTUAL AID AGREEMENT**

No. 2022-25

Passed:
August 22, 2022


Christopher G. Paplauskas, Council President

Resolved, that

WHEREAS, the City of Cranston desires to promote cross-municipal police collaboration to achieve desired outcomes in the City of Cranston, and

WHEREAS, the General Assembly enacted R.I.G.L. sec. 45-42-2 and then amended it in 2021 through P.L. 2021, ch. 108, providing the City of Cranston a mechanism to authorize nonemergency mutual aid agreements between nonadjacent municipalities, their police departments, and institutions of higher education within the City of Cranston; and

WHEREAS, the General Assembly has granted such authority to other municipalities in Rhode Island through enabling legislation;

NOW, THEREFORE, BE IT RESOLVED that the City of Cranston hereby authorizes the City of Cranston's police department to collaborate with nonadjacent Rhode Island municipalities and police departments pursuant to the Statewide Mutual Aid Agreement. Said Resolution shall take effect immediately upon passage.

Sponsored by: Councilman Reilly
Co-sponsored by Councilwomen Renzulli, Marino, Vargas, Germain, Councilmen Donegan, Campopiano, Council Vice-President Ferri and Council President Paplauskas

7-22-01

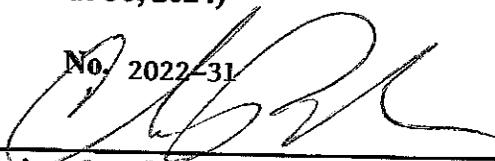
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49

THE CITY OF CRANSTON

ORDINANCE OF THE CITY COUNCIL
RATIFYING SCHOOL COMMITTEE'S COLLECTIVE BARGAINING
AGREEMENT WITH THE RHODE ISLAND COUNCIL 94 AFSCME, AFL-CIO,
CRANSTON PUBLIC SCHOOL EMPLOYEES, LOCAL 2044
(July 1, 2021- June 30, 2024)

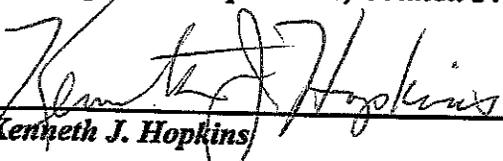
Passed:
August 22, 2022

No. 2022-31



Christopher G. Paplauskas, Council President

Approved:
August 25, 2022



Kenneth J. Hopkins

It is ordained by the City Council of the City of Cranston as follows:

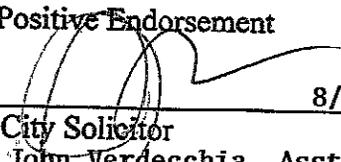
Section 1. The Cranston School Committee having bargained collectively with the Rhode Island Council 94 AFSCME, AFL-CIO, Local RI-2044, which is the certified bargaining representative of Cranston Public School Employees as set forth in the attached contract and Addendum;

Section 2. The School Committee in accordance with Section 11.02.1 of the Cranston Home Rule Charter posted and made public on July 6, 2022 a copy of the proposed contract at least 72 hours notice prior to the public hearing on July 11, 2022 at which time the School Committee voted to approve the attached agreement.

Section 3. That the agreement in writing between the School Committee and the, Rhode Island Council 94 AFSCME, AFL-CIO, Local RI-2044 copy of which is attached hereto and made a part hereof, is hereby ratified, confirmed and approved by the City Council.

Section 4. Any additional agreements, letters of understanding, contract addendums or modifications during the life of this collective bargaining agreement between the parties must be ratified by the City Council and comply with Charter sec. 11.02.1

Section 5. This Ordinance shall take effect upon its final adoption.

Positive Endorsement		Negative Endorsement (attach reasons)	
	8/22/2022		
City Solicitor	Date	City Solicitor	Date
John Verdecchia, Asst. City Colicitor			

Introduced pursuant to Charter Section 11.02.1
Referred to Finance Committee August 1, 2022

**CRANSTON PUBLIC SCHOOLS
COLLECTIVE BARGAINING
FISCAL IMPACT STATEMENT
ADMINISTRATIVE ASSISTANTS
2022 - 2024**

<u>CATEGORY</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>	<u>Total Annual Change Thru FYE 2024</u>
Salary Increase	(A) 69,770	(A) 35,341	(A) 88,840	193,951
Ratification Bonus	(B) 114,000	-	-	114,000
Fica Tax	11,394	2,191	5,508	19,093
Medicare Tax	2,665	512	1,288	4,465
Non Certified Pension	8,512	4,439	11,158	24,109
Total Annual Impact Thru 2024	<u>206,341</u>	<u>42,483</u>	<u>106,794</u>	<u>355,618</u>
Total Cumulative Impact Thru 2024	<u>206,341</u>	<u>248,824</u>	<u>355,618</u>	<u>810,783</u>

ASSUMPTIONS

(A) SALARY (RAISE)

2021-2022
steps = 3%

2022-2023
Step 8 only = .47 cent increase (2%)

2023-2024
Add 4 additional steps (.85 cent differential - 3.6%)

(B) RATIFICATION BONUS

2021-2022 - \$2,000/Employee
2022-2023 - N/A
2023-2024 - N/A

Council 94 AFSCME-Local 2044/Cranston School Department

TENTATIVE AGREEMENT

June 24, 2022

Subject to ratification by the Parties, the current collective bargaining agreement is extended with the following modifications as set forth in the Collective Bargaining Agreement attached hereto.

FOR RI COUNCIL 94, AFSCME
LOCAL 2044

FOR SCHOOL THE COMMITTEE



Lori Ryan
President
Local 2044



AGREEMENT BETWEEN
THE CRANSTON SCHOOL COMMITTEE
AND
RHODE ISLAND COUNCIL 94, AFSCME, AFL-CIO
ON BEHALF OF
CRANSTON PUBLIC SCHOOL EMPLOYEES, LOCAL 2044
JULY 1, ~~2017-2021~~ – JUNE 30, ~~2020~~2024

ARTICLE	<u>TABLE OF CONTENTS</u>	PAGE
----------------	---------------------------------	-------------

	EQUAL OPPORTUNITY EMPLOYER.....	4
1	PURPOSE.....	5
2	RECOGNITION.....	5
3	MANAGEMENT RIGHTS.....	5
4	UNION SECURITY.....	5
5	HOURS OF WORK.....	6
6	CATEGORIES OF EMPLOYEES.....	8
7	VACATIONS.....	89
8	HOLIDAYS.....	910
9	SICK LEAVE.....	1011
10	RELIGIOUS LEAVE.....	12
140	BEREAVEMENT LEAVE.....	4213
4211	JURY DUTY.....	4314
4312	PARENTING LEAVE.....	4314
4413	PERSONAL LEAVE.....	4415
4514	MILITARY LEAVE.....	4415
4615	UNION LEAVE.....	4516
4716	UNPAID LEAVE-LONG TERM.....	4516
4817	UNPAID LEAVE-SHORT TERM.....	4617
4918	UNPAID LEAVE-FAMILY ILLNESS.....	4617
2019	FACILITIES FOR REST PERIODS.....	4617
2420	PROMOTIONS/SENIORITY.....	4617
2221	DISCIPLINARY ACTION.....	4920
2322	GRIEVANCE PROCEDURE.....	2021
2423	HEALTH INSURANCE.....	2223
2524	TEMPORARY DISABILITY INSURANCE.....	2324
2625	LIFE INSURANCE.....	2324

2726 STORM DAYS OR EMERGENCY.....	2324
2827 NO STRIKE/NO LOCKOUT.....	2425
2928 RESIGNATIONS.....	2425
3029 SEVERABILITY.....	2426
3130 NEGOTIATIONS PROCEDURE.....	2426
3231 TRAINING.....	2526
3332 PENSION.....	2526
3433 WAGE RATES & CLASSIFICATIONS.....	2526
3534 PERSONNEL FILES.....	2527
3635 MILEAGE.....	2527
3736 P.E.O.P.L.E.....	2627
3837 DURATION.....	2627
APPENDIX A.....	2729
APPENDIX B.....	2831
EXHIBIT A (Test Grading Policy).....	29
EXHIBIT B-A (Summary of Healthcare Benefits)	

Equal Opportunity Employer

Cranston Public Schools is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.

Title II & Title IX Coordinator of Employment
~~Raymond L. Votto Jr.~~ Michael F. Crudale
~~Joseph Rotz~~
Chief Operating Human Resources Officer

504 Coordinator

Norma Cole

~~Assistant Superintendent~~ Executive Director
~~of Educational Programs and Services~~

ARTICLE 1 **PURPOSE**

- 1.1 This Agreement entered into by the CRANSTON SCHOOL COMMITTEE, hereinafter referred to as the Employer, and RHODE ISLAND COUNCIL 94, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, ON

BEHALF OF LOCAL 2044, CRANSTON PUBLIC SCHOOLS ADMINISTRATIVE ASSISTANT EMPLOYEES, hereinafter referred to as the Union has as its purpose the promotion of harmonious relations between the School Committee and the Union.

ARTICLE 2 **RECOGNITION**

2.1 The Employer recognizes the Union as the sole and exclusive bargaining agent in all matters pertaining to wages, hours and all other conditions of employment as certified by the Rhode Island State Labor Relations Board in Case No. EE-1819 on October 15, 1968. The parties agree that the School Committee may employ up to a maximum of thirty (30) three (3) hour clerical employees. Whenever possible, the School Committee will combine three (3) hour positions into six (6) hour positions.

ARTICLE 3 **MANAGEMENT RIGHTS**

3.1 The Employer retains all rights and responsibilities granted to it by law to manage, control and direct the Cranston Public Schools except as specifically abridged herein by the provisions of the Agreement.

ARTICLE 4 **UNION SECURITY**

~~4.1 The Committee agrees to the continuance of a Union check-off system whereby the Union dues and/or Union service charges will be withheld from the employee's salary. Such withholdings to be transmitted at intervals of no greater length than thirty one (31) days to the "Rhode Island Council 91, AFSCME, AFL-CIO, 1179 Charles Street, North Providence, RI 02904" and accompanied by a list of employees paid.~~

~~4.2 All employees covered by this Agreement and who are members of the Union on the effective date of this Agreement shall remain members of the Union in good standing for the life of this Agreement.~~

~~4.3 All employees covered by this Agreement who have not or do not make application for membership shall have deducted from their salaries each pay period a service charge as a contribution toward the administration of this Agreement in an amount equal to regular dues. This service charge along with all dues collected, shall be remitted to the Union as specified above.~~

4.1 Consistent with the Janus v. American Federation of State, County, and Municipal Employees, Council 31, et al., United States Supreme Court - Decided June 30, 2018, upon written authorization of any employee covered under this Agreement, the Committee shall deduct from the employee's salary his/her Union dues, service charges, or service fees on a bi-weekly basis and shall remit to the Union the amount

deducted, together with a list of the members who have had payments deducted. Membership dues, service charges, or service fees shall be established in an amount determined by the Union.

- 4.2 The Employer will not aid, promote, or finance any other labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization, or with any individual so long as the Union is the bargaining representative.
- 4.3 The Employer will not interfere or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in, or legitimate activity on behalf of, the Union, nor will the Employer encourage membership in another Union. The Union shall not discriminate against an employee for declining membership in the Union or for declining to participate in activity on behalf of or in support of the Union.
- 4.4 The Union shall indemnify, save and hold harmless the Employer and the Committee and any of its agents, employees, or representatives performing required duties of the Employer against any and all claims, suits, orders, judgments or other form of liability, or any nature, brought or issued against the Employer or the Committee as a result of the Employer's compliance with the dues, service charges, or service fees deduction provisions of this Article, including without limitation, all costs, expenses, and counsel fees which may be incurred or imposed upon the Employer.
- 4.4.5 Effective July 1, 2017, the Committee shall provide to the Union President and Union Executive Director, on an annual basis, the following information on every bargaining unit member: name, address, phone number, and birthdate.

ARTICLE 5

HOURS OF WORK

- 5.1 All members of the Bargaining Unit regularly assigned to a position requiring thirty (30) or more hours of work per week will receive the benefits of a full-time employee. All members of the Bargaining Unit regularly assigned to a position requiring twenty (20) or more hours of work per week will receive full Blue Cross/Blue Shield and Delta Dental coverage or its equivalent unless said employee's spouse is provided equal or better Blue Cross/Blue Shield and Delta Dental or their equivalency.
- 5.2a Employees will be paid at their base rate of pay for all hours worked as part of their regular work schedule. All work performed in excess of forty (40) hours, Monday through Friday, will be compensated at the rate of one and one-half (1.5) times.
- 5.2b Any member who works during the weekend shall be paid the minimum rate of one and one-half (1.5) times for all hours worked on the weekend, regardless of whether or not he/she worked forty (40) hours Monday through Friday. Said weekend hours

shall not be counted toward the forty (40) hour minimum required for weekday overtime as set forth in Article 5.2a above.

- 5.3a Employees assigned by the Chief Operating-Human Resources Officer to work in a higher classification for a period of three (3) or more days shall be compensated at the rate of the higher classification as of the first day of the assignment in the higher classification.
- 5.3b The Parties agree that employees can be assigned to provide coverage, by the Chief Human Resources Officer, for another's job in the same classification or lower, in addition to his/her own duties, with supervisor verification. Said employees shall be paid at the rate of \$50.00 per day in addition to his/her regular rate of pay for all days in which said coverage is provided. A list of volunteers will be generated at the start of the school year. This list will be shared with the Call Out Administrative Assistant for placement of coverages. Coverage will be assigned based on seniority on a rotating basis.
- 5.3c The Parties agree that employees can be assigned to provide coverage, by the Chief Human Resources Officer, for another's job in the same classification or lower, which requires said employee to leave his/her building, with supervisor verification. Said employees shall be paid at the rate of \$50.00 per day in addition to his/her regular rate of pay for all days in which said coverage is provided. A list of volunteers will be generated at the start of the school year. This list will be shared with the Call Out Administrative Assistant for placement of coverages. Coverage will be assigned based on seniority on a rotating basis.
- 5.4 Category 3 employees in the administration offices and secondary school offices shall work a regular day of seven and one-half (7.5) hours, five (5) days a week, Monday through Friday, while schools are in session. When schools are not in session employees will have the option of working six and one-half (6.5) hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.5 Category 2 employees in secondary school offices shall work a regular— day of seven and one-half (7.5) hours, five (5) days per week, Monday through Friday, while schools are in session. When school is not is session,— employees will have the option of working six and one-half (6.5) hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.6 ~~Category 2 employees in elementary school offices shall work a regular— day of seven (7) hours, five (5) days a week, Monday through Friday, while— schools are in session. When school is not in session, employees will have the— option of working six (6) hours or their regular school year schedule.— Employees will be paid only for hours worked.~~
- ~~Effective July 1, 2019,~~ Category 2 employees in elementary school offices shall work a regular day of seven and one-half (7.5) hours, five (5) days a week, Monday through

Friday, while schools are in session. When School is not in session, employees will have the option of working six and one-half (6.5) hours of their regular school year schedule. Employees will be paid only for hours worked.

- 5.7 Category 2 employees in administrative offices shall work a regular day of seven hours, five days a week, Monday through Friday, while schools are in session. When school is not in session, employees will have the option of working six hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.8 Category 2 employees in administrative offices shall work a regular day of six (6) hours, five (5) days a week, Monday through Friday, while schools are ~~in~~ in session. When school is not in session, employees will have the option of working five (5) hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.9 The rest periods will be as follows:
a) All employees shall receive a lunch period of one-half (.5) hour.
b) All employees' schedules shall provide for one fifteen (15) minute rest period in the morning.
- 5.10 All employees who elect to work the reduced summer/recess schedule will - notify their immediate supervisor and the Chief Operating Human Resources Officer of their intentions prior to May 1st June. The workday for all employees who elect the summer/recess work schedule option will be 6.5 hours per day and will begin at 8:00 a.m. Employees will be paid only for hours worked.
- 5.11 All employees on a four (4) hour schedule will work that schedule all year round.

ARTICLE 6

CATEGORIES OF EMPLOYEES

- 6.1 This article defines the categories of employees covered under this Agreement. All members of the Bargaining Unit will be placed in the correct category.
- 6.2 Category 3 – Works a normal 260 day year except in those years where the calendar provides either 1 or 2 additional workdays. This category shall include all Chief Administrative Assistants.
- 6.3 Category 2 – Works 200 days that include the 180 days school is in session. Persons in this category will work no more than two (2) weeks before school opening and two (2) weeks after school officially closes, unless this impacts the 200 day schedule within the fiscal year.
- 6.4 Category 1 - Works the 180 days that school is in session.

ARTICLE 7

VACATIONS

- 7.1 Vacations with pay shall be granted to all employees in the following schedule:
- | | |
|--|-------------------|
| After six months of continuous service..... | 5 days |
| After one full year of continuous service..... | additional 5 days |
| After two full years of continuous service..... | 10 days (total) |
| After five full years of continuous service..... | 15 days (total) |
| After five full years of continuous service (Cat 3)..... | 17 days (total) |
| After ten full years of continuous service..... | 24 days (total) |
| After ten full years of continuous service (Cat 3)..... | 25 days (total) |
- 7.2a ~~Vacation entitlement is based on the individual employee's anniversary date as appears on the published seniority list. Therefore, any employee who transfers into the bargaining unit shall have vacation entitlement based on service within the bargaining unit only.~~ continuous years of service with the Cranston Public School Department.
- 7.2b Any employee of Cranston Public Schools who transfers into the bargaining unit shall be allowed to transfer any vacation leave accrued prior to transferring into the bargaining unit into his/her vacation leave entitlement, provided said days are utilized in accordance with Article 7.2c below.
- 7.2a2c Vacation days/pay must be taken by the end of the current fiscal year.
- 7.3 All Category 3 employees except Chief Administrative Assistants will be allowed to take their vacations at any time during the calendar year with the approval of their immediate supervisor. All Category 3 Chief Secondary Administrative Assistants will be allowed to take their vacation at any time during the year, except the months of June and September, with the approval of their immediate supervisor.
- 7.4 Vacations will not be taken by Category 3 Administrative Assistants during the seven day period following the close of schools nor will vacation be taken during the seven day period immediately prior to the opening of schools without approval from the immediate supervisor and the ~~Chief Operating Officer~~ Chief Human Resources Officer and/or his designee.
- 7.5 Changes in the above vacation scheduling may be made only in special situations where following the schedule will cause hardship to the employee. Such change may be made only with prior and full approval of the Chief Operating Officer. Any changes as referred to herein will be considered on its' own merits and in no way establishes precedent.
- 7.6 Category 1 and 2 employees' vacations are to be taken during the weeks schools are not in session, i.e. during the vacation weeks at Christmas, in the winter and spring. If an employee is entitled to twenty-four (24) days vacation, he or she shall receive nine day's pay in his or her final check at the end of the school year. If an employee

is entitled to vacation time and there are no recess periods remaining, he/she will receive pay in the final check for that fiscal year.

7.7 In the event a holiday falls during a vacation period for a ~~Category 3~~any employee then the employee will be paid for that holiday and not charged ~~_____~~ vacation time.

7.8 If an employee has an extra vacation day due to a holiday conflict during school recess periods, as described in Article 8.1, then said extra day shall be taken during the time period following the close of school but no later than June 30th.

~~7.8~~9 All vacation requests shall be confirmed or denied, in writing, within a reasonable timeframe.

ARTICLE 8 HOLIDAYS

8.1a ~~All employees, except as noted, are entitled to the following paid holidays if they fall during a week school is in session and a person is scheduled to work. If a holiday falls during a school recess period and a Category 1 or 2 employee is entitled to this recess period as earned vacation time then the employee will be paid for the holiday and not charged vacation time. That vacation day can only be taken during the time period following the close of school but no later than June 30th. All Bargaining Unit members will be entitled to paid holidays based on the School Committee's approved school calendar provided that if any of the following holidays are not provided for on the approved school calendar, then all Bargaining Unit members shall be entitled to a floating holiday in lieu of that particular day.~~

- | | |
|--|--------------------------------|
| - Labor Day | - New Year's Day |
| - Columbus Day | - Martin Luther King, Jr., Day |
| - Election Day on which all schools are closed | - Presidents Day |
| - Veterans Day | - <u>Memorial Day</u> |
| - Thanksgiving Day | - Memorial Day |
| - Day after Thanksgiving | - *Independence Day |
| - Christmas Day | - *Victory Day |

8.1b The following holidays are ~~*Also applicable to Category 2~~ all employees who are scheduled to work all the possible work days in the week in which the holiday falls, including but not limited to when the holiday falls on a Monday or Friday of that week.

- Juneteenth
- Independence Day
- Victory Day

~~8.1a~~8.1c Employees shall not be paid holiday pay if the employee, who is scheduled to work the day before or the day after does not report to work, on either of the scheduled work days. This provision denying holiday pay shall not apply if the employee has previously scheduled an approved day off on the day before or the day after the holiday, or if the employee takes a sick day and has medical documentation as to the medical reason for the absence.

8.2 Whenever December 24th and December 31st fall on a workday, for Category 3 employees, all offices system wide will close at 12:00 noon. If either of the aforementioned days is taken as a vacation day, the administrative assistant will be charged with one-half (.5) vacation day.

Whenever December 24th and December 31st fall on a vacation week for Category 2 employees, then said employees shall only be charged with one-half (½) vacation day.

8.3 In the event a holiday as listed above falls on a Saturday or Sunday and the district does not observe said holiday on either the Friday or the Monday as a paid day off then the employee will be paid for that holiday.

8.4 When the Winter Recess is longer than seven (7) days, excluding weekends, Category 2 employees shall have the option of receiving another type of paid day(s) in lieu of receiving a day without pay as long as notice is given to the Chief Human Resources Officer at least two (2) weeks before the recess.

ARTICLE 9 SICK LEAVE

9.1a Employees shall accrue sick leave at the rate of one (1) day per month. Employees shall not earn sick leave in any month in which the employee is absent on sick leave for more than ~~twenty percent (20%)~~ five (5) days of the scheduled work days in the month.

9.1b Any employee of the Cranston Public Schools who transfers into the bargaining unit shall be allowed to transfer into his/her sick leave entitlement any sick leave accrued prior to transferring into the bargaining unit.

9.2 In case of absence due to illness, over 3 days, employees may be required to file with the _____ School Department a physician's certificate stating the nature and duration of the illness.

9.3 The employee ~~may~~ shall be permitted to utilize accrued sick leave referenced in Article 9.1a ~~charge up to three (3) days per year whenever~~ whenever an illness occurs in the employee's immediate family (immediate family is defined as father, mother, spouse, domestic partner, daughter, son or other relatives in the immediate household that

requires the employee to care for the person who is ill). Requests for absence due to family illness under the provision of this section shall be supported by a statement that the employee can make no other arrangements.

- 9.4 Employees shall be permitted to use a maximum of thirty (30) days of accrued sick leave when illness occurs in the employee's immediate family (immediate family is defined as father, mother, spouse, domestic partner, daughter, son or other relatives in the immediate household) that requires the employee to care for the person who is ill. Employees may be required to file with the School Department a physician's certificate stating the nature and duration of the illness. Requests for absence due to family illness under the provision of this section shall be supported by a statement that the employee can make no other arrangements.
- 9.5 When an employee is subject to quarantine by the order of the Health Department, there shall be no loss of salary for full-time employees.
- 9.6 As of July 1, 2013, unused sick leave may no longer be accumulated for payout. The following provision shall apply to those unused sick days accumulated prior to July 1, 2013, hereinafter referred to as Bank 1.

Upon leaving the Cranston Public School system, and being deemed eligible for retirement by the Employee's Retirement System of Rhode Island (ERSRI), the administrative assistant shall be entitled to severance pay based upon the following:

- a) ~~a)~~—Minimum of 100 unused sick leave days shall be accumulated.
- b) ~~b)~~—Union members who have been a part of the administrative assistant bargaining unit and have worked for the Cranston Public Schools for ten (10) years or more, shall receive compensation for sick days they have accumulated at a rate of \$20.00 per day for the total number of days accumulated. Union members who have been part of the administrative assistant bargaining unit and have worked for the Cranston Public Schools for twenty (20) years and have accumulated a minimum of one hundred twenty (120) days shall, upon leaving the Cranston Public School system, and being deemed eligible for retirement by the Employee's Retirement System of Rhode Island (ERSRI), receive compensation for sick days they have accumulated at a rate of \$50.00 per day for the total number of days accumulated.
- c) Payment for unused sick leave shall be made by separate check during the pay period next following the administrative assistant's final check.
- d)
- 9.7 Administrative assistants with perfect annual attendance (used no sick leave time, family illness time, or unpaid time) may exercise the option of shall receiving receive five (5) days pay within thirty (30) days of receiving their final check of the fiscal year.

- 9.78 All employees will receive a record of all accumulated sick leave on their pay stub.
- 9.89 Employees shall carry over all unused sick leave days and they shall be placed in Bank 2 and said sick days will not be subject to the payout described in Article 9.6. Employees may use sick leave days in Bank 1 if he/she exhausts all sick leave days in Bank 2.

ARTICLE 10 **RELIGIOUS LEAVE**

- ~~10.1 Employees will suffer no loss of salary when Cranston Schools are officially closed for the observance of Rosh Hashanah, Yom Kippur and Good Friday. Also, employees whose religious obligations require attendance at religious services held during the school day will suffer no loss of salary, not to exceed two (2) days per year and provided that notification must be given at least one (1) school day prior to taking leave or pay will be deducted. Compensatory day provisions will not apply to this section.~~

ARTICLE 4410 **BEREAVEMENT LEAVE**

- 4410.1 In the case of death in the immediate family (father, mother, sister, brother, son, daughter, spouse, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, step-mother, step-father or other relatives in the immediate household), a regular employee may be absent for the period of bereavement, including the day the death occurs, not to exceed seven (7) calendar days.
- 4410.2 In the case of death of a relative by marriage (sister-in-law, brother-in-law, step-son, step-daughter, step-brother, step-sister, grandparents and grandchildren) a regular employee may be absent for the period of bereavement, not to exceed three (3) calendar days.
- 4410.3 In case of death of a niece or nephew, employees will be allowed to be absent for the period of bereavement, not to exceed two (2) calendar days.
- 4410.4 In the case of death of blood relatives of either spouse not listed above, employees will be allowed to be absent the day of the funeral without loss of pay.

ARTICLE 4211 **JURY DUTY**

- 4211.1 Any employee who is required by law to be absent from work for Jury Duty will be paid the difference between the employee's gross daily school department salary and the gross daily compensation received for the performance of jury service,

only when the gross daily jury service salary is less than the gross daily school salary. In order to qualify for such compensation the employee called for Jury Duty will be required to report when excused from Jury Duty prior to 11:00 a.m. on any day of jury service.

ARTICLE 4312 **PARENTING LEAVE**

- 4312.1 Parenting Leave, without compensation or benefits, shall be granted by the Committee upon recommendation of the Superintendent for a period not to exceed one year. Written request for such leave must be made no less than sixty (60) days prior to the date the leave is to begin.
- 4312.2 Request for Parenting Leave without compensation must be accompanied by a physician's statement establishing the expected date of confinement and the date through which the employee may be physically able to fulfill all the requirements of her position.
- 4312.3 Parenting Leave shall expire at the end of the period for which the leave was granted. If request to return from leave under this section is not made prior to the expiration of the leave period, the employee shall be considered to have terminated.
- 4312.4 Employees may exercise the provisions of Article 9 of this Agreement in cases of pregnancy.
- 4312.5 When Article 9 of the Agreement is opted, the employee must work up to the time of disability and return at the time the disability no longer exists, exactly as any other illness or disability may cause an employee to be absent.
- 4312.6 Employees must select only one option in case of pregnancy; the long term non-paid leave with a one year maximum or the sick leave option which will generally be for the required period of confinement as established by medical data.
- 4312.7 The administration may require employees to submit to physical examinations conducted by a physician selected by the administration when Article 9 of this Agreement is being exercised.

ARTICLE 4413 **PERSONAL LEAVE**

- 4413.1 Each employee shall be entitled to full pay leave not to exceed three (3) days per year for personal business which cannot reasonably be done outside the work

day. Request for such leave must be submitted to the ~~Chief Operating Officer~~ Chief Human Resources Officer in writing at least five (5) working days prior to the day of the leave. Said personal leave requests shall be confirmed or denied, in writing, within a reasonable timeframe. In emergencies, the employee may obtain oral permission from the immediate supervisor with the stipulation that a written request will be forwarded as soon as possible. A maximum of four (4) administrative assistants (who work for schools) per day shall be allowed such personal days.

13.2 Employees shall be allowed to carry over a maximum of one (1) personal day into any succeeding year in addition to the days accrued under Article 14.1 with a maximum total not to exceed four (4) personal days in any given year.

ARTICLE 4514 **MILITARY LEAVE**

4514.1 The Committee will grant a leave of absence for limited military training to an employee covered under this Agreement who is an active member of a reserve component of the Armed Forces of the United States.

4514.2 The length of the military leave for training will not exceed the standards established by Federal regulations for training activities required of the employee for the maintaining of creditable standing in the Reserve component of the Armed Services.

4514.3 The employee will be compensated for up to a maximum of ten (10) work days in any one calendar year for the difference between the employee's gross calendar year and the employee's gross daily military pay and gross daily school department salary, only when the gross daily military salary is less than the gross daily school salary.

ARTICLE 4615 **UNION LEAVE**

4615.1 A leave of absence without compensation, not to exceed five (5) days in any one year period, may be granted to one elected official of Local 2044 to attend International, Regional or State conventions.

4615.2 This leave request may be disapproved by the Superintendent or his representative if the absence of the employee requesting leave, due to responsibilities of the position, causes undue hardship in the daily operation of the particular school department office.

ARTICLE 4716

UNPAID LEAVE – LONG TERM

- 4716.1 Employees covered by this Agreement may request unpaid leave for reason of personal illness or disability.
- 4716.2 Written request for unpaid leave may be made to the Superintendent of Schools. Such request must be accompanied by a physician's statement substantiating the necessity for the leave and approximate date of return.
- 4716.3 Periods of leave may not exceed six (6) calendar months.
- 4716.4 The recommendation for approval of the leave will be discretionary with the Superintendent but will not be unreasonably withheld.
- 4716.5 Employees on leave under this article will accrue no sick leave, vacation entitlement or longevity while on leave. Seniority rights only will continue.
- 4716.6 Upon expiration of the leave, the employee may be returned to the position from which the leave was granted, if said position is available, or to a position providing a salary comparable to the position from which the leave was granted.
- 4716.7 Prior to return to full time assignment, the employee must submit to the Human Resources Office a physician's statement that the employee is able to fulfill all of the duties of the position on a full time basis.

ARTICLE 4817 **UNPAID LEAVE – SHORT TERM**

- 4817.1 Any member of the Bargaining Unit may request up to two (2) school days of leave of absence in any school year, without compensation for a validated emergency. The ~~Chief Operating Officer~~ Chief Human Resources Officer shall not unreasonably deny said request.

ARTICLE 4918 **UNPAID LEAVE – FAMILY ILLNESS**

- 4918.1 All employees shall be eligible for a leave of absence for a minimum of 30 days or a maximum of the remainder of the school year in which the leave is taken in the event that a member of his or her immediate family (immediate family is defined as father, mother, spouse, domestic partner, daughter, son or other relatives in the immediate household), is ill and requires his/her attendance. Medical certification is

required upon request. This leave shall be without compensation. An employee shall not be eligible to return to his or her position before the expiration of the leave.

ARTICLE 2019 **FACILITIES FOR REST PERIODS**

2019.1 Employees shall have available to them any and all lounges and dining areas as are available to the teaching staff in the building. The Committee shall not be obliged to undertake any construction or remodeling under the provisions of this section.

ARTICLE 2420 **PROMOTIONS/SENIORITY**

2420.1a Seniority shall be defined as the total length of time an employee has worked in any position or positions covered by this Agreement regardless of classification. All posted vacancies shall be filled by the senior qualified candidate, except for the Chief Administrative Assistants who must work in a school for ~~the immediate two (2)~~ 3 out of 5 preceding years prior to bidding on the vacant Chief position. Vacant positions covered by this Agreement shall be posted in the various schools and on the website as well as distributed to the Bargaining Unit President or his/her designee by e-mail. A vacancy shall be defined as the availability of a position caused by retirement, resignation, unpaid long-term leave of absence or promotion to a non-bargaining unit position.

In the event the employer is aware of a vacancy that will occur by June 30th due to a resignation, retirement or other circumstance that will cause a bargaining unit position to become vacant, the employer will conduct a "job selection" process on the working day following the last-day of school. Vacancies that occur after the close of schools or during the summer recess period will be filled by a "job selection" process which will take place on the first Friday that Category 2 administrative assistants return to work, at a designated time and place. Positions left open during the first round of the selection will in turn be up for selection and so on until all positions have been bid on. Any position(s) that remain open after the "job selection" process will be posted to the public. The school district shall only be obligated to post those vacant positions that it intends to fill. If a member is unable to attend the "job selection" then said member shall have someone present to act as a proxy on their behalf for purposes of bidding.

2420.1b If a position becomes available after the August job selection process and before the June job selection process, and the position cannot be filled by an administrative assistant on layoff, then it shall be filled as a bargaining unit position until the June job selection.

If the job is to be permanently filled, then said employee shall receive a notification on or before June 1st that it is mandatory for he/she to appear at the job selection to choose a position due to their involuntary transfer. For purposes of this article,

involuntary transfer means that an employee shall be moved out of the position they occupied during the school year and be subject to the bidding procedure at job selection. The position that said member occupied during the school year shall be open for bidding in accordance with seniority. If a member is unable to attend the job selection, then said member shall have someone present to act as a proxy on their behalf for purposes of bidding.

If the job is to be abolished, then said employee shall be notified of his/her layoff status in accordance with the provisions of Article 21.8.

~~21.2a An administrative assistant will not be allowed to bid on or transfer into a school position in which he/she has children attending unless that person has been bumped out of a position and there are no other positions remaining or unless the position is one with more hours or it is a higher classification.~~

~~21.2b Notwithstanding any language to the contrary, a Category 3 qualified candidate shall be determined by that candidate receiving a passing grade of 75 on a test to be given by the Human Resources Department. The grading policy for the test is set forth in Exhibit "A" attached hereto and made a part hereof. This testing does not apply to present Category 3 employees who will be grandfathered into their present positions. Further, this testing only applies to vacancies. Finally, the requirement of passing the test shall take place in four (4) year intervals, i.e. a passing grade on a test qualifies that employee for Category 3 positions for four (4) years.~~

240.32 Seniority shall be a prime consideration in respect to job security, recalls and vacation preference.

2420.43 For the purposes of this Agreement the expression "date of hire" shall be defined as the day an employee begins to work for the Cranston Public Schools, excluding time served as a substitute. In the event that two (2) or more employees begin work at the same time on the same date, a lottery will be held to determine seniority. This lottery will be held within one (1) week of the date of the appointment.

2420.54 Annual increases effective July 1 will be given to employees hired prior to January. An employee hired after January 1 shall remain on the same step at the time of hire until the following year.

2420.65 Seniority shall be forfeited in the event that an employee is discharged for cause, or in the event he or she terminates his or her employment voluntarily.

2420.76 The School Department shall provide a Seniority List to the Union once yearly in the month of January.

~~21.8a In the event that an administrative assistant's position will be abolished, a meeting will be held with representative(s) of the Administration and representative(s) of the Union. A two (2) week written notice will be given to the employee and her options will be explained. The employee shall exercise her bumping rights within two (2) weeks of this meeting and shall move into the position selected within four (4) weeks after selection. If an employee seeks to bump, it must be to a position for which the employee is qualified.~~

~~21.8b All members affected by the bumping process will be called to a meeting where written information will be provided for all positions eligible for consideration in the bumping process including any jobs left over from the jamboree, or postings or job selection.~~

~~21.8c A bumping jamboree will be held for all members affected.~~

~~21.8d Each member will choose a position by seniority. The member who is bumped and those still affected by the bumping procedure will remain until the bumping is completed. Members who cannot attend the bumping jamboree must assign a proxy to choose a job for her.~~

~~21.8e Employees working in the elementary schools shall exercise their seniority by bumping in elementary schools first and then system wide. Employees working in secondary schools shall exercise their seniority by bumping in the secondary schools first, and then system wide. Employees working in central administration shall exercise their seniority by bumping in central administration first and then system wide.~~

~~21.8f~~20.7a Effective July 1, 2019, 21.8a through 21.8e shall be eliminated in their entirety and replaced with the following (Articles 21.8g and 21.8h shall remain in full force and effect):

In the event that an administrative assistant's position will be abolished, a meeting will be held with representative(s) of the Administration, representative(s) of the Union, the affected employee, and any potentially affected employees. At said meeting written notice will be given to the employee and any potentially affected employees and their options will be explained. Said options shall include the ability to accept the layoff and be placed on the recall list, the ability to accept an involuntary transfer as defined in Article 21.1b, or shall have the ability to bump another member.

Within one (1) week following the initial meeting above, a second meeting shall be held for all affected employees. At said meeting each member will provide the Administration with their elected option. If any members elect to accept an involuntary transfer as defined in Article 21.1b, then said member shall be required to attend the job selection to bid on a new position or have someone present to act as a proxy on their behalf for purposes of bidding.

If members elect to bump or to accept the layoff, then any potential bumping or layoffs shall be finalized at that time. If a bumping jamboree is required, based on member selections, then it shall be conducted in accordance with the following guidelines:

1. If an administrative assistant occupying the A classification is subject to layoff, then he/she shall bump the least senior A member. If there is no least senior A member, then he/she shall bump the least senior B member who works 12 months. If there is no least senior B member who works 12 months, then he/she shall bump the least senior B member who works 10 months.
2. If a member in the B Classification who works 12 months is subject to layoff, then he/she shall bump the least senior B member who works 12 months. If there is no least senior B member who works 12 months, then he/she shall bump the least senior B member who works 10 months.
3. If a member in the B classification who works 10 months is subject to layoff, then he/she shall bump the least senior B member who works 10 months.
4. All members who are affected by the bumping process shall move to their selected positions within four (4) weeks after the selections are finalized.

~~24.8g~~20.7b A two (2) week written notice of layoff shall be given to any employee so affected by layoff.

~~24.8h~~20.7c Employees laid off shall be placed on a recall list for a period of three (3) years. Employees who are on the recall list shall be given a two (2) week notice of return by certified mail. Employees shall have seven (7) days to respond to such notice and after seven (7) days shall be considered to have voluntarily terminated and to have relinquished all seniority rights and privileges. However, the seven (7) days recall may be extended and additional seven (7) days for reasonable extenuating circumstance. If reasons of illness apply, the ~~Chief Operating Officer~~Chief Human Resources Officer may require a physician's statement. It is the employee's responsibility to provide management with a current address. A copy of said recall notice shall be sent to the Union President.

ARTICLE 2221 **DISCIPLINARY ACTION**

2221.1 Employees shall be subject to disciplinary action for just cause only, including but not limited to violating school department policy and procedure.

2221.2 In the event an employee is disciplined, the employee and Union shall be notified in writing prior to any disciplinary action being taken. The employee and

the Union shall have at least a working day's notice prior to any disciplinary action being taken.

2221.3 The employer agrees with the concept of progressive discipline. Disciplinary action shall include only the following:

1. Oral warning
2. Written warning
3. Suspension
4. Termination

2221.4 Suspensions and discharges shall be referred to Step 3 of the grievance procedure and the grievance shall be heard within five (5) working days and the written response shall be forwarded to the Union within five (5) working days.

2221.5 All hearings shall be closed to the public.

2221.6 Any charges against an employee shall be in writing and signed by the person making the charges and a copy shall be sent to the employee against whom the charges are made and the Union President.

2221.7 Verbal and written warnings shall have no effect after a period of one (1) year for the purposes of future progressive disciplinary action. For suspensions the period of time shall be four (4) years.

ARTICLE 2322 GRIEVANCE PROCEDURE

2322.1 For the purpose of this Agreement, the term "Grievance" means any difference or dispute between the Employer or its agents and the Union or any of its members with respect to the interpretation, application, or violation of any of the provisions of this Agreement. A Union grievance shall be filed at step two (2) of the grievance procedure.

2322.2 STEP 1: Within five (5) working days from the date of the act or knowledge thereof, an employee shall submit his grievance, in writing, to his/her superior or principal and the grievance committee. The signed grievance shall include:

- a) Name and position of grievant;
- b) The date of occurrence of the grievance and the facts involved;
- c) The corrective action requested.

A written decision shall be given by the superior or principal within five (5) working days after receipt of grievance.

STEP 2: The grievance shall be considered settled in accordance with the written decision rendered in the first step, unless the Union shall notify the _____

~~Chief Operating Officer~~ Chief Human Resources Officer in writing within five (5) working days after receipt of said written decision that it requests a meeting between the grievance committee of the Union and said ~~Chief Operating Officer~~ Chief Human Resources Officer. Such meeting shall be scheduled within five (5) working days of such written request. The Chief Operating Officer shall render a written decision within ten (10) working days of the grievance hearing.

STEP 3: The grievance shall be considered settled in accordance with the written decision rendered in the second step, unless the Union shall notify the ~~Superintendent~~ in writing within five (5) working days after receipt of said ~~written decision of the Chief Operating Officer~~ Chief Human Resources Officer that it requests a meeting between the grievance committee of the Union and the Superintendent. Such meeting shall be scheduled within ten (10) working days of such notice. Within ten (10) working days of hearing this appeal, the Superintendent shall communicate to the aggrieved employee and to the Union his written decision.

STEP 4: A grievance which is not resolved at the third step of the grievance procedure may be submitted by the Union to arbitration, no later than thirty (30) days following receipt of the decision rendered at the third step.

2322.3 Notice of arbitration will be filed with the Cranston School Committee and a ten (10) day period will be available during which the Union and the Committee may mutually agree on the selection of a neutral arbitrator.

2322.4 If no mutual agreement is reached between the parties, the Union may then file for arbitration with the American Arbitration Association or alternately, The Labor Relations Connection. The filing for arbitration with the American Arbitration Association or the Labor Relations Connection must be completed no later than thirty (30) days following the receipt of the Step 3 decision.

2322.5 The parties will be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association or Labor Relations Connection regardless of how the arbitrator is selected and will share equally the cost of the arbitration process.

2322.6 The decision of the arbitrator shall be final and binding providing that the arbitrator shall not have the power to add or subtract from or modify any of the terms of the agreement; and no appeal shall be taken except on the grounds that the decision was procured by fraud or that the arbitrators exceeded their authority.

2322.7 All grievances shall be handled as quickly as practicable. The time limits specified on any level of this procedure may be extended in a specific instance by mutual agreement of the parties in writing.

2322.8 Timely Grievances: Grievances which are not submitted within the said five (5) day period, or which are not appealed with the above mentioned time limits shall

be considered as waived and not entitled to further consideration unless the time is extended by mutual agreement of the parties. If the Employer fails to answer a grievance on any step within the specified time limits, the Union may proceed to the next step of the grievance procedure. The Union agrees to screen grievances in order to prevent unnecessary grievances from consuming the time of the parties concerned.

~~2322.9~~ The Union agrees that it will not bring or continue any grievance which is similar to a grievance denied by the decision of an arbitrator; and the Committee agrees that it will apply to similar situations the decision of an arbitrator sustaining a grievance.

ARTICLE 2423 **HEALTH INSURANCE**

~~2423.1~~ The School Committee will provide the health insurance plan, including a vision rider, as set forth in Exhibit "BA", the terms of which are hereby incorporated by reference. Said health insurance plan shall have a maximum deductible of \$250.00 for an individual plan and \$500.00 for a family plan. Effective January 1, 2023, said health insurance plan shall have a maximum deductible of \$500.00 for an individual plan and \$1,000.00 for a family plan.

~~2423.2~~ The Committee will provide Delta Dental Levels I, II, III & IV coverage to dependents of employees to age 26. The Level IV maximum shall be \$1,500.00.

~~2423.3~~ Application forms which may be found on the CPS website under Human Resources forms, or may be requested, must be completed and returned to the Human Resources Office in order to initiate this coverage.

~~2423.4~~ The inclusive dates of this health insurance coverage shall be subject to the membership regulations of the agency providing the insurance protection.

~~2423.5~~ Members of the Bargaining Unit who are terminated can continue membership in their Health Insurance plan for three (3) years-at the prevailing group rate at 102% of the cost.

~~2423.6~~ All employees who retire shall be eligible to purchase health insurance at the current group rate up to age 65.

~~2423.7~~ Employees shall, by payroll deduction, pay a 20% cost share of the medical and dental insurance provided in Sections 24.1 and 24.2 above.

~~2423.8~~ Application for Domestic Partner coverage may be made during the annual Open Enrollment period. Coverage will be subject to review and approval by the RI Blue Cross/Blue Shield legal department. A Domestic Partner affidavit must be submitted with the applications. The Affidavit can be found on the CPS website under Human Resources forms or may be requested from Human Resources,

2423.9 The Committee will not offer health and/or dental insurance coverage if the Employee is covered as a dependent under another plan provided by the Cranston School Department or the City of Cranston.

ARTICLE 245
TEMPORARY DISABILITY INSURANCE

2524.1 The Cranston Public School Employees, at their own expense, shall be covered under the provisions of the Temporary Disability Insurance Act of Rhode Island effective January 1, 1980.

ARTICLE 2625
LIFE INSURANCE

2625.1 The Committee shall provide a \$20,000 Term Life Insurance policy for each employee. Each administrative assistant shall have the option to apply for an additional \$125,000 of term insurance in accordance with the provisions of the insurance company contract.

ARTICLE 2726
STORM DAYS OR EMERGENCY

2726.1 Category 1 and 2 employees will not be required to work when the Superintendent declares schools closed and will be paid. Employees will work on the re-scheduled make-up days and will be paid. If such days are scheduled during the April recess period and an employee has earned that as his/her vacation week, such employee shall work the make-up days and be paid for the earned vacation time lost.

2726.2 Category 3 employees will not be required to work when the Superintendent declares schools closed and will be paid. In the event schools are closed under this section and the closing occurs during a payroll week, the following employees may be required to work: Payroll Administrative Assistant. In the event such employees are required to work, then they shall be paid at the rate of time and one half (1.5). If Administration asks an employee to work overtime, the employee will be paid said overtime.

2726.3 On days that the schools are closed early, category 1 and 2 employees shall be permitted to leave. This will be no less than one-half hour after the school has been officially declared closed and responsibilities to the school have been met. Category 3 employees shall be permitted to leave one-half hour after the last school is officially closed. The above applies to release for inclement weather or other emergency at the discretion of the Superintendent.

ARTICLE 2827
NO STRIKE/NO LOCKOUT

2827.1 During the term of this Agreement, the Union agrees there shall be no lockouts, strikes, walkouts, sit-ins, slow-downs or other interruptions, suspensions or cessations of work or any picketing or interference of any nature with the operation of the School Department by the Union, or by any of its members or at its insistence for any reason whatsoever, or because of any matter in controversy or dispute between the Union or any of its members and the School Department, or between the Union or any of its members and others, or between the School Department and others; the School Department agrees not to lock out union employees.

2827.2 Employees who participate in any strike, or any other of said acts shall be considered to have voluntarily terminated and their names shall be dropped from the seniority lists.

ARTICLE 2928
RESIGNATIONS

2928.1 Written notice of resignation must be made to the immediate superior and to the ~~Chief Operating Officer~~ Chief Human Resources Officer two (2) weeks prior to the date of leaving.

ARTICLE 3029
SEVERABILITY

3029.1 Should any provision of this Agreement be found to be in violation of any Federal or State Law by a court of competent jurisdiction, all other provisions of the Agreement shall remain in full force and effect.

3029.2 The failure of the Union or School Committee to seek enforcement of an explicit contract provision shall not constitute a waiver by the Union or School Committee of the future enforcement thereof.

ARTICLE 3130
NEGOTIATIONS PROCEDURE

3430.1 If negotiation meetings between the Union and the Committee are scheduled during the regular work day, the members of the Union Negotiating Team, who are relieved of their regular duties by the Superintendent, shall not be subject to deductions from their salary by reasons of such participation.

ARTICLE 3231 **TRAINING**

3231.1 The Employer will offer the opportunity for Professional Development at no cost to the employee.

ARTICLE 3332 **PENSION**

3332.1 All Employees covered by this Agreement shall participate in the State of Rhode Island Municipal Retirement plan with COLA plan B.

ARTICLE 3433 **WAGE RATES AND CLASSIFICATIONS**

3433.1 Wage rates shall be included in Appendix A of this Agreement.

3433.2 Administrative assistant classifications shall be included in Appendix B of the Agreement.

3433.3 All bargaining unit members are required to have direct deposit. Also, advice (pay stubs) and W-2 forms will be available on the Employee Self Service module on the CPS web site only.

33.4 Effective July 1, 2021, after providing proof to Cranston Public Schools, an employee shall receive an additional \$500.00 in his/her base pay for an Associate Degree or shall receive an additional \$1,000.00 in his/her base pay for a Bachelor's Degree.

ARTICLE 3534 **PERSONNEL**

3534.1 All employees shall have access to his or her own personnel files. Employees shall be given copies of any documents contained in his or her own personnel file upon request. A notice of at least 24 hours is required.

3534.2 Administrative assistants will be required to wear a school issued identification badge during the work day as well as during any other paid assignments.

ARTICLE ~~3635~~
MILEAGE

~~3635.1~~ Administrative assistants, for whom the use of a car is necessary, shall be paid based upon IRS Regulation (Standard Mileage Rates Set).

ARTICLE ~~3736~~
P.E.O.P.L.E.

~~3736.1~~ Upon receipt of a voluntary written authorization from any employee covered by this agreement on forms provided by the Union, the Employer shall deduct from the pay of such employees the PEOPLE contributions authorized by the employee and forward said deduction to the Union. Deductions shall not be coupled with the Union dues and shall be forwarded separately.

ARTICLE ~~3837~~
DURATION

~~3837.1~~ The provisions of this Agreement shall be effective July 1, ~~2017-2021~~ and shall continue in full force through June 30, ~~2020~~2024.

IN WITNESS WHEREOF, the parties hereunto set their hands this _____ day
of

FOR RHODE ISLAND COUNCIL 94
COMMITTEE
AFSCME, AFL-CIO, LOCAL 2044

FOR CRANSTON, RI SCHOOL

[REDACTED]

[REDACTED]

APPENDIX A
SALARY SCHEDULE

July 1, 2021 – June 30, 2022 (3%)

<u>Step 1</u>	<u>18.07</u>	<u>17.33</u>		
<u>Step 2</u>	<u>18.93</u>	<u>18.40</u>		<u>A</u>
<u>Step 3</u>	<u>19.82</u>	<u>19.15</u>		<u>7.5/200</u>
<u>Step 4</u>	<u>20.85</u>	<u>20.21</u>	<u>Step 4</u>	
<u>Step 5</u>	<u>21.95</u>	<u>21.19</u>	<u>Step 2</u>	
<u>Step 6</u>	<u>22.84</u>	<u>22.11</u>	<u>Step 3</u>	
<u>Step 7</u>	<u>23.75</u>	<u>23.02</u>	<u>Step 4</u>	
<u>Step 8</u>	<u>24.16</u>	<u>23.43</u>	<u>Step 5</u>	
			<u>Step 6</u>	
			<u>Step 7</u>	
			<u>Step 8</u>	

*Increase in hourly rates reflected for 2017-2021-2018-2022 are retroactive to July 1, 2017-2021.

*Employees step increases for 2017-2021-2018-2022 are effective retroactive to July 1, 2017-2021.

*Any base wage increases under Article 33.4 shall be retroactive to July 1, 2021.

*A one-time bonus in the amount of two-thousand (\$2,000) dollars will be paid to all bargaining unit members who were employed through the conclusion of the 2021-2022 school year and remain employed as of 9/1/2022. This payment will be paid in a lump sum on a separate check paid no later than 9/27/2022.

~~*The Parties further agree to reopen negotiations during the 2018-2019 and 2019-2020 fiscal years only for wages.~~

July 1, 2022 -- June 30, 2023 (0%)

	<u>A</u>	<u>B</u>
<u>Step 1</u>	<u>18.07</u>	<u>17.33</u>
<u>Step 2</u>	<u>18.93</u>	<u>18.40</u>
<u>Step 3</u>	<u>19.82</u>	<u>19.15</u>
<u>Step 4</u>	<u>20.85</u>	<u>20.21</u>
<u>Step 5</u>	<u>21.95</u>	<u>21.19</u>
<u>Step 6</u>	<u>22.84</u>	<u>22.11</u>
<u>Step 7</u>	<u>23.75</u>	<u>23.02</u>
<u>Step 8</u>	<u>24.63</u>	<u>23.90</u>

*Step 8 for both A and B shall receive a .47 cent increase.

*Increase in hourly rates reflected for 2022-2023 are retroactive to July 1, 2022.

*Employees step increases for 2022-2023 are effective retroactive to July 1, 2022.

July 1, 2023 -- June 30, 2024 (0%)

	<u>A</u>	<u>B</u>
<u>Step 1</u>	<u>18.07</u>	<u>17.33</u>
<u>Step 2</u>	<u>18.93</u>	<u>18.40</u>
<u>Step 3</u>	<u>19.82</u>	<u>19.15</u>
<u>Step 4</u>	<u>20.85</u>	<u>20.21</u>
<u>Step 5</u>	<u>21.95</u>	<u>21.19</u>
<u>Step 6</u>	<u>22.84</u>	<u>22.11</u>
<u>Step 7</u>	<u>23.75</u>	<u>23.02</u>
<u>Step 8</u>	<u>24.63</u>	<u>23.90</u>
<u>Step 9</u>	<u>25.48</u>	<u>24.75</u>
<u>Step 10</u>	<u>26.33</u>	<u>25.60</u>
<u>Step 11</u>	<u>27.18</u>	<u>26.45</u>
<u>Step 12</u>	<u>28.03</u>	<u>27.30</u>

*Employee step increases for 2023-2024 shall include step increases into the newly created steps 9 through 12.

APPENDIX B

Classification A **Adm. Asst./Chief**

Classification B **Adm. Asst./Accounts Payable/Business Office**
Adm. Asst./Payroll

Classification C ————— **Adm. Asst./Human Resources**
Adm. Asst./Business Office

Adm. Asst./SE Census/Medicaid/Non-public Textbooks
Adm. Asst./PDI/PPS/Curriculum

Classification D ————— **Adm. Asst./Career & Technical Center/OSS**
Adm. Asst./NEL/CPS

Adm. Asst./Guidance/Data Entry
Adm. Asst./Literacy- & Title-I, PPS & Grant Funded Programs

Adm. Asst./Elementary SE Director/SS
Adm. Asst./Secondary SE Director/SS
Adm. Asst./Central Registration
Adm. Asst./ESL/Central Registration
Adm. Asst./Early Childhood Center
Adm. Asst./Nursing & Dental/Child Outreach/Central Registration
Adm. Asst./Transportation/Plant Operations
Secondary Adm. Asst.
Secondary Adm. Asst. – Guidance
Secondary Secretary – OSS

Elementary Adm. Asst.

~~Effective July 1, 2019, all Category D & C employees shall be reclassified to Category B.~~

Exhibit A
Test Grading Policy

Spelling	40 points
Filing	40 points
Microsoft Word	28 points
Microsoft Excel	22 points

AGREEMENT BETWEEN
THE CRANSTON SCHOOL COMMITTEE
AND
RHODE ISLAND COUNCIL 94, AFSCME, AFL-CIO
ON BEHALF OF
CRANSTON PUBLIC SCHOOL EMPLOYEES, LOCAL 2044
JULY 1, 2017 – JUNE 30, 2020

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
	EQUAL OPPORTUNITY EMPLOYER.....	4
1	PURPOSE.....	5
2	RECOGNITION.....	5
3	MANAGEMENT RIGHTS.....	5
4	UNION SECURITY.....	5
5	HOURS OF WORK.....	6
6	CATEGORIES OF EMPLOYEES.....	8
7	VACATIONS.....	8
8	HOLIDAYS.....	9
9	SICK LEAVE.....	10
10	RELIGIOUS LEAVE.....	12
11	BEREAVEMENT LEAVE.....	12
12	JURY DUTY.....	13
13	PARENTING LEAVE.....	13
14	PERSONAL LEAVE.....	14
15	MILITARY LEAVE.....	14
16	UNION LEAVE.....	15
17	UNPAID LEAVE-LONG TERM.....	15
18	UNPAID LEAVE-SHORT TERM.....	16
19	UNPAID LEAVE-FAMILY ILLNESS.....	16
20	FACILITIES FOR REST PERIODS.....	16
21	PROMOTIONS/SENIORITY.....	16
22	DISCIPLINARY ACTION.....	20

23	GRIEVANCE PROCEDURE.....	21
24	HEALTH INSURANCE.....	23
25	TEMPORARY DISABILITY INSURANCE.....	24
26	LIFE INSURANCE.....	24
27	STORM DAYS OR EMERGENCY.....	24
28	NO STRIKE/NO LOCKOUT.....	25
29	RESIGNATIONS.....	25
30	SEVERABILITY.....	25
31	NEGOTIATIONS PROCEDURE.....	26
32	TRAINING.....	26
33	PENSION.....	26
34	WAGE RATES & CLASSIFICATIONS.....	26
35	PERSONNEL FILES.....	26
36	MILEAGE.....	27
37	P.E.O.P.L.E.....	27
38	DURATION.....	27
	APPENDIX A.....	28
	APPENDIX B.....	29
	EXHIBIT A (Test Grading Policy).....	30
	EXHIBIT B (Summary of Healthcare Benefits)	31

Equal Opportunity Employer

Cranston Public Schools is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.

**Title II & Title IX Coordinator of Employment
Raymond L. Votto Jr.
Chief Operating Officer**

**504 Coordinator
Joseph Rotz
Executive Director of Educational
Programs and Services**

ARTICLE 1
PURPOSE

- 1.1 This Agreement entered into by the CRANSTON SCHOOL COMMITTEE, hereinafter referred to as the Employer, and RHODE ISLAND COUNCIL 94, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, ON BEHALF OF LOCAL 2044, CRANSTON PUBLIC SCHOOLS ADMINISTRATIVE ASSISTANT EMPLOYEES, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the School Committee and the Union.

ARTICLE 2
RECOGNITION

- 2.1 The Employer recognizes the Union as the sole and exclusive bargaining agent in all matters pertaining to wages, hours and all other conditions of employment as certified by the Rhode Island State Labor Relations Board in Case No. EE-1819 on October 15, 1968. The parties agree that the School Committee may employ up to a maximum of thirty (30), three (3) hour clerical employees. Whenever possible, the School Committee will combine three (3) hour positions into six (6) hour positions.

ARTICLE 3
MANAGEMENT RIGHTS

- 3.1 The Employer retains all rights and responsibilities granted to it by law to manage, control and direct the Cranston Public Schools except as specifically abridged herein by the provisions of the Agreement.

ARTICLE 4
UNION SECURITY

- 4.1 The Committee agrees to the continuance of a Union check-off system whereby the Union dues and/or Union service charges will be withheld from the employee's salary. Such withholdings to be transmitted at intervals of no greater length than thirty-one (31) days to the "Rhode Island Council 94, AFSCME, AFL-CIO, 1179 Charles Street, North Providence, RI 02904" and accompanied by a list of employees paid.

- 4.2 All employees covered by this Agreement and who are members of the Union on the effective date of this Agreement shall remain members of the Union in good standing for the life of this Agreement.
- 4.3 All employees covered by this Agreement who have not or do not make application for membership shall have deducted from their salaries each pay period a service charge as a contribution toward the administration of this Agreement in an amount equal to regular dues. This service charge along with all dues collected, shall be remitted to the Union as specified above.
- 4.4 Effective July 1, 2017, the Committee shall provide to the Union President and Union Executive Director, on an annual basis, the following information on every bargaining unit member: name, address, phone number, and birthdate.

ARTICLE 5

HOURS OF WORK

- 5.1 All members of the Bargaining Unit regularly assigned to a position requiring thirty (30) or more hours of work per week will receive the benefits of a full-time employee. All members of the Bargaining Unit regularly assigned to a position requiring twenty (20) or more hours of work per week will receive full Blue Cross/Blue Shield and Delta Dental coverage or its equivalent unless said employee's spouse is provided equal or better Blue Cross/Blue Shield and Delta Dental or their equivalency.
- 5.2a Employees will be paid at their base rate of pay for all hours worked as part of their regular work schedule. All work performed in excess of forty (40) hours, Monday through Friday, will be compensated at the rate of one and one-half (1.5) times.
- 5.2b Any member who works during the weekend shall be paid the minimum rate of one and one-half (1.5) times for all hours worked on the weekend, regardless of whether or not he/she worked forty (40) hours Monday through Friday. Said weekend hours shall not be counted toward the forty (40) hour minimum required for weekday overtime as set forth in Article 5.2a above.
- 5.3 Employees assigned by the Chief Operating Officer to work in a higher classification for a period of three (3) or more days shall be compensated at the rate of the higher classification as of the first day of the assignment in the higher classification.

- 5.4 Category 3 employees in the administration offices and secondary school offices shall work a regular day of seven and one-half (7.5) hours, five (5) days a week, Monday through Friday, while schools are in session. When schools are not in session employees will have the option of working six and one-half (6.5) hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.5 Category 2 employees in secondary school offices shall work a regular day of seven and one-half (7.5) hours, five (5) days per week, Monday through Friday, while schools are in session. When school is not in session, employees will have the option of working six and one-half (6.5) hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.6 Category 2 employees in elementary school offices shall work a regular day of seven (7) hours, five (5) days a week, Monday through Friday, while schools are in session. When school is not in session, employees will have the option of working six (6) hours or their regular school year schedule. Employees will be paid only for hours worked.
- Effective July 1, 2019, Category 2 employees in elementary school offices shall work a regular day of seven and one-half (7.5) hours, five (5) days a week, Monday through Friday, while schools are in session. When School is not in session, employees will have the option of working six and one-half (6.5) hours of their regular school year schedule.
- 5.7 Category 2 employees in administrative offices shall work a regular day of seven hours, five days a week, Monday through Friday, while schools are in session. When school is not in session, employees will have the option of working six hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.8 Category 2 employees in administrative offices shall work a regular day of six (6) hours, five (5) days a week, Monday through Friday, while schools are in session. When school is not in session, employees will have the option of working five (5) hours or their regular school year schedule. Employees will be paid only for hours worked.
- 5.9 The rest periods will be as follows:
- a) All employees shall receive a lunch period of one-half (.5) hour.
 - b) All employees' schedules shall provide for one fifteen (15) minute rest period in the morning.

- 5.10 All employees who elect to work the reduced summer/recess schedule will notify their immediate supervisor and the Chief Operating Officer of their intentions prior to May 1st. The workday for all employees who elect the summer/recess work schedule option will begin at 8:00 a.m.
- 5.11 All employees on a four (4) hour schedule will work that schedule all year round.

ARTICLE 6
CATEGORIES OF EMPLOYEES

- 6.1 This article defines the categories of employees covered under this Agreement. All members of the Bargaining Unit will be placed in the correct category.
- 6.2 Category 3 – Works a normal 260 day year except in those years where the calendar provides either 1 or 2 additional workdays. This category shall include all Chief Administrative Assistants.
- 6.3 Category 2 – Works 200 days that include the 180 days school is in session. Persons in this category will work no more than two (2) weeks before school opening and two (2) weeks after school officially closes.
- 6.4 Category 1 - Works the 180 days that school is in session.

ARTICLE 7
VACATIONS

- 7.1 Vacations with pay shall be granted to all employees in the following schedule:
 - After six months of continuous service..... 5 days
 - After one full year of continuous service.....additional 5 days
 - After two full years of continuous service..... 10 days (total)
 - After five full years of continuous service.....15 days (total)
 - After five full years of continuous service (Cat 3).....17 days (total)
 - After ten full years of continuous service.....24 days (total)
 - After ten full years of continuous service (Cat 3).....25 days (total)
- 7.2 Vacation entitlement is based on the individual employee's anniversary date as appears on the published seniority list. Therefore, any employee who transfers into the bargaining unit shall have vacation entitlement based on service within the bargaining unit only.
- 7.2a Vacation days/pay must be taken by the end of the current fiscal year.

- 7.3 All Category 3 employees except Chief Administrative Assistants will be allowed to take their vacations at any time during the calendar year with the approval of their immediate supervisor. All Category 3 Chief Secondary Administrative Assistants will be allowed to take their vacation at any time during the year, except the months of June and September, with the approval of their immediate supervisor.
- 7.4 Vacations will not be taken by Category 3 Administrative Assistants during the seven day period following the close of schools nor will vacation be taken during the seven day period immediately prior to the opening of schools without approval from the immediate supervisor and the Chief Operating Officer and/or his designee.
- 7.5 Changes in the above vacation scheduling may be made only in special situations where following the schedule will cause hardship to the employee. Such change may be made only with prior and full approval of the Chief Operating Officer. Any changes as referred to herein will be considered on its' own merits and in no way establishes precedent.
- 7.6 Category 1 and 2 employees' vacations are to be taken during the weeks schools are not in session, i.e. during the vacation weeks at Christmas, in the winter and spring. If an employee is entitled to twenty-four (24) days vacation, he or she shall receive nine day's pay in his or her final check at the end of the school year. If an employee is entitled to vacation time and there are no recess periods remaining, he/she will receive pay in the final check for that fiscal year.
- 7.7 In the event a holiday falls during a vacation period for a Category 3 employee then the employee will be paid for that holiday and not charged vacation time.
- 7.8 All vacation requests shall be confirmed or denied, in writing, within a reasonable timeframe.

ARTICLE 8 **HOLIDAYS**

- 8.1 All employees, except as noted, are entitled to the following paid holidays if they fall during a week school is in session and a person is scheduled to work. If a holiday falls during a school recess period and a Category 1 or 2 employee is entitled to this recess period as earned vacation time then the employee will be paid for the holiday and not charged vacation time. That

vacation day can only be taken during the time period following the close of school but no later than June 30th.

- | | |
|--|--------------------------------|
| - Labor Day | - New Year's Day |
| - Columbus Day | - Martin Luther King, Jr., Day |
| - Election Day on which all schools are closed | - Presidents Day |
| - Veterans Day | |
| - Thanksgiving Day | - Memorial Day |
| - Day after Thanksgiving | - *Independence Day |
| - Christmas Day | - *Victory Day |

*Also applicable to Category 2 employees who are scheduled to work all the possible work days in the week in which the holiday falls, including but not limited to when the holiday falls on a Monday or Friday of that week.

- 8.1a Employees shall not be paid holiday pay if the employee, who is scheduled to work the day before or the day after does not report to work, on either of the scheduled work days. This provision denying holiday pay shall not apply if the employee has previously scheduled an approved day off on the day before or the day after the holiday, or if the employee takes a sick day and has medical documentation as to the medical reason for the absence.
- 8.2 Whenever December 24th and December 31st fall on a workday, all offices system wide will close at 12:00 noon. If either of the aforementioned days is taken as a vacation day, the administrative assistant will be charged with one-half (.5) vacation day.
- 8.3 In the event a holiday as listed above falls on a Saturday or Sunday and the district does not observe said holiday on either the Friday or the Monday as a paid day off then the employee will be paid for that holiday.

ARTICLE 9 **SICK LEAVE**

- 9.1a Employees shall accrue sick leave at the rate of one (1) day per month. Employees shall not earn sick leave in any month in which the employee is absent on sick leave for more than twenty percent (20%) of the scheduled work days in the month.
- 9.1b Any employee of the Cranston Public Schools who transfers into the bargaining unit shall be allowed to transfer into his/her sick leave entitlement any sick leave accrued prior to transferring into the bargaining unit.

- 9.2 In case of absence due to illness, employees may be required to file with the School Department a physician's certificate stating the nature and duration of the illness.
- 9.3 The employee may be permitted to utilize accrued sick leave referenced in Article 9.1a a charge up to three (3) days per year when an illness occurs in the employee's immediate family (immediate family is defined as father, mother, spouse, domestic partner, daughter, son or other relatives in the immediate household that requires the employee to care for the person who is ill). Requests for absence due to family illness under the provision of this section shall be supported by a statement that the employee can make no other arrangements.
- 9.4 Employees shall be permitted to use a maximum of thirty (30) days of accrued sick leave when illness occurs in the employee's immediate family (immediate family is defined as father, mother, spouse, domestic partner, daughter, son or other relatives in the immediate household) that requires the employee to care for the person who is ill. Employees may be required to file with the School Department a physician's certificate stating the nature and duration of the illness. Requests for absence due to family illness under the provision of this section shall be supported by a statement that the employee can make no other arrangements.
- 9.5 When an employee is subject to quarantine by the order of the Health Department, there shall be no loss of salary for full-time employees.
- 9.6 As of July 1, 2013, unused sick leave may no longer be accumulated for payout. The following provision shall apply to those unused sick days accumulated prior to July 1, 2013, hereinafter referred to as Bank 1.

Upon leaving the Cranston Public School system, and being deemed eligible for retirement by the Employee's Retirement System of Rhode Island (ERSRI), the administrative assistant shall be entitled to severance pay based upon the following:

- a) Minimum of 100 unused sick leave days shall be accumulated.
- b) Union members who have been a part of the administrative assistant bargaining unit and have worked for the Cranston Public Schools for ten (10) years or more, shall receive compensation for sick days they have accumulated at a rate of \$20.00 per day for the total number of days accumulated. Union members who have been part of the administrative assistant bargaining unit and have worked for the Cranston Public Schools for twenty (20) years and have accumulated a minimum of one hundred twenty (120) days shall, upon leaving the Cranston Public School system, and being deemed eligible for

retirement by the Employee's Retirement System of Rhode Island (ERSRI), receive compensation for sick days they have accumulated at a rate of \$50.00 per day for the total number of days accumulated.

- c) Payment for unused sick leave shall be made by separate check during the pay period next following the administrative assistant's final check.
- d) Administrative assistants with perfect annual attendance (used no sick leave) may exercise the option of receiving five (5) days pay.

9.7 All employees will receive a record of all accumulated sick leave on their pay stub.

9.8 Employees shall carry over all unused sick leave days and they shall be placed in Bank 2 and said sick days will not be subject to the payout described in Article 9.6. Employees may use sick leave days in Bank 1 if he/she exhausts all sick leave days in Bank 2.

ARTICLE 10 **RELIGIOUS LEAVE**

10.1 Employees will suffer no loss of salary when Cranston Schools are officially closed for the observance of Rosh Hashanah, Yom Kippur and Good Friday. Also, employees whose religious obligations require attendance at religious services held during the school day will suffer no loss of salary, not to exceed two (2) days per year and provided that notification must be given at least one (1) school day prior to taking leave or pay will be deducted. Compensatory day provisions will not apply to this section.

ARTICLE 11 **BEREAVEMENT LEAVE**

11.1 In the case of death in the immediate family (father, mother, sister, brother, son, daughter, spouse, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, step-mother, step-father or other relatives in the immediate household), a regular employee may be absent for the period of bereavement, including the day the death occurs, not to exceed seven (7) calendar days.

11.2 In the case of death of a relative by marriage (sister-in-law, brother-in-law, step-son, step-daughter, step-brother, step-sister, grandparents and grandchildren) a regular employee may be absent for the period of bereavement, not to exceed three (3) calendar days.

- 11.3 In case of death of a niece or nephew, employees will be allowed to be absent for the period of bereavement, not to exceed two (2) calendar days.
- 11.4 In the case of death of blood relatives of either spouse not listed above, employees will be allowed to be absent the day of the funeral without loss of pay.

ARTICLE 12

JURY DUTY

- 12.1 Any employee who is required by law to be absent from work for Jury Duty will be paid the difference between the employee's gross daily school department salary and the gross daily compensation received for the performance of jury service, only when the gross daily jury service salary is less than the gross daily school salary. In order to qualify for such compensation the employee called for Jury Duty will be required to report when excused from Jury Duty prior to 11:00 a.m. on any day of jury service.

ARTICLE 13

PARENTING LEAVE

- 13.1 Parenting Leave, without compensation or benefits, shall be granted by the Committee upon recommendation of the Superintendent for a period not to exceed one year. Written request for such leave must be made no less than sixty (60) days prior to the date the leave is to begin.
- 13.2 Request for Parenting Leave without compensation must be accompanied by a physician's statement establishing the expected date of confinement and the date through which the employee may be physically able to fulfill all the requirements of her position.
- 13.3 Parenting Leave shall expire at the end of the period for which the leave was granted. If request to return from leave under this section is not made prior to the expiration of the leave period, the employee shall be considered to have terminated.
- 13.4 Employees may exercise the provisions of Article 9 of this Agreement in cases of pregnancy.
- 13.5 When Article 9 of the Agreement is opted, the employee must work up to the time of disability and return at the time the disability no longer exists, exactly as any other illness or disability may cause an employee to be absent.

- 13.6 Employees must select only one option in case of pregnancy; the long term non-paid leave with a one year maximum or the sick leave option which will generally be for the required period of confinement as established by medical data.
- 13.7 The administration may require employees to submit to physical examinations conducted by a physician selected by the administration when Article 9 of this Agreement is being exercised.

ARTICLE 14

PERSONAL LEAVE

- 14.1 Each employee shall be entitled to full pay leave not to exceed three (3) days per year for personal business which cannot reasonably be done outside the work day. Request for such leave must be submitted to the Chief Operating Officer in writing at least five (5) working days prior to the day of the leave. Said personal leave requests shall be confirmed or denied, in writing, within a reasonable timeframe. In emergencies, the employee may obtain oral permission from the immediate supervisor with the stipulation that a written request will be forwarded as soon as possible. A maximum of four (4) administrative assistants (who work for schools) per day shall be allowed such personal days.

ARTICLE 15

MILITARY LEAVE

- 15.1 The Committee will grant a leave of absence for limited military training to an employee covered under this Agreement who is an active member of a reserve component of the Armed Forces of the United States.
- 15.2 The length of the military leave for training will not exceed the standards established by Federal regulations for training activities required of the employee for the maintaining of creditable standing in the Reserve component of the Armed Services.
- 15.3 The employee will be compensated for up to a maximum of ten (10) work days in any one calendar year for the difference between the employee's gross calendar year and the employee's gross daily military pay and gross daily school department salary, only when the gross daily military salary is less than the gross daily school salary.

ARTICLE 16
UNION LEAVE

- 16.1 A leave of absence without compensation, not to exceed five (5) days in any one year period, may be granted to one elected official of Local 2044 to attend International, Regional or State conventions.
- 16.2 This leave request may be disapproved by the Superintendent or his representative if the absence of the employee requesting leave, due to responsibilities of the position, causes undue hardship in the daily operation of the particular school department office.

ARTICLE 17
UNPAID LEAVE – LONG TERM

- 17.1 Employees covered by this Agreement may request unpaid leave for reason of personal illness or disability.
- 17.2 Written request for unpaid leave may be made to the Superintendent of Schools. Such request must be accompanied by a physician's statement substantiating the necessity for the leave and approximate date of return.
- 17.3 Periods of leave may not exceed six (6) calendar months.
- 17.4 The recommendation for approval of the leave will be discretionary with the Superintendent but will not be unreasonably withheld.
- 17.5 Employees on leave under this article will accrue no sick leave, vacation entitlement or longevity while on leave. Seniority rights only will continue.
- 17.6 Upon expiration of the leave, the employee may be returned to the position from which the leave was granted, if said position is available, or to a position providing a salary comparable to the position from which the leave was granted.
- 17.7 Prior to return to full time assignment, the employee must submit to the Human Resources Office a physician's statement that the employee is able to fulfill all of the duties of the position on a full time basis.

ARTICLE 18
UNPAID LEAVE – SHORT TERM

- 18.1 Any member of the Bargaining Unit may request up to two (2) school days of leave of absence in any school year, without compensation for a validated emergency. The Chief Operating Officer shall not unreasonably deny said request.

ARTICLE 19
UNPAID LEAVE – FAMILY ILLNESS

- 19.1 All employees shall be eligible for a leave of absence for a minimum of 30 days or a maximum of the remainder of the school year in which the leave is taken in the event that a member of his or her immediate family (immediate family is defined as father, mother, spouse, domestic partner, daughter, son or other relatives in the immediate household), is ill and requires his/her attendance. Medical certification is required upon request. This leave shall be without compensation. An employee shall not be eligible to return to his or her position before the expiration of the leave.

ARTICLE 20
FACILITIES FOR REST PERIODS

- 20.1 Employees shall have available to them any and all lounges and dining areas as are available to the teaching staff in the building. The Committee shall not be obliged to undertake any construction or remodeling under the provisions of this section.

ARTICLE 21
PROMOTIONS/SENIORITY

- 21.1a Seniority shall be defined as the total length of time an employee has worked in any position or positions covered by this Agreement regardless of classification. All posted vacancies shall be filled by the senior qualified candidate, except for the Chief Administrative Assistants who must work in a school for the immediate two (2) years prior to bidding on the vacant Chief position. Vacant positions covered by this Agreement shall be posted in the various schools and on the website as well as distributed to the Bargaining Unit President or his/her designee by e-mail. A vacancy shall be defined as the availability of a position caused by retirement, resignation, unpaid long-term leave of absence or promotion to a non-bargaining unit position.

In the event the employer is aware of a vacancy that will occur by June 30th due to a resignation, retirement or other circumstance that will cause a bargaining unit position to become vacant, the employer will conduct a "job selection" process on the working day following the last-day of school. Vacancies that occur after the close of schools or during the summer recess period will be filled by a "job selection" process which will take place on the first Friday that Category 2 administrative assistants return to work, at a designated time and place. Positions left open during the first round of the selection will in turn be up for selection and so on until all positions have been bid on. Any position(s) that remain open after the "job selection" process will be posted to the public. The school district shall only be obligated to post those vacant positions that it intends to fill. If a member is unable to attend the "job selection" then said member shall have someone present to act as a proxy on their behalf for purposes of bidding.

- 21.1b If a position becomes available after the August job selection process and before the June job selection process, and the position cannot be filled by an administrative assistant on layoff, then it shall be filled as a bargaining unit position until the June job selection.

If the job is to be permanently filled, then said employee shall receive a notification on or before June 1st that it is mandatory for he/she to appear at the job selection to choose a position due to their involuntary transfer. For purposes of this article, involuntary transfer means that an employee shall be moved out of the position they occupied during the school year and be subject to the bidding procedure at job selection. The position that said member occupied during the school year shall be open for bidding in accordance with seniority. If a member is unable to attend the job selection, then said member shall have someone present to act as a proxy on their behalf for purposes of bidding.

If the job is to be abolished, then said employee shall be notified of his/her layoff status in accordance with the provisions of Article 21.8.

- 21.2a An administrative assistant will not be allowed to bid on or transfer into a school position in which he/she has children attending unless that person has been bumped out of a position and there are no other positions remaining or unless the position is one with more hours or it is a higher classification.
- 21.2b Notwithstanding any language to the contrary, a Category 3 qualified candidate shall be determined by that candidate receiving a passing grade of 75 on a test to be given by the Human Resources Department. The grading policy for the test is set forth in Exhibit "A" attached hereto and made a part hereof. This testing does not apply to present Category 3 employees

who will be grandfathered into their present positions. Further, this testing only applies to vacancies. Finally, the requirement of passing the test shall take place in four (4) year intervals, i.e. a passing grade on a test qualifies that employee for Category 3 positions for four (4) years.

- 21.3 Seniority shall be a prime consideration in respect to job security, recalls and vacation preference.
- 21.4 For the purposes of this Agreement the expression "date of hire" shall be defined as the day an employee begins to work for the Cranston Public Schools, excluding time served as a substitute. In the event that two (2) or more employees begin work at the same time on the same date, a lottery will be held to determine seniority. This lottery will be held within one (1) week of the date of the appointment.
- 21.5 Annual increases effective July 1 will be given to employees hired prior to January. An employee hired after January 1 shall remain on the same step at the time of hire until the following year.
- 21.6 Seniority shall be forfeited in the event that an employee is discharged for cause, or in the event he or she terminates his or her employment voluntarily.
- 21.7 The School Department shall provide a Seniority List to the Union once yearly in the month of January.
- 21.8a In the event that an administrative assistant's position will be abolished, a meeting will be held with representative(s) of the Administration and representative(s) of the Union. A two (2) week written notice will be given to the employee and her options will be explained. The employee shall exercise her bumping rights within two (2) weeks of this meeting and shall move into the position selected within four (4) weeks after selection. If an employee seeks to bump, it must be to a position for which the employee is qualified.
- 21.8b All members affected by the bumping process will be called to a meeting where written information will be provided for all positions eligible for consideration in the bumping process including any jobs left over from the jamboree, or postings or job selection.
- 21.8c A bumping jamboree will be held for all members affected.
- 21.8d Each member will choose a position by seniority. The member who is bumped and those still affected by the bumping procedure will remain until the bumping is completed. Members who cannot attend the bumping jamboree must assign a proxy to choose a job for her.

21.8e Employees working in the elementary schools shall exercise their seniority by bumping in elementary schools first and then system wide. Employees working in secondary schools shall exercise their seniority by bumping in the secondary schools first, and then system wide. Employees working in central administration shall exercise their seniority by bumping in central administration first and then system wide.

21.8f Effective July 1, 2019, 21.8a through 21.8e shall be eliminated in their entirety and replaced with the following (Articles 21.8g and 21.8h shall remain in full force an effect):

In the event that an administrative assistant's position will be abolished, a meeting will be held with representative(s) of the Administration, representative(s) of the Union, the affected employee, and any potentially affected employees. At said meeting written notice will be given to the employee and any potentially affected employees and their options will be explained. Said options shall include the ability to accept the layoff and be placed on the recall list, the ability to accept an involuntary transfer as defined in Article 21.1b, or shall have the ability to bump another member.

Within one (1) week following the initial meeting above, a second meeting shall be held for all affected employees. At said meeting each member will provide the Administration with their elected option. If any members elect to accept an involuntary transfer as defined in Article 21.1b, then said member shall be required to attend the job selection to bid on a new position or have someone present to act as a proxy on their behalf for purposes of bidding.

If members elect to bump or to accept the layoff, then any potential bumping or layoffs shall be finalized at that time. If a bumping jamboree is required, based on member selections, then it shall be conducted in accordance with the following guidelines:

1. If an administrative assistant occupying the A classification is subject to layoff, then he/she shall bump the least senior A member. If there is no least senior A member, then he/she shall bump the least senior B member who works 12 months. If there is no least senior B member who works 12 months, then he/she shall bump the least senior B member who works 10 months.
2. If a member in the B Classification who works 12 months is subject to layoff, then he/she shall bump the least senior B member who works 12 months. If there is no least senior B member who works 12 months, then he/she shall bump the least senior B member who works 10 months.

3. If a member in the B classification who works 10 months is subject to layoff, then he/she shall bump the least senior B member who works 10 months.
4. All members who are affected by the bumping process shall move to their selected positions within four (4) weeks after the selections are finalized.

21.8g A two (2) week written notice of layoff shall be given to any employee so affected by layoff.

21.8h Employees laid off shall be placed on a recall list for a period of three (3) years. Employees who are on the recall list shall be given a two (2) week notice of return by certified mail. Employees shall have seven (7) days to respond to such notice and after seven (7) days shall be considered to have voluntarily terminated and to have relinquished all seniority rights and privileges. However, the seven (7) days recall may be extended and additional seven (7) days for reasonable extenuating circumstance. If reasons of illness apply, the Chief Operating Officer may require a physician's statement. It is the employee's responsibility to provide management with a current address. A copy of said recall notice shall be sent to the Union President.

ARTICLE 22

DISCIPLINARY ACTION

- 22.1 Employees shall be subject to disciplinary action for just cause only, including but not limited to violating school department policy and procedure.
- 22.2 In the event an employee is disciplined, the employee and Union shall be notified in writing prior to any disciplinary action being taken. The employee and the Union shall have at least a working day's notice prior to any disciplinary action being taken.
- 22.3 The employer agrees with the concept of progressive discipline. Disciplinary action shall include only the following:
 1. Oral warning
 2. Written warning
 3. Suspension
 4. Termination
- 22.4 Suspensions and discharges shall be referred to Step 3 of the grievance procedure and the grievance shall be heard within five (5) working days and

the written response shall be forwarded to the Union within five (5) working days.

- 22.5 All hearings shall be closed to the public.
- 22.6 Any charges against an employee shall be in writing and signed by the person making the charges and a copy shall be sent to the employee against whom the charges are made and the Union President.
- 22.7 Verbal and written warnings shall have no effect after a period of one (1) year for the purposes of future progressive disciplinary action. For suspensions the period of time shall be four (4) years.

ARTICLE 23 **GRIEVANCE PROCEDURE**

- 23.1 For the purpose of this Agreement, the term "Grievance" means any difference or dispute between the Employer or its agents and the Union or any of its members with respect to the interpretation, application, or violation of any of the provisions of this Agreement. A Union grievance shall be filed at step two (2) of the grievance procedure.
- 23.2 STEP 1: Within five (5) working days from the date of the act or knowledge thereof, an employee shall submit his grievance, in writing, to his/her superior or principal and the grievance committee. The signed grievance shall include:
- a) Name and position of grievant;
 - b) The date of occurrence of the grievance and the facts involved;
 - c) The corrective action requested.
- A written decision shall be given by the superior or principal within five (5) working days after receipt of grievance.

STEP 2: The grievance shall be considered settled in accordance with the written decision rendered in the first step, unless the Union shall notify the Chief Operating Officer in writing within five (5) working days after receipt of said written decision that it requests a meeting between the grievance committee of the Union and said Chief Operating Officer. Such meeting shall be scheduled within five (5) working days of such written request. The Chief Operating Officer shall render a written decision within ten (10) working days of the grievance hearing.

STEP 3: The grievance shall be considered settled in accordance with the written decision rendered in the second step, unless the Union shall notify the

Superintendent in writing within five (5) working days after receipt of said written decision of the Chief Operating Officer that it requests a meeting between the grievance committee of the Union and the Superintendent. Such meeting shall be scheduled within ten (10) working days of such notice. Within ten (10) working days of hearing this appeal, the Superintendent shall communicate to the aggrieved employee and to the Union his written decision.

STEP 4: A grievance which is not resolved at the third step of the grievance procedure may be submitted by the Union to arbitration, no later than thirty (30) days following receipt of the decision rendered at the third step.

- 23.3 Notice of arbitration will be filed with the Cranston School Committee and a ten (10) day period will be available during which the Union and the Committee may mutually agree on the selection of a neutral arbitrator.
- 23.4 If no mutual agreement is reached between the parties, the Union may then file for arbitration with the American Arbitration Association or alternately, The Labor Relations Connection. The filing for arbitration with the American Arbitration Association or the Labor Relations Connection must be completed no later than thirty (30) days following the receipt of the Step 3 decision.
- 23.5 The parties will be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association or Labor Relations Connection regardless of how the arbitrator is selected and will share equally the cost of the arbitration process.
- 23.6 The decision of the arbitrator shall be final and binding providing that the arbitrator shall not have the power to add or subtract from or modify any of the terms of the agreement; and no appeal shall be taken except on the grounds that the decision was procured by fraud or that the arbitrators exceeded their authority.
- 23.7 All grievances shall be handled as quickly as practicable. The time limits specified on any level of this procedure may be extended in a specific instance by mutual agreement of the parties in writing.
- 23.8 Timely Grievances: Grievances which are not submitted within the said five (5) day period, or which are not appealed with the above mentioned time limits shall be considered as waived and not entitled to further consideration unless the time is extended by mutual agreement of the parties. If the Employer fails to answer a grievance on any step within the specified time limits, the Union may proceed to the next step of the grievance procedure.

The Union agrees to screen grievances in order to prevent unnecessary grievances from consuming the time of the parties concerned.

- 23.9 The Union agrees that it will not bring or continue any grievance which is similar to a grievance denied by the decision of an arbitrator; and the Committee agrees that it will apply to similar situations the decision of an arbitrator sustaining a grievance.

ARTICLE 24

HEALTH INSURANCE

- 24.1 The School Committee will provide the health insurance plan as set forth in Exhibit "B", the terms of which are hereby incorporated by reference. Said health insurance plan shall have a maximum deductible of \$250.00 for an individual plan and \$500.00 for a family plan.
- 24.2 The Committee will provide Delta Dental Levels I, II, III & IV coverage to dependents of employees to age 26. The Level IV maximum shall be \$1,500.00.
- 24.3 Application forms which may be found on the CPS website under Human Resources forms, or may be requested, must be completed and returned to the Human Resources Office in order to initiate this coverage.
- 24.4 The inclusive dates of this health insurance coverage shall be subject to the membership regulations of the agency providing the insurance protection.
- 24.5 Members of the Bargaining Unit who are terminated can continue membership in their Health Insurance plan for three (3) years-at the prevailing group rate at 102% of the cost.
- 24.6 All employees who retire shall be eligible to purchase health insurance at the current group rate up to age 65.
- 24.7 Employees shall, by payroll deduction, pay a 20% cost share of the medical and dental insurance provided in Sections 24.1 and 24.2 above.
- 24.8 Application for Domestic Partner coverage may be made during the annual Open Enrollment period. Coverage will be subject to review and approval by the RI Blue Cross/Blue Shield legal department. A Domestic Partner affidavit must be submitted with the applications. The Affidavit can be found on the CPS website under Human Resources forms or may be requested from Human Resources.

- 24.9 The Committee will not offer health and/or dental insurance coverage if the Employee is covered as a dependent under another plan provided by the Cranston School Department or the City of Cranston.

ARTICLE 25
TEMPORARY DISABILITY INSURANCE

- 25.1 The Cranston Public School Employees, at their own expense, shall be covered under the provisions of the Temporary Disability Insurance Act of Rhode Island effective January 1, 1980.

ARTICLE 26
LIFE INSURANCE

- 26.1 The Committee shall provide a \$20,000 Term Life Insurance policy for each employee. Each administrative assistant shall have the option to apply for an additional \$125,000 of term insurance in accordance with the provisions of the insurance company contract.

ARTICLE 27
STORM DAYS OR EMERGENCY

- 27.1 Category 1 and 2 employees will not be required to work when the Superintendent declares schools closed and will be paid. Employees will work on the re-scheduled make-up days and will be paid. If such days are scheduled during the April recess period and an employee has earned that as his/her vacation week, such employee shall work the make-up days and be paid for the earned vacation time lost.
- 27.2 Category 3 employees will not be required to work when the Superintendent declares schools closed and will be paid. In the event schools are closed under this section and the closing occurs during a payroll week, the following employees may be required to work: Payroll Administrative Assistant. In the event such employees are required to work, then they shall be paid at the rate of time and one half (1.5). If Administration asks an employee to work overtime, the employee will be paid said overtime.
- 27.3 On days that the schools are closed early, category 1 and 2 employees shall be permitted to leave. This will be no less than one-half hour after the school has been officially declared closed and responsibilities to the school have been met. Category 3 employees shall be permitted to leave one-half hour

after the last school is officially closed. The above applies to release for inclement weather or other emergency at the discretion of the Superintendent.

ARTICLE 28
NO STRIKE/NO LOCKOUT

- 28.1 During the term of this Agreement, the Union agrees there shall be no lockouts, strikes, walkouts, sit-ins, slow-downs or other interruptions, suspensions or cessations of work or any picketing or interference of any nature with the operation of the School Department by the Union, or by any of its members or at its insistence for any reason whatsoever, or because of any matter in controversy or dispute between the Union or any of its members and the School Department, or between the Union or any of its members and others, or between the School Department and others; the School Department agrees not to lock out union employees.
- 28.2 Employees who participate in any strike, or any other of said acts shall be considered to have voluntarily terminated and their names shall be dropped from the seniority lists.

ARTICLE 29
RESIGNATIONS

- 29.1 Written notice of resignation must be made to the immediate superior and to the Chief Operating Officer two (2) weeks prior to the date of leaving.

ARTICLE 30
SEVERABILITY

- 30.1 Should any provision of this Agreement be found to be in violation of any Federal or State Law by a court of competent jurisdiction, all other provisions of the Agreement shall remain in full force and effect.
- 30.2 The failure of the Union or School Committee to seek enforcement of an explicit contract provision shall not constitute a waiver by the Union or School Committee of the future enforcement thereof.

ARTICLE 31
NEGOTIATIONS PROCEDURE

- 31.1 If negotiation meetings between the Union and the Committee are scheduled during the regular work day, the members of the Union Negotiating Team, who are relieved of their regular duties by the Superintendent, shall not be subject to deductions from their salary by reasons of such participation.

ARTICLE 32
TRAINING

- 32.1 The Employer will offer the opportunity for Professional Development at no cost to the employee.

ARTICLE 33
PENSION

- 33.1 All Employees covered by this Agreement shall participate in the State of Rhode Island Municipal Retirement plan with COLA plan B.

ARTICLE 34
WAGE RATES AND CLASSIFICATIONS

- 34.1 Wage rates shall be included in Appendix A of this Agreement.
- 34.2 Administrative assistant classifications shall be included in Appendix B of the Agreement.
- 34.3 All bargaining unit members are required to have direct deposit. Also, advice (pay stubs) and W-2 forms will be available on the Employee Self Service module on the CPS web site only.

ARTICLE 35
PERSONNEL

- 35.1 All employees shall have access to his or her own personnel files. Employees shall be given copies of any documents contained in his or her own personnel file upon request. A notice of at least 24 hours is required.
- 35.2 Administrative assistants will be required to wear a school issued identification badge during the work day as well as during any other paid assignments.

ARTICLE 36
MILEAGE

36.1 Administrative assistants, for whom the use of a car is necessary, shall be paid based upon IRS Regulation (Standard Mileage Rates Set).

ARTICLE 37
P.E.O.P.L.E.

37.1 Upon receipt of a voluntary written authorization from any employee covered by this agreement on forms provided by the Union, the Employer shall deduct from the pay of such employees the PEOPLE contributions authorized by the employee and forward said deduction to the Union. Deductions shall not be coupled with the Union dues and shall be forwarded separately.

ARTICLE 38
DURATION

38.1 The provisions of this Agreement shall be effective July 1, 2017 and shall continue in full force through June 30, 2020.

IN WITNESS WHEREOF, the parties hereunto set their hands this _____ day of _____.

FOR RHODE ISLAND COUNCIL 94
AFSCME, AFL-CIO, LOCAL 2044

FOR CRANSTON, RI SCHOOL COMMITTEE

**APPENDIX A
SALARY SCHEDULE**

July 1, 2017 – June 30, 2018 (2%)

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D1</u>	<u>D2</u>	<u>D3</u>
	<u>7.5/260</u>	<u>7.5/260</u>	<u>7.5/260</u>	<u>7.5/260</u>	<u>7.5/200</u>	<u>7/200</u>
Step 1	16.49	15.81	15.57	14.97	15.00	15.04
Step 2	17.27	16.79	16.53	15.97	16.00	16.03
Step 3	18.09	17.48	17.20	16.64	16.67	16.71
Step 4	19.03	18.44	18.19	17.62	17.65	17.68
Step 5	20.03	19.33	19.07	18.51	18.54	18.57
Step 6	20.83	20.18	19.91	19.33	19.37	19.40
Step 7	21.68	21.01	20.78	20.18	20.21	20.24
Step 8	22.06	21.39	21.17	20.56	20.59	20.64

*Increase in hourly rates reflected for 2017-2018 are retroactive to July 1, 2017.

*Employees step increases for 2017-2018 are effective retroactive to July 1, 2017.

*The Parties further agree to reopen negotiations during the 2018-2019 and 2019-2020 fiscal years only for wages.

APPENDIX B

Classification A	Adm. Asst./Chief
Classification B	Adm. Asst./Accounts Payable/Business Office Adm. Asst./Payroll
Classification C	Adm. Asst./Human Resources Adm. Asst./Business Office Adm. Asst./SE Census/Medicaid/Non-public Textbooks Adm. Asst./PDI/PPS/Curriculum
Classification D	Adm. Asst./Career & Technical Center/OSS Adm. Asst./NEL/CPS Adm. Asst./Guidance/Data Entry Adm. Asst./Literacy & Title I Adm. Asst./Elementary SE Director/SS Adm. Asst./Secondary SE Director/SS Adm. Asst./Central Registration Adm. Asst./ESL/Central Registration Adm. Asst./Early Childhood Center Adm. Asst./Nursing & Dental/Child Outreach/Central Registration Adm. Asst./Transportation/Plant Operations Secondary Adm. Asst. Secondary Adm. Asst. – Guidance Secondary Adm. Asst. – OSS Elementary Adm. Asst.

Effective July 1, 2019, all Category D & C employees shall be reclassified to Category B.

Exhibit A
Test Grading Policy

Spelling	40 points
Filing	10 points
Microsoff Word	28 points
Microsoff Excel	22 points

7-22-02

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51

THE CITY OF CRANSTON

ORDINANCE OF THE CITY COUNCIL

**RATIFYING THE IAFF (INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS)
CONTRACT, LOCAL UNION 1363
(July 1, 2022-June 30, 2025)**

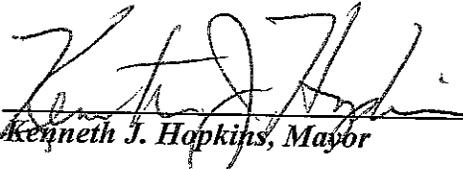
No. 2022-32

Passed:
August 22, 2022



Christopher G. Paplauskas, Council President

Approved:
August 25, 2022



Kenneth J. Hopkins, Mayor

It is ordained by the City Council of the City of Cranston as follows:

Section 1. The City of Cranston has through its corporate officials, bargained collectively with the IAFF (International Association of Fire Fighters), Local 1363, which is the certified bargaining representative of fire fighters as set forth in the contract; and the Union and the City of Cranston have reached an understanding respecting the terms of a contract resulting from concession bargaining.

Section 2. That the agreement in writing between the City of Cranston and the Local 1363, a copy of which is attached hereto and made a part hereof, is hereby ratified, confirmed and approved by this City Council.

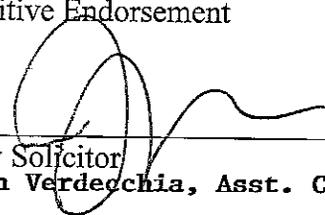
Section 3. That except as modified by the terms of the aforesaid agreement, the City of Cranston shall retain all powers vested in it by law and its charter over the management, regulation and control of said city fire fighters.

Section 4. Any additional agreements, letters of understanding, contract addendums or modifications during the life of this collective bargaining agreement between the parties must be ratified by the City Council and comply with Charter Sec. 14.17.

Section 5. This Ordinance shall take effect upon its final adoption.

Positive Endorsement

Negative Endorsement (attach reasons)



City Solicitor
John Verdecchia, Asst. City Solicitor

8/22/2022

Date

City Solicitor

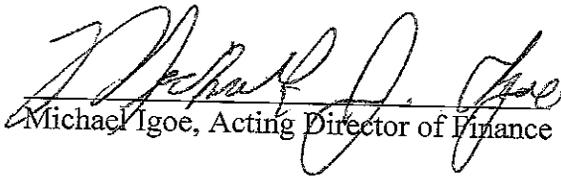
Date

7-22-02

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16

Fiscal Note

I hereby certify that it is anticipated that sufficient funds will be available to fund this contract, and I have provided a fiscal impact analysis, in accordance with Sec. 3.04.152 of the Cranston City Code. Detailed fiscal note attached.


Michael Igoe, Acting Director of Finance

Sponsored by Mayor Kenneth J. Hopkins

Referred to Finance Committee August 1, 2022

City of Cranston
 Fire Contact Proposals
 8/22/2022 11:49

	<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>Total</u>
OPTION 1:				
Wages-1%, 2%, 2%	155,589.76	314,291.31	320,577.14	790,458.21
Payroll Taxes	2,807.18	5,670.50	5,783.91	14,261.60
Retirement	<u>18,627.35</u>	<u>33,500.23</u>	<u>34,170.23</u>	<u>86,297.81</u>
	177,024.29	353,462.04	360,531.28	891,017.62
Reorganization	86,000.00	1,720.00	1,754.40	89,474.40
Less: Clothing voucher	(160,700.00)			(160,700.00)
Clothing Maintenance	(39,200.00)			(39,200.00)
Position Upgrade: 10/5 to 10/7				
Salary	2,831.52	56.63	86.64	2,974.79
P/R Taxes	216.61	4.33	6.63	227.57
Retirement	<u>341.48</u>	<u>6.18</u>	<u>9.46</u>	<u>357.13</u>
	3,389.61	67.15	102.73	3,559.49
Health Care	\$2,000	\$2,150	\$2,300	
Single -Currently \$1,850	(4,500.00)	(4,500.00)	(4,500.00)	(13,500.00)
	\$4,200	\$4,500	\$4,800	
Family-Currently \$3900	<u>(39,300.00)</u>	<u>(39,300.00)</u>	<u>(39,300.00)</u>	<u>(117,900.00)</u>
	(43,800.00)	(43,800.00)	(43,800.00)	(131,400.00)
Net Cost	<u><u>22,713.90</u></u>	<u><u>311,449.19</u></u>	<u><u>318,588.42</u></u>	<u><u>652,751.51</u></u>

RECEIVED
22 SEP -2 AM 11:41
CRANSTON
CITY CLERK

**AGREEMENT BETWEEN
CITY OF CRANSTON AND
LOCAL 1363,
INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS**

AFL - CIO

CONTRACT YEARS

JULY 1, 2022-JUNE 30,2025

TABLE OF CONTENTS

<u>Section</u>		<u>PAGE</u>
1	Recognition	6
1.2	Neutral References/ Non-Discrimination	6
2	Union Security	7
3	Dues Deduction	7
3.5	Management Rights	8
3.6	Past Practice	8
4	Seniority	8
4.5	Vacancies - Privates and Officers Ranks	11
4.6	Vacancies - Civilians Employee Position	12
5	Temporary Service Out of Rank	12
5.1	Temporary service out of Class - Civilian Employees	13
6	Promotions	13
6.1	Promotional Procedures	19
6.2	Promotional Procedures - Civilian Employees	19
6.3	Rescue Division /EMTC Certification Requirements	20
6.4	Officer / Acting Officers	20
6.5	Fire Alarm Division	20
6.5-1	Dispatch Operations	20
6.6	Fire Prevention Bureau	20
6.7	Training Division	21
6.8	Hazardous Material Bureau	21
6.9	Fire Department Apparatus Structure	21
7	Duties	22

TABLE OF CONTENTS

7.5	Work Conditions	22
8	Detail to Other Departments	23
9	Hours	23
10	Substitutions	23
11	Overtime	24
11.1	Overtime Callback Provisions	24
11.2	Mutual Aid	31
12	Callback Pay	31
13	Special Details	31
14	Vacations	33
14.5	Vacations - Civilian Employees	35
15	Paid Holidays	36
15.1	Uniform Clothing Allowance	37
15.2	Protective Gear & Uniform Allowance	38
15.3	Dress Uniforms - Firefighters	39
15.4	Clothing Maintenance Allowance	40
15.5	Fire Prevention and Fire Alarm Clothing	40
16	Sick Leave	41
16.1	Bereavement Leave	44
16.2	Special Leave	45
16.3	Sick Leave - Civilian Employees	46
16.4	Good Attendance	46
17	Injuries and Illness	46
18	Rules and Regulations	53

TABLE OF CONTENTS

19	Salaries and Longevity	53
19.5	Salaries and Longevity Civilian Employees	55
20	Time off While performing Union Duties	55
21	Medical, Dental, Life, and Burial Insurance	56
21.1	Health Savings Account	63
21.2	Dental Insurance	63
21.3	Life Insurance	65
21.4	Burial Insurance	67
22	Grievance Procedure	67
23	Arbitration	69
24	Pensions	69
24.1	Pension Payments	83
24.2	Pension Payments	83
24.3	No Strike Clause	84
24.4	Legal Assistance and Indemnification	84
24.5	Presumption of Disability	85
24.6	Mutual Aid / Job Action	85
24.7	Minimum Staffing	85
24.8	Table of Organization	85
25	School Reimbursement	86
26	Widows & Dependent Benefits Under Twenty (20) Years	86
26.1	Widows & Dependent Benefits Over Twenty (20) Years	87
26.2	Occupational Death Benefits	87
27	Procedure for Placement on a Disability Pension	88

TABLE OF CONTENTS

28	Vested Pension Contractual Clause	89
29	Severance Pay at Retirement and Death	90
30	Severability of Provisions	90
31	Marine Units	90
32	Members Assistance Program- (MAP)	90
33	Mechanics Certification	91
34	Duration of Agreement	91
	Signature Page	92

A G R E E M E N T

This Agreement is entered into as of the 1st day of July 2022 by and between the City of Cranston (hereinafter referred to as "City" or "Employer") and the International Association of Fire Fighters, Local 1363, AFL-CIO (hereinafter referred to as "Union" or "I.A.F.F." or "Local 1363").

This Collective Bargaining Agreement (hereinafter "Agreement"), is entered into pursuant to the authority granted by Rhode Island General Laws Title 28, Chapter 9.1, et seq. known as the Fire Fighters' Arbitration Act, as amended.

Section 1 - Recognition

The City of Cranston recognizes Local 1363 International Association of Fire Fighters, AFL- CIO as the exclusive bargaining agent for all uniformed employees and all the full-time civilian employees of the Cranston Fire Department including the Deputy Chiefs, Battalion Chiefs, City Fire Marshal, Superintendent of Fire Alarms and Director of Emergency Medical Service for the purpose of collective bargaining relative to wages, salaries, hours and working conditions. The City agrees that the Chief of Department and the two (2) Assistant Chiefs (excluding current Asst. Chief Marcinko who will remain in the union) shall be given an individual contracts of employment re- quiring just cause for termination and providing employment benefits substantially equal to those provided to bargaining unit members under this collective bargaining agreement. The rights of the City of Cranston and employees shall be respected, and the provisions of this Agreement shall be observed for the orderly settlement of all questions.

Section 1.2 – Neutral References/Non-Discrimination

(a) All references to an employee covered by this Agreement as well as the use of the pronoun "he" are intended to include both genders. When the male gender is used, it shall be construed to include both male and female employees.

(b) The Employer and the Union agree that they will continue policies of non-discrimination on the basis of an individual's race, color, national origin, religious affiliation, gender, age or sexual orientation or preference. The Employer and Union mutually agree that there will

be no discrimination against an employee because he is or is not a member of the Union or because he engages or does not engage in activities protected by the Rhode Island State labor Relations Act.

(c) All References to "member" or "members" in this collective bargaining agreement shall mean any employee, sworn or civilian, of the Cranston Fire Department, unless otherwise specified.

Section 2 - Union Security

(a) Upon being hired, employees of the City of Cranston Fire Department shall make one of the following elections with respect to their Union membership:

Option #1 — Employees may elect to become a member of the Union and shall pay membership dues and assessments as determined by the Union.

Option #2 — Employees may elect not to become a member of the Union.

Elections made under this Section shall be in writing with copies submitted by the employee to the City and the Union.

Section 3 - Dues Deduction

Upon receipt by the City of a signed, voluntary authorization form by the employee, the City agrees to deduct union membership dues from the pay of said employee and remit the aggregate amount to the Treasurer of Local 1363 by the 15th day of the month following the month of deduction. An employee's authorization may be revoked by sending a signed written notice thereof to the City, which shall send a copy of said revocation to the President of the Union.

The Union shall indemnify and hold the City and its officials harmless against any and all claims, legal proceedings, orders and judgments, including costs and reasonable legal fees, as a result of the City's compliance with this Section.

Section 3.5 – Management Rights

Except to the extent there is contained in this Agreement expressly and specific provisions to the contrary or a duly established past practice in the Department, all authority, power, rights, jurisdiction and responsibilities for the management of the Cranston Fire Department are retained and reserved exclusively to the City.

The rights reserved to the City include, but are not limited to, the right to determine the overall budget and mission of the Department; to maintain the efficiency and effectiveness of operations; to determine the services to be rendered and the operations to be performed; to direct and supervise employees; to transfer, assign and schedule employees; to suspend, discharge or otherwise discipline employees for just cause; and issue rules and regulations for the conduct of the Department.

Section 3.6 – Past Practice

All rights, privileges, past practices and working condition provided to the employees at the present time which are not included in this Agreement shall remain in full force, unchanged and unaffected in any manner, unless changed by mutual consent, and evidenced in a written, signed document.

Section 4 - Seniority

Employees covered by this Agreement shall have seniority rights in grade and said seniority insofar as practicable shall prevail with regard to the following:

- (a) Transfers to any Division, department or position by whatever name the transfer may be labeled, except those that are filled by promotional, or eligibility lists established by the

Personnel Director according to the Personnel Rules and the City Charter except as otherwise provided in this Agreement.

(b) Days off, holidays, vacations and any and all circumstances or situations by whatever name they may be given; provided, however, that an employee may reject the position or benefit at his discretion without the need of any explanation on his part. Further, in the event that an employee shall reject a position or benefit, it shall not be construed as a waiver of his seniority rights in any subsequent situation where seniority would prevail. In the event that an Emergency Medical Technician - Cardiac (EMTC) requests to get off Rescue and then after expiration of his certifications/licenses decides to go back to Rescue the City shall not be obligated to pay for retraining of the employee.

(c) Department seniority shall be defined as an employee's length of service with the Cranston Fire Department. In the event more than one member was appointed as a permanent employee of the Cranston Fire Department on the same day, their relative seniority shall be determined by their rank at the completion of the recruit training school. The seniority of officers shall be determined by the length of time in service in the Cranston Fire Department.

An employee's seniority shall be terminated, and his seniority rights forfeited as a result of resignation, retirement or discharge for just cause.

(d) A bid system shall be adopted (with details to be worked out by the parties) under which employees may bid for jobs by seniority. The successful bidder for any job shall be entitled to a reasonable trial period of not more than thirty (30) calendar days to determine whether he can acquire the skills necessary for the performance of said job in a reasonably satisfactory manner; provided, however, that in cases where the City and the Local mutually agree, such trial period shall not be mandatory. At the end of thirty (30) calendar days from the date of trial transfer, the employee shall be considered as being transferred in accordance with the provisions of this Section except in cases where the City and the Local may mutually agree to extend such trial period. If, during the trial period, the City removes the employee from such position for alleged lack of reasonable progress in said position, the employee shall have the right to file a grievance in accordance with the provisions of this

Agreement. The term "reasonable progress" as used herein shall mean a comparison of the progress of the employee involved with the performance on said job of the average employee performing such work.

Notwithstanding the bid system under which employees may bid for jobs, the Department may make assignments to jobs without allowing employees to bid where there is an overriding reason or justification for the assignment. In any case where such an assignment is challenged by an employee or the Union, the burden will be on the City to demonstrate an overriding reason or justification. The assignment will not be disturbed unless the City's decision was arbitrary or capricious.

- e. It is understood by the parties hereto that during the trial period, a biweekly progress report will be made by the employee's supervisor, a copy of which shall be furnished to the employee, the Chief of the Fire Department and Director of Personnel. The form of said progress report shall be substantially the same as is now being used by the Director of Personnel.
- f. A permanent and up-to-date seniority list shall be posted and maintained on the Bulletin Board at Fire Headquarters for the benefit of all employees and all future seniority questions shall be resolved in accordance therewith.
- g. The City also agrees to furnish to the Local and maintain an up-to-date seniority list, a copy of which is posted on said Bulletin Board.
- h. If one person or more is on long term sick leave or long term injured-on-duty leave on any one of the four (4) Platoons, the Chief of the Department shall have the right to open any one of those positions as temporary position for bid in accordance with the seniority clause of this agreement. When the employee or employees who were out return to work or the Chief of the Department terminates the temporary position, then the employee or employees who bid that position(s) shall return to his normal position. Long term sick leave or long term injured-on-duty leave shall mean any employee who has been out of work for at least three (3) continuous months, or the prognosis is that an employee will be out for three (3) months or longer.
- i. Temporary details from one position to another position, within a Platoon, shall be done by

seniority. Rescue personnel must be E.M.T.C. qualified.

j. Civilian Employees covered by this Agreement seniority shall be based on the total years of continuous service with the City of Cranston Fire Department.

k. The Cranston Fire Department shall maintain a minimum of 120 EMT-Cardiac personnel at all times (November 5, 2018 MOA), as provided below:

New hires shall be required to have their EMT-C certification by the end of their probationary year or soon thereafter (grace period dependent on class)

All personnel with an EMT-B or EMT-C certification as of July 1, 2022 shall be required to maintain at least an EMT-B certification. In the event an employee loses their certification the employee shall be given a reasonable amount of time to obtain their certification back on their own time with their own funds. During such time they shall remain employed and retain his/her seniority.

Fire officers and all privates will be used to staff rescue driver positions by seniority.

Department seniority shall determine which of the 120 sworn employees who must maintain their EMT-C, starting with the least senior employee.

In the event the State of R.I. or R.I. Department of Health make changes to qualifications or requirements to possess an EMT or EMT-C certification, the parties shall renegotiate this agreement upon request of either party.

Section 4.5 - Vacancies - Privates And Officers Ranks

1. Vacancies in the Privates' ranks shall be filled as soon as practicable after the date vacancy occurs. A vacancy occurs as a result of a retirement, death, promotion or termination. Effective July 1, 2022, and expiring on June 30, 2025, The City may hold up to five (5) private positions vacant.

2. Vacancies in the Officers ranks shall be filled the immediate day after the date the vacancy occurs. In order for this vacancy in the Officers ranks to be filled, there must be an employee

on an active certified promotional list and the vacancy occurs because of a promotion, retirement, death, resignation, or termination (for whatever reason).

Section 4.6 - Vacancies Civilian Employee Positions

Vacancies in civilian employee positions shall be filled as soon as practicable after the date the vacancy occurs.

Section 5 - Temporary Service Out Of Rank

Members of the Cranston Fire Department, up to and including the rank of Deputy Chief of the Department, who are ordered to assume the responsibilities of a higher rank shall be compensated for this service at the out of rank pay of one-fourth (1/4th) of the employees rate of pay for whom said employee is filling in for, provided such service is for a period of one-half (1/2) day (five (5) hours), or one-half (1/2) night (seven (7) hours) of each working day or night. Such higher rate shall apply for all time spent at higher rank. In the case of a Private who assumes command of a Company in the absence of a Captain, he shall be compensated at the rate paid a Lieutenant.

In the event of a vacancy in the officers' ranks on a particular Platoon, such vacancy shall be filled at once by a man on the promotional list working on the particular Platoon. All vacancy fill-ins should be done by seniority on each Platoon, using employees who are on the promotional list. In the event that all employees who are on the promotional list on a particular Platoon reject the vacancy fill-in, the Chief shall have the right to order the employee on a particular Platoon who is on the promotional list with the least amount of seniority to fill that position.

In any case where an employee serving out of rank contracts an illness or suffers injury in the performance of his duty, he shall be entitled to all of the benefits provided by Chapter 45-19-1, including pay at the rate he was receiving while serving out of rank. In the event an employee so disabled is subsequently placed on a disability pension, his pension shall be based on the pay of the person that he was filling in for.

Section 5.1 - Temporary Service Out Of Class - Civilian Employee

Any employee assigned to assume the duties of a higher classification on a temporary basis and who serves in said position for a period of more than five (5) consecutive working days shall be entitled to be compensated at the minimum rate of pay for the position in which he or she serves. Should this temporary assignment be for less than five (5) consecutive working days, then there shall be no salary adjustment.

Section 6 - Promotions

Promotion to the rank of Lieutenant and Captain on the Fire Department shall be made from the most senior person on the appropriate certified promotional list. Promotions to the ranks of Chief, Assistant Chief, Deputy Chief, Battalion Chief, Director of Emergency Medical Services, Fire Marshal, and Superintendent of Fire Alarm shall be made from the certified promotional list in accordance with the provisions of the City Charter. All certified promotional lists shall run concurrently regardless of the date of the certification of the promotional list by the Director of Personnel. In the event a certified promotional list has been exhausted prior to the expiration date of said list, a new date of certification shall be made by the Director of Personnel according to Section 6.1, Subsection (F) and the new certified promotional list shall run concurrently,

Promotions to all of the above ranks shall be made from the appropriate certified promotional lists for those positions during the total two (2) year length of said promotional lists for any promotional vacancy that during the time frame said lists are in effect (e.g. a promotional list is certified on January 1, 1996, through December 31, 1998; a promotional vacancy occurs on December 30, 1998; that promotional vacancy shall be filled from the certified promotional list beginning January 1, 1996 through December 31, 1998, for that position).

serves.

Section 6.1 - Promotional Procedures

Competitive examinations within the Fire Department shall be subject to the following rules:

A. Eligibility - Lieutenants and Captains

1. No member will be eligible to become a Lieutenant unless he has served at least five (5) years of service in the Department and at least two (2) years of service as a member of the Fire Fighting Division including his year of probation.
2. A member must possess an E.M.T.C. Certificate and must also have one (1) year of service on Rescue vehicles within the Cranston Fire Department prior to being appointed to Rescue Lieutenant.
3. No member will be eligible to become a Captain unless he is currently a Lieutenant and has at least three (3) years of service as a Lieutenant.
4. No member will be eligible to become a Rescue Captain unless he is currently a Rescue Lieutenant and has at least three (3) years of service as a Rescue Lieutenant. 40-hour EMS Captain shall obtain EMS teaching credentials as soon as practical, cost to be borne by the City.
5. No member will be eligible to become a Lead Lineman unless he has at least two (2) years of service in the Fire Alarm Division.
6. No member will be eligible to take an examination for the above positions unless he is eligible for promotion on the date of the promotional exam.
7. Written examinations will be given to permit an adequate evaluation of the degree of achievement and preparation for the rank involved and each candidate will be graded so that a possible score of 100 points may be obtained. Fire Fighters' promotional grade will be based on a score of 65 points. Fire Fighters successfully passing will be placed on the promotion list until promoted. Upon promotion, a Fire Fighter shall serve a six-month probationary period before being permanently assigned to the position. The Fire Fighter will be evaluated during the first six months by the Chief or his designee on a bimonthly basis. A promoted Fire Fighter may have their probationary period extended or be removed during his probationary period for just cause.

Employees shall be removed from the promotional list and shall need to retest if the employee removes himself from the promotional list at any time, an employee gives up the promotion and returns to a lower promotional rank, or the promotional list is exhausted by way of all candidates on the list passing said promotion.

8. A Rescue Driver can be appointed an acting Rescue Lieutenant even though he is not on the promotional list. A qualified Fire Fighter may be used as a Rescue Driver. The present practice of being able to move a Rescue Driver to another station as an acting Rescue Lieutenant will be continued.

9. A Fire Fighter, who has at least five (5) years of service on the Cranston Fire Department, can be appointed an acting officer even though he is not on the promotional list. This may be done when there is no one on the promotional list or if there is no one on the promotional list on a particular Platoon. The senior qualified man shall be appointed the acting officer. The Chief or Deputy Chief/Battalion Chief shall determine who is qualified. The senior man may refuse down to the level that the Chief or Deputy Chief/Battalion Chief determines is qualified. The City agrees to maintain promotional lists.

B. Eligibility - Chief of the Department, Assistant Chief, Deputy Chief, Battalion Chief, Superintendent of Fire Alarm, City Fire Marshal and Director of Emergency Medical Services.

1. No member will be eligible to become Chief of the Department unless he has at least three (3) years of service as Assistant Chief of Operations, Deputy Chief, Battalion Chief, Fire Marshal, Hazardous Materials Officer or Training Officer.

2. No member shall be eligible to become Assistant Chief of Operations unless he has at least three (3) years' service as Deputy Chief, Battalion Chief, Fire Marshal, Hazardous Materials Officer or Training Officer.

3. No member shall be eligible to become Assistant Chief of Administration unless they have at least three (3) years of service as Deputy Chief, Battalion Chief, Fire Marshal, Hazardous Materials Officer, Training Officer, EMS Director, or Superintendent of Fire Alarm.

4. No member will be eligible to become a Deputy Chief, Battalion Chief, City Fire Marshal, Hazardous Materials Officer, or Training Officer unless he has at least three (3) years of service as a Captain.
5. No member will be eligible to become Superintendent of Fire Alarm unless he has at least three (3) years of service in the Fire Alarm Division
6. No member will be eligible to become Director of Emergency Medical Services unless he has at least three (3) years of service as a Captain in the Rescue Division.
7. No member will be eligible to take an examination for the above positions unless he is eligible for promotion on the date of the promotional exam.
8. A written examination will be given for promotion to Chief of the Department, Assistant Chief, Deputy Chief, Battalion Chief, Superintendent of Fire Alarm, City Fire Marshal and Director of Emergency Medical Services. Points for seniority will be added into the total score. Employees who successfully pass the promotional exam will be placed on the promotion list until promoted.

Employees shall need to retest if the employee removes themselves from the promotional list at any time, an employee gives up the promotion and returns to a lower promotional rank or the promotional list is exhausted by way of all candidates on the promotional list passing said promotion.

9. Credit for seniority shall be given for actual service only, excluding probationary period and rank or grades specified at time of examination by the Personnel Director. Seniority shall be computed as of the date of examination. Credit for seniority shall be obtained by adding to standard grade of 65 the following points:

One-half (1/2) point for each full year of service for the first ten (10) years. One (1) point for each full year of service for the next ten (10) years.

Two points for each full year of service over twenty (20) years.

C. Notification of Promotional Examination

1. At least forty-five (45) days prior to any promotional examination, the Personnel Director shall cause notice of such examination to be posted on the Fire Department Bulletin Board of each station. Such

notice shall contain, among other information, the source of all materials from which the written examination will be taken.

2. The percentage (%) of the approximate number of examination questions in each of the subject areas to be tested shall be posted on the Fire Department Bulletin Boards in each station thirty (30) days prior to the date of the examination. Any written examination given which does not comply with the provisions of the fore-going paragraph shall be subject to grievance of contract.

D. Sign-up Period for Promotional Examinations

All employees shall have at least twenty (20) days within the forty-five (45) day notification period for promotional examination as listed in Subsection C to sign up for promotional examinations. Applications for the promotion exam will be in accordance with RI State Laws and the RI Fair Employment Act, RIGL 28-5-7(7).

E. Preparation of Written Examination:

The written examination shall be prepared by the Director of Personnel.

F. Promotional Examinations for Certified Lists

1. The Director of Personnel shall give a promotional exam every two (2) years in all divisions and ranks or if the list has been severely depleted or used in its entirety. Members who attain the required score will be placed on a permanent promotional list until he or she is promoted by their seniority.

The Director of Personnel shall not be required to conduct a promotional examination when there are no current employees who meet the eligibility requirements. In the event there are no employees who meet the eligibility requirements for a promotional exam, the Director of Personnel shall establish a Tiered promotional list, including only those employees who shall meet the eligibility requirements within 365 days of said promotional list. The employees eligible shall be placed in Tier 1, the employees who shall become eligible within six (6) months of the certified date shall be placed in Tier 2, and those employees eligible between six (6) months and one (1) day and one (1) year of the certified date shall be placed in Tier 3. When said members would meet eligibility requirements, the Director of Personnel shall ensure that all the

applicable provisions of Section 6.1 will be followed.

G. The City shall provide each station, division, and bureau with a complete set of current promotional material for all promotional examinations for all ranks within the Cranston Fire Department. Any changes in the source materials, such as new editions, new texts, etc., shall be provided on the date of the posting of the promotional exam to each station, division, and bureau.

H. List of Source Materials Will Be as Follows:

Chief/ Asst Chief/ Deputy Chief/Battalion Chief:

Management in the Fire Service, (NFPA)
Hazardous Materials, Managing the Incident, IFSTA
Chief Officer, IFSTA, current edition
Managing Fire and Rescue Service, ICMA
Fire Officer's Handbook of Tactics, J. Norman, 5th or current edition
IFSTA-Building Construction Related to Fire Service-4th edition

EMS Director

Current RI Prehospital Care & Protocols and Standing Orders
Chief Officer, IFSTA, current edition
Managing Fire & Rescue Services, ICMA
Management in the Fire Service, (NFPA) Emergency Care, Brady,
current edition

Superintendent of Fire Alarm

Life Safety Code NFPA 101, Current Edition Uniform
Fire Code, NFPA 1, Current Edition
Rhode Island Uniform Fire Code-current edition
NFPA, 72 National Fire Alarm Code, Current edition
1221 Standard for Installation, Maintenance and Use of Emergency Communication System,
Current Edition

Fire Captains and Fire Lt.:

Essentials of Firefighting, IFSTA, current edition
Effective Supervisory Practices, Better Result Through Teamwork, ICMA
Fire Department Company Officer, IFSTA, current edition
Fire Officer's Handbook of Tactics, J. Norman, 5th edition or current Fire Engineering

Rescue Captains and Rescue Lt.:

Current RI Prehospital Care and Protocols and Standing Orders
Fire Department Company Officer, IFSTA, current edition
Effective Supervisory Practices, Result through Teamwork, ICMA
Emergency Care, Brady, current edition

Lead Lineman

NFPA 1221: Standard for the Installation, Maintenance, and Use of Emergency Services Communications Systems, 2019 edition

Fire Prevention, Detection, and Suppression Systems, 5th edition, International Fire Safety Training Association (Chapter 2 only)

Fire Alarm Signaling System, Richard Bukowski and Wayne Moore 4th edition, National Fire Protection Association, 2010

NFPA 101 Life Safety Code 2018 edition and Title 450-Fire Safety code Board of Appeal and Review, part 8-RI Life Safety Code

Per MOA January 18, 2022

Section 6.2 - Promotional Procedures For Civilian Employees

Civilian Employees shall be given a competitive examination pursuant to Civil Service Rules and Regulations.

Credit for seniority shall be given for actual service only, excluding probationary period, and rank or grades specified at time of examination by the Personnel Director. Seniority shall be computed as of the date of examination. Credit for seniority shall be obtained by adding to the standard grade of seventy (70) the following points:

One-half (1/2) point for each full year of service for the first ten (10) years.

One (1) point for each full year of service for the next ten (10) years.

No additional credit for service in excess of twenty (20) years.

Section 6.3 - Rescue Division - Emergency Medical Technicians (EMTC) Certification

Requirements

There shall be assigned to the Rescue Division one (1) EMS Director/ Deputy Chief and one (1) Asst. EMS Director/Captain. In addition to the eligibility requirements in Section 6.1 hereof, in order to remain a Rescue Captain, Lieutenant, Director of Emergency Medical Services his E.M.T.C. Certificate must be kept current and failure to renew the E.M.T.C. Certificate and keep it current will result in automatic reduction to Private status. If a Rescue Captain or Lieutenant transfers outside the Rescue Division the rank of Captain or Lieutenant will not be carried into any other Division and a Rescue Captain or Lieutenant who transfers out of the Rescue Division will return to the rank of Private.

Section 6.4 - Officer/Acting Officer

In-Service Operable Apparatus

There shall be an officer or acting officer in charge on all in-service operable apparatus on all Platoons.

Section 6.5 - Fire Alarm Division

There shall be assigned to the Fire Alarm Division one (1) Superintendent of Fire Alarm, one (1) Lead Lineman, and two (2) Linemen.

The Superintendent of Fire Alarm shall also have the responsibility to oversee the Dispatch Operations center, except for daily operations, which shall fall under the responsibility of the Platoon Duty Deputy Chief or Battalion Chief.

Section 6.5-1- Dispatch Operations

There shall be two (2) civilian dispatchers on duty in the Dispatch Center at all times.

Uniformed fire fighters may be used as dispatchers for the purpose of vacancy callback only after all the civilian dispatchers on the dispatcher's callback list have been offered the call-back position. A separate fire fighter dispatch operations callback list shall be established for the purpose of this callback. The placement of a uniformed member on this list shall be the sole choice of the member.

Section 6.6 - Fire Prevention Bureau

There shall be assigned to the Fire Prevention Bureau one (1) City Fire Marshal, one (1) Captain, and three (3) Lieutenants.

Section 6.7 - Training Division

- a. There shall be assigned to the Training Division one (1) Training Officer/Deputy Chief. The recruit training school will consist of a minimum of eighteen (18) weeks with an added two (2) weeks for the purpose of trainees being assigned to in service apparatus. During this two (2) week period, the trainees will not count toward minimum staffing.

- b. During the eighteen-week training academy, recruits will receive two hundred (\$200) dollars less of the weekly salary of the first (1st) year firefighter. Recruits will also not be eligible for any holiday pay or clothing maintenance pay during this period.

- c. Recertification for any certification or license attained during the training academy shall be provided for by the City.

- d. Consistent with Section 7, any subcontracting out with a third party for the purpose of training shall be mutually agreed to by the City and Local 1363.

- e. The Union and City agree the nature of Cranston Fire Department operations necessitates a strong emphasis on training and developing all members to provide the highest safety and efficiency possible. As such, the Fire Chief shall begin development of an Officer's training program by March 31, 2023. It will be limited in scope to developing officers and officer candidates' job-related knowledge, supervisory and leadership abilities appropriate to their rank and division. This school will follow NFPA and NIMS guidelines and be tailored specifically to Cranston operations.

Section 6.8 - Hazardous Materials Bureau

There shall be assigned to the Hazardous Materials Bureau one (1) Hazardous Materials

Officer/Deputy Chief (effective July 1, 1996).

Section 6.9 Fire Department Apparatus Structure

The in-service apparatus structure of the fire department will consist of the following:

- 6 Engine Companies
- 3 Ladder Companies
- 4 Rescue Companies
- 1 Special Hazards Company
- 2 Battalion Chief Command cars

Each Fire and Rescue company shall have assigned to it a Captain and 3 Lieutenants.

Section 7 - Duties

(a) Consistent with municipal, state and federal law, the duties of the members of the Cranston Fire Department shall consist of the protection of life and property; the prevention, control and extinguishment of fires; emergency medical services; and the enforcement of laws and regulations related to fire prevention and public health and safety.

The Chief of the Department or his designee may direct the on-duty platoon to shovel hydrants and pump cellars.

(b) There shall be no contracting out of the duties or responsibilities presently performed by members of Local 1363 IAFF or other employees of the Cranston Fire Department.

(c) There shall be no privatization of any Division or Bureau of the Cranston Fire Department.

(d) There shall be no consolidation of the Cranston Fire Department into a Public Safety Organization with any other City of Cranston Department, any other City, Town, or private and public Fire District, any Private Fire Protection or Rescue Organization.

(e) There shall be no duties or responsibilities presently performed by members of Local 1363 IAFF or other employees of the Cranston Fire Department performed by any other City of Cranston Departments or any other organizations.

Section 7.5 - Work Conditions

With the exception of ice Rescue boat drills, no outside drills or inspections or details shall be conducted when the temperature is below 32 degrees or above heat index of 85 degrees.

All aerial ladder devices, ground ladders, apparatus pumps, and SCBA in the department shall, on a yearly basis, be inspected and tested for structural integrity, operation and safety through test methods outlined in the most current edition of the applicable NFPA standard by an independent testing company other than the original manufacturer.

The Department will not place any apparatus in service that is unsafe to operate.

Section 8 - Detail To Other Departments

The City of Cranston agrees that members of the Cranston Fire Department whose duties are defined in Section 7 shall not be detailed to other Departments of the City. The details from one unit to another within the Fire Department shall be the responsibility of the Chief of the Department.

Section 9 - Hours

(a) The regular work schedule for members of the Fire Fighting, Rescue Divisions and the Dispatch Center shall be an average workweek of forty-two (42) hours, which is calculated over an eight (8) week period based on a seven (7) day workweek. For the purpose of this section, all "hours worked" shall include all paid leave granted in the CBA; the work schedule to consist of four (4) Platoons working two (2) consecutive days of ten (10) hours each, two (2) consecutive nights of fourteen (14) hours each, followed by four (4) days off. The regular workweek for members of other Divisions of the Fire Department shall be forty (40) hours per week, to be worked in four (4) days of ten (10) hours each, in such manner as may be agreed upon between the Chief and Local 1363.

(b) The regular work schedule for civilian employees of the Fire Alarm Division and the Maintenance Division shall be forty (40) hours per week, Monday through Friday, to be worked in four (4) days of ten (10) hours each, in such a manner as may be agreed upon between the Chief and Local 1363 International Association of Fire Fighters.

Effective July 1, 1995, the regular work schedule for civilian employees in the Clerical positions shall be a thirty-five (35) hours per week, seven (7) hours per day Monday through Friday.

Section 10 - Substitutions

The right to substitute at any time shall be permitted; provided, however, that permission to substitute a ten (10) hour shift or a fourteen (14) hour shift must be obtained from the Deputy Chief/ Battalion Chief or Division Head affected by the substitution. If permission is obtained from a Division Head, such Division Head shall notify the Deputy Chief. This section shall also apply to the civilian dispatchers.

Section 11 - Overtime

All employees shall be compensated for hours worked in excess of their normal tour, whether they are assigned to the forty-two (42) hour or forty (40) hour schedules at the overtime rate of pay as hereinafter set forth. In the event that an employee normally working on a forty (40) hour workweek is temporarily assigned because of vacation or illness or other cause to a work week of longer hours, he shall be compensated for the additional hours at the overtime rate of pay hereinafter set forth.

In order for any employee covered by this Agreement to be entitled to overtime pay for any hour, said employee must work thirty (30) minutes or more. In the event that the overtime is less than thirty (30) minutes, there shall be no overtime compensation for such period of time which is less than thirty (30) minutes.

The hourly rate of overtime shall be time and one-half said employee's regular hourly rate. "Hourly rate" as used in the preceding sentence is one-fortieth (1/40) of the weekly rate.

Section 11.1 - Overtime Callback Provisions

The method governing overtime call back is listed below.

A. OVERTIME CALLBACK

1. In the event it is necessary to callback employees for overtime, there shall be established

a department-wide seniority list by division, which shall be used for such overtime callback and the list shall be followed in rotation.

B. OVERTIME CALLBACK ADJUSTMENT

1. Overtime for vacancy coverage shall be equally and impartially distributed in each contract year among qualified employees in each division who ordinarily perform such work in the normal course of their work week. On July 1st of each contract year, the rotation to be called for overtime for vacancy coverage will be adjusted and initially set on that date among the qualified employees in each division who ordinarily perform such work in the normal course of their work week. This adjustment will be based on the number of charged overtime hours in the previous contract year for those employees. The employees in each division with the least amount of overtime charged hours will be placed at the top of their respective division overtime callback list. The employees with the greatest amount of overtime callback hours shall be placed at the bottom of their respective overtime callback list. All other employees in each division will be placed on their respective callback list between the employee on the top of the overtime callback list and the employee on the bottom of the callback list based on the employees amount of charged overtime hours in the prior contract year. Employees with the same amount of hours in the same division shall be placed on the division's adjusted overtime callback list by seniority. The senior employee will be placed ahead of the junior employee.
2. Employees who are excused by rejecting the position or benefit of such overtime and employees who are on sick leave, injured-on-duty leave, Family Illness or Family Medical Leave (FMLA) shall be charged with the overtime for the purposes of equalizing the distribution.
3. No overtime work for vacancy coverage shall be distributed to any employee during the period such employee is on sick leave or injured on duty leave and until the employee has notified headquarters that they are returning to active duty
4. Employees who are on sick leave, injured-on-duty leave, Family Illness or family medical leave (FMLA) will not be eligible for overtime callback immediately following the shift that he or she has been absent from. If a member has an assigned special detail, they may not transfer from the assigned special detail to overtime work unless the entire list in the employee's division is first exhausted. It is expressly understood by the parties hereto that hours worked on assigned special detail (non-city) shall

not be counted in determining the number of hours worked for overtime purposes.

5. The City shall keep records of time worked and time charged. In case of a grievance involving such records, The records shall be subject to examination by all elected officials (General Officers, Executive Board members, and Stewards) of IAFF Local 1363. and the Chief or their Designee.

6. Every Saturday of the contract year, the on-duty Deputy Chief/Battalion Chief on their day tour of duty shall review the overtime callback records for the previous week and make appropriate corrections as needed to these records.

C. PASSES

1. Each member will be allotted three (3) passes per month to refuse offered overtime without being charged the hours. Unused passes will not be carried over from month to month. Members may take a refusal of the hours offered and be charged those hours in- stead of using an allotted pass.

2. Passes may be used at any time. Once the monthly passes have been exhausted, overtime hours offered shall be charged if the member is not available for any reason. The reaching of an answering machine, a cell phone or voicemail will constitute the charging of a pass to the member

D. FREE SUBSTITUTION

1. When an employee is working in a free substitution capacity for another employee, no overtime hours shall be charged to the substituting employee during the hours the said employee is actually substituting because of the employee's inability to use for overtime vacancy coverage. This section applies only if the free substitution is for a full tour of day or night duty.

E. CALLING FOR OVERTIME

1. All callback for overtime vacancy coverage shall normally be made between the hours of 0800 and 1500 for the upcoming nightshift and between the hours of 1800 and 0600 for the upcoming dayshift. The reaching of an answering recorder or voicemail shall be considered the same as reaching the employee during these time frames. This shall not prevent the city from contacting employees at other times during the day or night for the purpose of filling overtime vacancy coverage that may occur. Charges for "refusals" or 'passes" shall be recorded after 1500 hrs. for the upcoming nightshift and 0600 hrs. for the upcoming dayshift. In the event an employee who is up for callback is not reached between the callback hours stated above, a spot shall be held until 1500hrs for the upcoming nightshift or 0600 hrs. for the upcoming dayshift before the next person on the callback list is given the callback position. This does not include emergency callbacks.

Any callback after 0700 for the upcoming dayshift or 1600 for the upcoming night- shift due to an error in the projection, the employee shall not be charged a pass or refusal. Any employee who accepts the callback shall be charged the hours worked.

2. All calls shall be made by the on-duty Deputy Chief or Battalion Chief or their designee and the time and date of such calls shall be recorded. All elected officials (General Officers, Executive Board members, and Stewards) of IAFF Local 1363 shall have the right to examine the records pertaining to these calls with the Chief of the Department or their designee during normal working hours.

Each employee shall be allowed a maximum of two (2) phone numbers for the purpose of overtime callback. If an employee calls the on-duty Deputy Chief or Battalion Chief or their designee to give a different phone number at which the employee can be reached for a callback this will be the only phone number called for this employee for overtime callback for the next day or night tour of duty.

F. OUT OF RANK

1. It is expressly understood by all parties that employees who are Acting Deputy Chief, Acting Battalion Chief, Acting Captain, or Acting Lieutenant in any division shall not be removed from those position during that tour of duty of two (2) ten (10) hour days and two (2) fourteen (14) hour nights because of vacancies that would create overtime.

2. If an Acting officer calls out on sick leave, occupational injury leave, family illness, special leave, etc., and that employee's acting out of rank position creates an overtime vacancy, then the callback will come from the officer's callback list from the affected division.

G. MAINTENANCE OF CALLBACK LISTS

1. It is expressly understood that the City shall maintain, on a daily basis, for each day and night tour of duty, for all platoon employees, a current updated callback lists by rotation, by hours worked, by passes available, by seniority, and by division. The overtime callback list shall be posted via department email on a daily basis for each day tour of duty by 1200 hours and for each night tour of duty by 2100 hours in each station. The callback lists shall be maintained and updated by the on-duty Deputy Chief or Battalion Chief. All elected officials (General Officers, Executive Board Members, and Stewards) of IAFF Local 1363 shall have the right to examine these records with the Chief of Department or their designee during normal work hours.

2. The number of employees on each of the particular Callback lists shall be determined by both parties in a reasonable manner to ensure that there is a sufficient number of employees on these lists to ensure that the provisions shall be fulfilled. The Chief of the Department and Local 1363 may establish particular callback lists to assure coverage in divisions.

H. SPECIAL DETAILS

1. When an employee is working on an assigned special detail, no overtime callback hours shall be offered or charged to that employee while working that special detail.

I. METHOD OF CALLBACK

1. It is expressly understood and agreed to that there shall be one (1) standard method recognized by both parties that is employed for each of the four (4) Platoons for employees in the Fire Fighting Division, Rescue Division, and Civilian Fire Dispatch Division to determine what position or positions are to be filled by department-wide seniority lists, by rotation, by division for overtime vacancy coverage when it is necessary to call back for overtime vacancy coverage.

2. This standard method shall have all employees carried on the oncoming Platoon projection sheets who are on sick leave, occupational injury leave, special leave, family illness, etc., until these employees phone the on-duty Deputy Chief or Battalion Chief their designee and call off the above-mentioned statuses and give a return-to-work date. This return-to-work date of the employee shall cause the appropriate changes to both the on-duty Deputy Chief's or Battalion Chief's Platoon projection sheet. This method will provide for when an employee calls out on sick leave, occupational injury leave, family illness, special leave, etc., and that employee's Platoon is in an overtime callback situation then that employee's position will become the next overtime callback vacancy filled.

3. Special circumstances that create overtime vacancy coverage such as, but not limited to long term sick leave, long term occupational injury leave, any unforeseen or temporary emergency situations or any other special circumstances shall be dealt with by both parties in a reasonable manner to meet the needs for each situation and to fulfill the provisions of overtime callback.

In the Event there is Callback needed in the Platoon Deputy Chief or Battalion Chief position and the Platoon Duty Deputies or Battalion Chief are exhausted from the callback list, and there are no Captains on the Deputy Chief or Battalion Chief promotional list available on duty act out of rank, then Callbacks shall be from Captains on the Deputy Chief or Battalion Chief Promotional List by

Callback hours. In the event that list is exhausted, then Captains on the Callback list, based on least callback hours and seniority, shall be called. Captains on callback for a Platoon Duty Deputy/ Battalion Chief shall be paid Captain overtime rate at the rank they are working plus differential.

4. The positions filled by overtime callback by the on-duty Deputy Chief or Battalion Chief will be made taking into account that the divisions with the least amount of charged overtime callback hours shall be considered first for overtime callback. This method will be followed in all instances.

5. Any vacation change made by an employee within four (4) days of the date selected for vacation and approved by the Platoon Deputy Chief or Battalion Chief that results in creating an overtime vacancy will be filled with overtime callback.

6. The filling of long term injured on duty (IOD) and sick leave positions will be filled in a one (1) to one (1) ratio. One (1) complete tour with acting out of rank and one (1) tour of overtime call back. The Deputy Chief/ Battalion Chief shall take into account the division with the least amount of overtime hours offered.

7. Long term, for the purpose of the overtime callback section alone, shall be considered once the member has been absent for three (3) consecutive full tours of duty (two 10hr days, followed by two 14hr nights).

J. FILLING SPECIAL LEAVE

1. Any member on special leave (funeral, wedding, military, etc.) or testing for promotional examinations shall not be offered overtime callback nor be charged for any overtime callback hours.

K. VACANCIES OCCURRING DURING TOURS

1. If, after 1400 hours (day tour of duty) or 0400 hours (night tour of duty), the on-duty Platoon has an additional vacancy creating an overtime callback, there will be no overtime callback unless the vacancies on the on-duty Platoon exceeds two (2) or more employees, then all vacant positions causing overtime callback will be filled by an employee from the affected position in that particular division.

L. UNION BUSINESS

1. Any union General Officer, Executive Board member, Steward, Honor Guard, Member's Assistance Peer or any member who is on official union business of any kind shall notify the on-duty

Deputy Chief or Battalion Chief their designee by the Union and no overtime hours will be offered or charged for this time on union business.

M. EMERGENCY CALLBACK

1. The Fire Department may send a mass text in a situation where emergency call-back is needed and those positions will be filled on a first response bases, regardless of callback hours. Employees will not be charged the hours worked, refusals, or passes in the event of an emergency callback.

N. "NO CALL LIST"

1. Any employee who has a scheduled vacation for a full shift (two (2), ten (10) hour days and two (2), fourteen (14) hour nights) may elect to place themselves on an overtime "No Call List" for the time frame of the vacation days, including the four (4) days prior and the four (4) days after the vacation.

2. Any employee who comes off "No Call" shall be provided the remaining open Call-back position based on his or her Callback hours at the time the member calls off "No Call".

O. V-4 RULE

1. No employee who is on a scheduled Vacation for an entire shift (two (2) ten (10) hour days and two (2) fourteen (14) hour nights), this includes the 4 days prior to the shift and the 4 days after the shift, will be charged "passes" or "refusals" regardless if that member works a free substitution or an overtime callback during said days. However, any overtime worked during said days will be charged hours.

2. No employee shall be offered overtime callback during their ten (10) or fourteen (14) hour scheduled shift of vacation.

P. HOLDOVER

1. In the event that a position or positions cannot be filled from the appropriate callback list and a holdover is required, the employee with the least seniority on the working shift regardless of the division or hours will be held over to fill the position or positions.

2. No employee shall be held for two consecutive holdover shifts.

Q. The 3 Shift RULE

1. Any uniformed member who has worked three (3) consecutive shifts, this includes scheduled free substitutions, may refuse the next overtime shift without being charged a refusal or using a pass. Employees working a shift as a holdover may not use the "3 shift rule" to avoid a holdover.

R. "24" HOUR RULE

1. Any employee in Civilian Dispatch who has worked two (2) consecutive shifts OR is scheduled to work two (2) consecutive shifts, this includes scheduled free substitutions, may refuse the next overtime shift without being charged a refusal or using a pass. Civilians working a shift as a holdover may not use the "24" hour rule to avoid a holdover.

S. VOLUNTEER LIST

1. Members who elect to work the following days will not be charged the hours of over- time worked; EASTER, JULY 4th, THANKSGIVING, CHRISTMAS EVE, CHRISTMAS DAY, or any volunteer list requested by the Chief of Department.

T. TRAINING

1. Employees who participate in a training that creates overtime shall be charged overtime hours worked for the length of the training evolution. Likewise, any employee called back to fill any vacancies created when employees working on the scheduled shift participate in a training that creates overtime, shall be charged the hours worked, refusals or passes, regardless of length of callback.

Section 11.2 Mutual Aid

1. When Cranston Fire Fighters leave the City on a mutual aid (projected over two (2) hours in length), the City shall call back the same number of Fire Fighters to staff fire apparatus or supplement the staffing on in-service fire apparatus remaining in the City.

2. When the City of Cranston receives mutual aid from surrounding communities for fire apparatus assigned to Cranston fire stations (projected over one (1) hour in length), the City will call back one (1) Fire Fighter from the Fire Fighting Division for each piece of mutual aid fire apparatus provided by the surrounding communities.

Section 12 - Callback Pay

Fire Fighters covered by this Agreement, who are called back during emergencies, shall be compensated for at least four (4) hours, at the rate set forth in Section 11 hereof.

Civilian employees covered by this Agreement, who are called back during emergencies,

shall be compensated for at least three (3) hours, at the rate set forth in Section 11 hereof.

Section 13 - Special Details

(a) In any case where an employee covered by this Agreement is assigned to a special detail of a private nature for an employer other than the City, said employee shall be paid the detail pay hereinafter set forth by the individual corporation or organization for whom said employee is working before or at the end of the detail period.

(b) All employees covered by this Agreement who are assigned to a special detail of a private nature for an employer other than the City shall be guaranteed a minimum of four (4) hours' pay at the rate of time and three-quarters (1-3/4) the average current hourly rate of pay based on the ranks of Captain, Lieutenant; and fire fighter (after three (3) years).

In addition, on Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Thanks- giving Day, Easter Sunday, St. Patrick's Day, Memorial Day, Independence Day, Labor Day, Columbus Day and Armistice Day, they shall be paid at the rate of double the employee's time and three-quarters (1-3/4) rate for special details, with a minimum four (4) hour guarantee. No employee shall be permitted to take a private detail on the night immediately following any day tour of duty where he has been out sick or on injury leave for said tour, nor on the day immediately following any night tour of duty when he has been out sick or on injury leave for said night tour. All detail pay shall be time and three-quarters (1-3/4) the average current hourly rate of pay based on the ranks of Captain, Lieutenant, and fire fighter (after three (3) years).

(c) Whenever an employee of the Cranston Fire Department who has been assigned to a private or special detail is injured in the course of such detail, he shall be compensated by the City for all medical and hospital expenses, etc., and the regular rate of pay is to be continued during the period of incapacity as provided by Section 45-19-1 of the General Laws of Rhode Island 1956, as amended.

The City shall be subrogated to any third party who may be liable to a member for payment hereunder; provided, however, that the City shall not be subrogated for any sums of money received by the injured

Fire Fighter for pain and suffering.

(d) In the event any employee covered by this Agreement is sued in any civil proceeding as a result of actions performed by said employee in the performance of their duties on a private or special detail, the City agrees to provide the employee with all necessary legal assistance and further agrees to pay any judgment rendered against said employee in any such proceedings, provided however, that the City shall have the right to deny all or a portion of the benefits under this section if it determines that the employee acted outside the scope of their employment.

(e) No employee covered by this Agreement shall be compelled to parade or to attend the Inaugural Ball or other civic functions but may parade and attend said Inaugural Ball or other civic functions on a voluntary basis without pay.

(f) A special detail list shall be established on the basis of departmental seniority, irrespective of rank, and shall be used on a rotating basis. This special detail list shall be maintained and administered by the President of Local 1363 International Association of Fire Fighters, AFL-CIO or his designee.

Section 14 - Vacations

(a) All permanent employees who have less than five (5) years' service in the Department as of April 1 in any year shall be entitled to a vacation of twelve (12) working days during such calendar year. All employees who have completed five (5) years or more of service in the Department prior to April 1 of any year shall be entitled to a vacation of eighteen (18) working days during such calendar year. All employees who have completed ten (10) years of service or more in the Department but less than fifteen (15) years prior to April 1 in any year shall be entitled to a vacation of twenty (20) working days during such calendar year. All employees who have completed fifteen (15) years prior to April 1 in any year shall be entitled to a vacation of twenty-two (22) working days during such calendar year. All employees who have completed twenty (20) years or more years of service in the Department prior to April 1

shall be entitled to a vacation of twenty-four (24) working days during such calendar year. Effective January 1, 2002, all employees who have completed twenty (20) or more years of service in the Department prior to April 1 shall be entitled to a vacation of twenty-six (26) working days during such calendar year. For contract year July 1, 2009 to June 30, 2010, all members will defer one (1) vacation working day. Also, a member can also voluntarily defer one (1) additional vacation working day. Both days to be paid at the time of retirement at one-fifth (1/5) the members current weekly salary. For contract year July 1, 2010 to June 30, 2011, all members will waive and relinquish one vacation working day. (June 10, 2009 MOA Fung/Valletta).

- (b) Seniority shall apply in selecting the vacations by Platoon without regard to rank and shall be determined by the length of time that an employee covered by this Agreement has been in the Cranston Fire Department.
- (c) Seniority shall apply in selecting vacations by department or Divisions for non- Platoon employees without regard to rank and shall be determined by the length of time that an employee covered by this Agreement has been employed in the Cranston Fire Department.
- (d) Employees shall be given a reasonable time period to pick their vacations. Reasonable time shall be determined by Local 1363 and the Chief of the Department.
- (e) All employees may pick their vacation one working day at a time, but no more than twelve (12) consecutive working days at any time. Employees shall be allowed to change their vacation six (6) times during the calendar year.
- (f) There shall be no more than six (6) employees plus one (1) Deputy Chief or Battalion Chief per Platoon on vacation at any given time except with permission of the Chief of the Department.
- (g) In the event an employee dies during any calendar year prior to his taking a vacation, the amount of his vacation entitlement shall be paid in cash to his estate.
- (h) An employee who terminates his employment or retires during any calendar year prior to his taking

a vacation shall be entitled to vacation pay in accordance with the schedule enumerated in Section 14 (a) above.

(i) An employee may elect during each calendar year to defer from one (1) to four (4) of their vacation days. These deferred days may be accumulated up to a maximum of thirty (30) working days. These credited accumulated working days will be paid to each member at the time of the members retirement based at the current rate of one-fifth (1/5th) of the members weekly salary.

(j) EFFECTIVE July 1, 1998, All employees may be able to accrue up to a maximum of thirty-five (35) working days. This includes the non-voluntary deferred four (4) days of calendar year 1992, and the thirty (30) voluntary deferred days listed in Subsection (I). These credited deferred accumulated vacation days will be paid to each member at the time of the member's retirement based at the current rate of one-fifth (1/5) of the member's weekly salary.

Section 14.5 - Vacations Civilian Employees

Effective July 1, 1986, all permanent classified employees who have less than five (5) years' service in the Department as of January 1 in any year shall be entitled to a vacation of sixteen (16) working days during such calendar year. All employees who have completed five (5) years but less than ten (10) of service in the Department prior to January 1 of any year shall be entitled to a vacation of nineteen (19) working days during such calendar year. All employees who have completed ten (10) years of service or more in the Department prior to January 1 in any year shall be entitled to a vacation of twenty-four (24) working days during such calendar year. It is also agreed that any employee with ten (10) or more years of service on December 31st, may elect to be paid up to five (5) days' vacation pay for time accrued in excess of eighteen (18) days per year. Vacation periods shall be set by mutual agreement between the Department/Division Head and the employee. If there is a conflict as to the choice of vacation between employees, it shall be decided on the basis of seniority.

Section 15 - Paid Holidays The following holidays shall be paid holidays for members of the Department:

New Year's Day	Memorial Day	Firefighter's Memorial Sunday (2nd Sunday in Oct.)
Martin Luther King Day	Independence Day	Columbus Day
Washington's Birthday	V-J Day	Armistice Day
Easter Sunday	Juneteenth	Thanksgiving Day
	Labor Day	Christmas Day

Holiday pay shall be thirty-two and a half percent (32.5%) the employee's weekly salary combined with the employee's longevity payment and shall be paid to each employee over and above his weekly salary, whether he works the holiday or not.

Any employee substituting at a higher rank shall be paid at such higher rank for any holiday occurring during the period that said employee is serving at such higher rank.

The eight (8) paid holidays involuntarily deferred in contract year July 1, 1991, through June 30, 1992, will be paid to all eligible employees at their retirement at one-fourth (1/4) the employee's weekly salary combined with employee's longevity effective at retirement.

Holiday pay shall be included in employee's annual salaries for pension purposes effective July 1, 1981.

Paid Holidays for Civilian Employees

The schedule of paid holidays for civilian employees shall be as follows:

New Year's Day	Memorial Day	Firefighter's Memorial Sunday (2nd Sunday in Oct.)
Martin Luther King Day	Independence Day	Columbus Day
Washington's Birthday	V-J Day	Armistice Day
Easter Sunday	Juneteenth	Thanksgiving Day
	Labor Day	Christmas Day

When any of the above holidays fall on a Saturday, employees will be given the preceding Friday off. If the holiday occurs on a Sunday, employees will be given the following Monday off. Employees who work on the holiday will be paid time and one-half (1-1/2) for the hours worked in addition to their holiday pay. In the event Christmas Eve or New Year's Eve fall on a Friday or a Sunday, employees shall be granted another day off by mutual agreement between the employee and his/her Department or Division Head

Section 15.1 – Uniform Clothing Allowance and Voucher

The City agrees to supply employees of the Fire Department by November 1 each year the following clothing and equipment:

- A Chief of the Department, Assistant Chief, Deputy Chiefs, Battalion Chief, Superintendent of Fire Alarm, Fire Prevention Officers, EMS Director, Hazardous Material Officer/Deputy Chief, and Training Officer/Deputy Chief:

Two (2) pairs of dress blue uniform trousers, a dress blue blouse or jacket, a hat, five (5) dress white shirts, one (1) black necktie, and one (1) pair of black shoes on a one (1) time basis when a member is initially transferred into the above-mentioned position. The above-mentioned items of clothing will be replaced as soon as practicable with similar clothing when, upon inspection, such clothing is worn, destroyed, or mutilated as a result of normal wear and tear or as the result of destruction in the line of duty and upon the surrender by member of said clothing.

- B. Mechanics:

Four (4) sets of blues, one (1) pair of black shoes and three (3) sets of rental coveralls per week.

- C. Probationary Firefighters, Civilian dispatchers and Office Employees: will receive Fire

Department issued collared polo shirts and pants and shall be worn. New hires shall receive four (4) sets of station uniforms: four (4) collared polo shirts, four (4) Uniform Pants and one (1) pair of shoes.

D. The City shall provide the initial purchase of uniforms described in A, B and C of this section when an employee is either newly hired or is promoted. After the initial purchase of the specific uniform, the employee shall purchase new uniforms by the voucher system. Each employee may choose clothing from the following listed items: NFPA Approved uniform pants, polo shirts, shoes or athletic shoes and a belt. The Chief of the Department may add or delete any additional clothing or equipment he deems necessary to the voucher list.

The order shall be placed by the city by September 1 of each year.

E. Firefighter Voucher system

Effective July 1, 2020, the cost of each voucher will not exceed eight hundred (\$800.00) dollars per year. Effective July 1, 2022, firefighters will not receive a voucher in year 1 only. It will be reinstated in the following 2 years of this agreement to eight hundred dollars (\$800) each year.

F. Effective July 1, 2019, Civilian employees' uniform issue shall be part of the voucher system. Each civilian may choose items from the same list provided to fire fighters. The cost of each voucher to civilian employees will not exceed three hundred (\$300.00) dollars per year. The order shall be placed by the city by September 1 of each year.

The Civilians will also not receive a voucher effective July 1, 2022, in year 1 only. It will be reinstated in the following 2 years of this agreement to three hundred (\$300) each year.

Section 15.2 – Protective Gear and Clothing Allowance

A. Firefighters/Drivers/Fire Officers:

Firefighters/Officers Structural firefighting protective ensemble as defined in NFPA standard 1710 (2018 edition) to include boots, gloves, coat, pants, Hood, shield, helmet, and SCBA face piece.

B. Rescue Drivers/Rescue Officers:

Rescue Officers/ Drivers structural firefighting protective ensemble as defined in NFPA standard 1710 (2018 edition) to include boots, gloves, coat, hood, pants, shield, helmet, and SCBA face piece.

c. Fire Alarm Linemen, Civilian Electrician/Lead Lineman

Coveralls or overalls, climbing shoes, hard hats, linemen's gloves, all-purpose coats, heavy-duty rubbers, foul-weather gear, woolen caps, Nomex hood, jumpsuit, and summer jacket.

D. Mechanics:

Canvas work jacket, heavy-duty rubbers, steeled toed work shoes, work gloves, woolen cap.

E. Fire Marshal, Fire Prevention Officers, Hazardous Material Officer/Deputy Chief/Battalion Chief: Firefighters/Officers structural firefighting protective ensemble as defined in NFPA standard 1710 (2018 edition) to include boots, gloves, coat, hood, pants, shield, helmet, and SCBA face piece, work jacket, hardhat, eye protection, coveralls, and a jumpsuit.

F EMS Director, Training Officer/Deputy Chief:

Firefighters/ Officers structural firefighting protective ensemble as defined in NFPA standard 1710 (2018 edition) to include boots, gloves, hood, pants, shield, helmet, and SCBA face piece.

The City agrees to furnish all the above-mentioned protective gear and clothing when members are assigned to these positions if protective gear and clothing has not already been issued. The City shall reissue, as soon as practicable, similar protective gear or clothing when, upon inspection, such protective gear or clothing is worn, destroyed, or mutilated as a result of normal wear and tear or as the result of destruction in the line of duty, and upon the surrender by the employee of said protective gear or clothing. Effective July 1, 1990, protective gear lost in the line of duty shall be replaced.

Section 15.3 – Dress Uniform – Firefighters

The dress uniform in the Cranston Fire Department shall consist of:

One (1) dress uniform cap

One (1) blue blouse

One (1) pair blue trousers

One (1) white long-sleeve shirt with department patch

One (1) black tie

One (1) black pair of shoes

All applicable badges, rank insignia, pins, emblems, piping, etc.

The City shall provide to all firefighters hired after July 1, 2001, on the successful completion of their probationary year of service in the Department a dress uniform as listed above.

The above-listed items of clothing will be replaced as soon as practicable with similar clothing when upon inspection such clothing is worn, destroyed, or mutilated as a result of normal wear and tear or as the result of destruction in the line of duty and upon the surrender by member of said clothing. Any necessary change in any article of the dress uniform due to promotions, type of material, style, etc., resulting in the need to replace an article of clothing shall be borne by the City as soon as practicable.

Section 15.4 – Clothing Maintenance Allowance

The City agrees to provide each member of the Department with the sum of one thousand and three hundred (\$1300.00) dollars per year for cleaning, maintenance, and upkeep of said station and dress uniforms and work attire, said sum to be paid in quarterly (1/4) installments commencing July 1 of each year.

The above-listed cleaning, maintenance and upkeep allowance shall not apply to civilian employees.

Effective July 1, 2019, said amount shall be increased to one thousand and three hundred and fifty (\$1350.00).

Effective July 1, 2020, said amount shall be increased to one thousand and four hundred (\$1400.00).

Effective July 1, 2022, said amount will be decreased to one thousand two hundred dollars (\$1200.00).

For the next two (2) contract years it will be reinstated to one thousand four hundred dollars (\$1,400.00) each year.

Section 15.5 –Fire Prevention and Fire Alarm Clothing Purchase

The City agrees to provide employees of the Fire Prevention Bureau and Superintendent of Fire Alarm six hundred (\$600.00) dollars per year for the purchase of civilian attire, said sum to be paid in quarterly (1/4) installments commencing July 1 of each year.

The above-listed civilian clothing purchase allowance shall not apply to civilian employees.

Section 16 - Sick Leave

A. Amount of Sick Leave

Sick leave shall be granted at the rate of twenty (20) working days per year accumulative to one hundred and sixty (160) working days; provided, however, that members with Five (5) years' service or more within the Department shall be granted up to an additional sixty (60) working days' sick leave if the sickness is of such nature as to require a prolonged period of treatment and recuperation. All uniform and civilian members of Local 1363 who suffer a long term non occupational injury or illness and said individual has exhausted his/her sick leave accrual, other members of Local 1363 may voluntarily donate unused sick leave to the affected member. The member donating the sick leave will have their sick leave accrual debited.

During the month of January in each year the City of Cranston shall cause to be published and dispatched to the members of the Fire Department their present entitlement under this clause.

Days of absence due to injuries and/or illness contracted outside the line of duty shall be subtracted from the employee's sick leave as hereinbefore specified. Days of absence due to injuries contracted in the line of duty shall not be subtracted from the employee's days of sick leave hereinbefore specified.

When an employee is absent for more than two (2) consecutive workdays or after having more than eight (8) days of sick leave with pay during a calendar year, the Chief of the Department may require a physician's certificate or other satisfactory evidence in support of the request. The Fire Fighter must submit a certification from his own physician at his own expense or may elect to be examined by a City approved physician from a list of several maintained by the City, such examination to be paid for by the employee.

Willful violation of any of the sick leave provisions contained herein or the willful making of a false claim for sick leave shall subject the employee to disciplinary action and/ or the requirement to make restitution. If grounds exist to suspect a misuse of sick leave, the City has the right to investigate the employee, including sending a representative to the employee's residence. In the event a Fire Fighter is on vacation and becomes ill, the vacation shall continue to be in effect. This provision will not apply to Fire Fighters injured in the line of duty or those on long term sick leave. Probationary firefighters will be granted 10 during their probationary year. This sick leave may be used at the conclusion of the fire department training academy.

B. Reasons for Sick Leave

Sick leave for members of the Fire Department shall be granted for the following defined reasons:

1. Personal illness or physical incapacity, not voluntarily caused, to such an extent as to be rendered thereby unable to perform the duties of his present position or of some other position in the Department if said employee is found capable of other work by qualified physician.
2. Attendance upon members of the family within the household of the employee whose illness requires the care of such employee for a period not to exceed twenty-four (24) hours (employees can be required to sign an affidavit stating that there is no possible way to make other arrangements). This attendance upon members of the family

within the household shall be limited to twelve (12) occurrences per year unless this attendance is due to a continuous long-term illness.

C. Additional Leave Not To Be Deducted From Sick Leave

Enforced quarantine when established and declared by the Department of Health or qualified physician for the period of such quarantine only.

D. Sick Leave on Retirement

1. Upon retirement in good standing from City employment, after at least ten (10) years of employment in the City, an employee may elect to be paid for, or take as furlough, one quarter (1/4) of unused accrued sick leave time, up to a maximum of forty (40) days. This agreement must work a minimum of twenty (20) years to be eligible for the above benefit.

E. Sick Leave on Death

1. If an employee with at least ten (10) years of service with the City dies leaving unused accumulated sick leave, his estate shall receive a payment equal to one-half (1/2) of said unused, accumulated sick leave up to a maximum of Eighty (80) days.

2. If an employee with at least twenty (20) years of service with the City dies leaving unused accumulated sick leave, his estate shall receive a payment equal to one-half (1/2) of said unused, accumulated sick leave up to a maximum of eighty (80) days.

3. A member of Local 1363 IAFF who dies because of a line-of-duty death due to disease, illness, or injury shall receive all their unused accumulated sick leave up to one hundred and sixty (160) days payable to their estate.

F. Payment for Unused Accumulated Sick Leave

If payment is to be made for unused accumulated sick leave, either upon retirement of a Fire Fighter, or to the Fire Fighter's estate at the time of death, it will be paid at the current rate of one-fifth (1/5) of the employee's weekly salary.

G: Parental and Family Leave; Uniform and Civilian Employees and Maternity Leave

To the extent it may be applicable the employer agrees to comply with governing state and federal parental and family medical leave legislation including the Family Medical Leave Act of 1993, Pub. No. 103-03 Section 405(b)(2), 107 Stat. 6 (1993) and the Rhode Island Parental and Family Medical Leave Act, RIGL 28-48-1, et seq.

Upon the election of an employee who takes parental leave, accumulated sick leave, up to one-hundred twenty (120) day limit, shall be paid to that employee during the period of leave.

An eligible employee who elects to take parental leave shall notify the Chief of the Fire Department or his designee thirty (30) days in advance of the commencement of said leave, unless prevented by medical emergency from giving that notice.

In addition to the foregoing, a female employee shall be granted an additional leave of absence, without pay, not to exceed six (6) months, or the use of her accumulated sick leave, for a medical condition causally related to pregnancy or child birth; provided however, that such condition disables said employee from performing her regular duties as a firefighter; and provided further, however, that said employee's attending physician provide written certification of said disability to the Chief of the Fire Department.

A pregnant employee may also request that the Chief of the Department grant her a temporary transfer to a non-line firefighting or rescue position. These positions include, but are not limited to, fire prevention or training. The Chief of the Department shall grant this temporary transfer.

Further, Depending on the temporary assignment, the member at her discretion may then work a 5 (five) day schedule and be allowed to accrue comp days at a rate of 1 day per week. Following the (2) two days of special leave provided for in section 16.2 of the CBA for the birth of a child, said comp time shall be used before any other form of leave as provided for in the CBA

Section 16.1 – Bereavement Leave

1. In the case of the death of a father, mother, spouse, son, daughter, mother-in-law, father-in-

law, brother, sister, stepson, stepdaughter, stepmother, stepfather, stepbrother, or stepsister, of any employee, such employee shall be entitled to a leave of absence with pay from the time of the notification of the death to and including the day following the burial of the deceased, not to exceed five (5) days, except in cases where unusual travel distance exists such period shall be extended for a maximum of three (3) days, and provided further that in the cases of employees of the Jewish faith, said leave shall be for the actual period of mourning observed but not to exceed seven (7) days from the day of burial. Employees who are on vacation during the time they are allowed to be on leave under this section, shall be allowed to re-select their vacation at another time as long as there are less than six (6) employees on vacation.

2. In case of the death of a grandmother, grandfather, great-grandmother, great-grandfather, grandson, granddaughter, great-grandson, great-granddaughter, daughter-in-law, son-in-law, sister-in-law or brother-in-law of an employee, such employee shall be entitled to a leave of absence with pay covering the day before the funeral and the day of the funeral.

3. In case of the death of a nephew, niece, uncle or aunt of an employee, such employee shall be entitled to a leave of absence with pay for the one (1) day of the funeral, either day or night tour of duty.

4. In case of the death of a relative other than those provided for in paragraphs 1, 2, and 3, such leave of absence with pay shall be for not more than one (1) day, to permit attendance at the funeral of said person.

5. Paragraph 4 will only apply to day shift personnel unless there is a late afternoon funeral.

All others would be required to report for their regular tour of duty.

Section 16.2 – Special Leave

<u>REASON</u>	<u>AMOUNT</u>	<u>COVERED INDIVIDUALS</u>
Baptism	either 1 day or night	Son, daughter, godchild grandchild
First Communion	either 1 day or night	Son, daughter, grandchild
Confirmation	either 1 day or night	Son, daughter, grandchild

Bar Mitzvah	either 1 day or night	Son, grandson
Bar Mitzvah	either 1 day or night	Daughter, grand daughter
Birth of Child	2 days	Employee
Wedding	3 working days	Employee
Wedding	1 day	Son, daughter, brother, sister, father, mother, brother-in-law, sister-in-law, grandchild
High School or College Graduation	1 day	Son, daughter, employee,- spouse, grandchild

Requests for the above-mentioned leave must be received four (4) working days prior to the date of the event. This special leave only applies when an employee is scheduled to work on the day of the ceremony.

Section 16.3 - Sick Leave - Civilian Employees

Each full-time civilian employee shall be able to accumulate up to one and two-thirds (1-2/3) working days for each completed calendar month of service totaling twenty (20) working days per year accumulative to one hundred sixty (160) days.

Willful violation of any of the sick leave provisions contained herein or the willful making of a false claim for sick leave shall subject the employee to disciplinary action and/or the requirement to make restitution. If grounds exist to suspect a misuse of sick leave, the City has the right to investigate the employee, including sending a representative to the employee's residence. Members with over ten (10) years of service with the City shall be granted up to an additional ninety (90) working days if the sickness is of such a nature as to require a prolonged period of treatment and recuperation.

Section 16.4 - Good Attendance (Effective January 1, 1997)

All employees who use four (4) days or less of sick leave including family illness in any calendar year shall receive two (2) days of pay for each year of good attendance accumulated until retirement, which will be paid at one-fifth (1/5) the weekly rate of pay effective for their rank at the time of their

retirement (Effective January 1, 1997).

Effective July 1, 2016, Good Attendance shall no longer be accrued by any member. Any member who has received days of pay for each year of good attendance prior to July 1, 2016, shall remain with said member until retirement, which will be paid at one-fifth (1/5) the weekly rate of pay effective for their rank at the time of retirement.

Section 17 - Injuries And Illness

- A. A member of the Department who is injured shall report his injury to the Department either individually or through a representative as soon as practicable by completing the Injured-on Duty (IOD) Packet, but in no event more than ten (10) calendar days from the date of injury. Effective July 1, 2019, The IOD packet shall consist of an **EMPLOY EE INITIAL INJURY REPORT, FIRE DEPARTMENT PHYSICIAN REPORT** (if applicable) or treating physician discharge report (if applicable), and the **CONSENT FOR RE- LEASE OF CONFIDENTIAL HEALTHCARE INFORMATION** related to the injury or illness sustained (if applicable) see Appendix. Failure to submit said report may be a bar to receiving the benefits herein.

Memorandum of Agreement June 17, 2020.

All injuries, regardless how minor, shall be reported to the officer in charge as soon as practicable and entered on the Day Sheet. If possible, injury reports should be made out the same day.

- B. Medical Care for Injuries or Illness in Line of Duty

Medical care for those injured or who contract illness in the line of duty shall be as follows:

Those members injured or who contract illness in the line of duty whose condition requires admittance to a hospital, shall have the right to select a hospital in the State of Rhode Island and a physician from the staff of that hospital. The choice shall be made by the employee or if his condition prevents him from making his choice, the choice shall be made by his nearest relative who may be available at the time.

In other cases, which do not require hospitalization, the employee shall have the right to a specialist of his own for initial treatment at the hospital and for subsequent treatment at the selected physician's office.

In cases which are of a minor nature (minor lacerations, abrasions, contusions, etc.), the judgment of the resident physician shall be followed regarding the necessity of calling in a specialist.

When an employee has suffered a minor injury, which does not require the care of a physician, in the line of duty and has been treated by a member of the Rescue Squad, a report of the injury and treatment shall be made to the Chief of the Department and become part of the record of the Department. Any subsequent worsening of the injury or of the immediate area of the injury shall entitle the individual to the benefits of this Article.

In any case where an employee desires to be hospitalized in a hospital outside the State of Rhode Island or to be treated by a physician outside the State of Rhode Island, the City shall permit said employee to be so hospitalized or to be treated by such physician only if there is on file, with the City Clerk of the City, a certificate from the employee's resident physician in the State of Rhode Island that such hospitalization outside the State of Rhode Island, or such treatment by a physician outside the State of Rhode Island, is required for the proper treatment and/or cure of said employee's injury or physical condition.

When an employee has suffered a previous injury and an occasion arises when that injury recurs in any nature, the employee shall be entitled to the immediate examination of the physician who attended him for the original injury at the City's expense. In the event the physician who treated the employee for the original injury is not available by reason of illness, death or from other circumstances, an employee shall have the right to engage a specialist of his own choice, duly licensed and qualified to practice medicine in the State of Rhode Island. If the attending physician determines that the employee is actually suffering from a recurrence of the injury, the employee shall be entitled to the benefits of this section.

In any case involving injuries, illnesses or recurrences thereof alleged to be connected to the

performance of a member's duty, the City may require the member to submit to a physical examination, or re-examination, at the City's expense, by a City- designated physician, who's report shall be completed and reported to the city no later than sixty (60) days from the date of the exam, unless mutually extended by the City and the Union. In the event the report is not completed or reported to the city, the member in question shall be carried as IOD until the report is furnished or a new physical examination, or re-examination, at the city's expense, by a city designated physician has been completed and furnished to the city. In the event of a dispute between the member's and the city's designated physicians regarding the member's occupational injury or illness, the member will be examined by a third **(NEUTRAL)** physician at the city's expense, who's report shall be completed and reported to the city no later than sixty (60) days from the date of the exam, unless mutually agreed to extend by the City and the Union. This neutral physician shall specialize in the particular area of said member's injury or illness. This neutral physician shall be selected by the member's primary care physician and the city's physician. In the event the member's physician and the city's physician are unable to agree on a neutral physician, an application shall be made to the Executive Director of the RI Medical Society, or an equivalent agreed upon by the parties, who shall then select a physician in the specialized area of the said member's injury or illness. The decision of the neutral third-party physician shall be final and binding.

- C. A member who is absent from duty for an incapacity resulting from an injury or illness sustained in the line of duty shall be prohibited from engaging in any outside employment during the period in which such incapacity exists which is incompatible with the illness or injury or will impede the member's recovery.

D. Light duty - Uniformed Employees

1. Establishment

There shall be established a maximum of 10 light duty positions, in the following divisions EMS, Training,

Hazardous materials, Fire Alarm and Fire Prevention and the Assistant Chief's office. These positions shall not affect the minimum staffing levels of the Cranston Fire Department, nor shall an employee be forced to use any accrued and unused leave during their assignment for reasons other than normal vacation or routine sick leave usage. These positions shall be filled by employees whose prognosis has been determined by the employee's physician or through the 3rd party physician process as described in this section that said employee is capable of performing light-duty work as described below. If it is determined through the employee's treating physician or through the 3rd party physician process that the employee is not expected to fully recover and return to full firefighting duties, then application shall be made for a disability pension with the City Retirement Board or the R.I. Municipal Employees Retirement System subject to the provisions of the Collective Bargaining Agreement. Nothing contained herein shall be construed to entitle an employee to a light duty assignment or a specific light duty task.

2. Type of Work

The light duty positions shall be non-physical, office or clerical type work as determined by the employee's treating physician or the 3rd party physician process as described in this section in the following divisions: EMS, Training, Hazardous Materials, Fire Prevention, Fire Alarm, or Assistant Chiefs/Battalion Chief office as assigned by the Chief of the Department, assisting the Deputy Chiefs of those divisions of the Fire Department. At no time shall the type of work assigned be the work responsibilities already assigned to any normal position in the CBA, unless mutually agreed to by the union and the Chief of the Department.

3. Hours of Work

The light duty work shall be performed on a four (4) day, ten (10) hour per day basis max, Monday through Friday, during normal business hours as determined by the employee's treating physician or through the 3rd party physician process as described in this section. This will in no way prevent the employee from attending physician or physical therapy appointments related to their injury. In the event the employee has a scheduled appointment with their treating physician or physical therapist regarding their injury during light duty hours, that shall count toward their light duty shift.

4. Length of Light Duty Assignment

Light Duty shall be available to an employee for a maximum of twelve (12) consecutive months per occurrence of injury or illness; provided however that if a person has applied for a disability pension based upon a doctor's report that the person is permanently disabled, then that person shall not be assigned to a light duty position. In either case, an employee shall not be assigned to light duty during the first month following the date of his/her injury on duty. An employee may not be assigned Light Duty for the first month following the date of injury/illness unless cleared for Light Duty based on examination and report from their treating physician or through the 3rd part physician process as outlined in this section. If the person's disability pension application is denied by the City Retirement Board or the Rhode Island Municipal Employees Retirement System based upon all medical reports submitted to those boards and the appeals process is final, then the person shall be subject to the light duty assignment time period, as prescribed by their treating Physician and in concurrence with paragraph 5.

5. Employee's Eligibility for Light Duty

An employee who is injured or becomes ill and is subsequently unable to perform his/her normal duties may be assigned to a light duty position upon examination and report by the employee's treating physician or through the 3rd party physician process as described in this section, subject to the approval of the Chief of Department that the person is capable of performing the particular light duty assignment. In order to qualify for light-duty, the employee must be able to Sit, Stand, and Walk during their light duty shift and have physical limitations that are determined by the employee's treating physician or 3rd party physician process as described

6. Salary

A person's salary and benefits while on light duty shall not be less than that which he/she would have received had he/she continued to perform the regular and ordinary duties assigned to him/her prior to the injury or disability.

7. On-the-Job Injuries or illness

Light duty shall first be assigned to employees who are disabled as a result of an on-the-job injury or illness. These assignments shall be by department wide seniority, regardless of rank, with the junior person being assigned first. Persons with on-the-job injuries or illnesses, who are medically certified to be capable of light duty, must accept a light duty assignment if one is available. In the event an employee completes a twelve (12) month

Light duty assignment, the employee shall come off Light duty and the City may move to the next member eligible for a light duty assignment by department wide seniority.

8. Non-Job-Related Injuries or illness

Light duty shall secondly be offered to employees who are disabled as a result of non-job-related injuries or illnesses and these assignments shall be by department wide seniority, starting with the most senior employee. Persons with non-job-related injuries or illnesses who are medically certified to be capable of light duty by their treating doctor may elect to take a light duty assignment. He/she must serve in said assignment on a four (4) day, Ten (10) hrs assignment as long as he/she is medically certified by their treating physician and until such time that the light duty assignment is terminated pursuant to the terms of this Section or placed on the pension rolls. The requirement of 1 month of disability prior to being eligible for a light duty assignment shall not apply to non-job-related injuries or illnesses.

9. Priority Assignment

Seniority shall only apply within each classification of disabled employees and in the event that light duty has been assigned to an employee with a non-job-related injury or illness and an employee with a job related injury then becomes available for said assignment, the light duty position shall be assigned to the employee with the job related injury.

E. Light duty - Civilian Employees

1. Establishment

In the event a civilian employee under this agreement is injured or becomes ill (whether or not job related) and cannot perform their regular duties without restriction or able to return to full duty for a period longer than three (3) months for a job-related injury or illness, or three

(3) weeks for a non-job-related injury or illness following the date of his/her injury; the Chief of the Department may request a Light Duty Assessment performed by the employees' treating physician.

The results of the assessment shall be in writing on the physician's letter-head and must state whether the employee is medically certified and capable of performing light duty work. The physician's documentation must describe any restrictions or limitations and be agreed upon both the

employee and the Chief of Department. Light Duty is defined as duties of a less physical or onerous nature that the employee is able to perform according to and determined by the employee's treating physician that are typically related to or supportive of the work performed by the bargaining unit in that employee's division/department.

2. Hours of work

Light duty work will occur during the employee's normal working shifts/hours. This will in no way prevent the employee from attending physician or physical therapy appointments related to their injury. In the event the employee has a scheduled appointment with their treating physician or physical therapist regarding their injury during light duty hours, that shall count toward their work shift/hours.

3. Type of Work

The light duty positions shall be in the division in which the employee works. At no time shall the type of work assigned be the work responsibilities already assigned to any normal position in the CBA, unless mutually agreed to by the union and the Chief of the Department. The city agrees that the light duty performed shall encompass meaningful work within the light duty employee's job description.

4. Salary

A person's salary and benefits while on light duty shall not be less than that which he/she would have received had he/she continued to perform the regular and ordinary duties assigned to him/her prior to the injury or disability, nor shall an employee be forced to use any accrued and unused leave during their assignment for reasons other than normal vacation or routine sick leave usage.

Section 18 - Rules And Regulations

Local 1363 shall be permitted to make suggestions regarding departmental rules and regulations and health and safety. Said suggestions shall be submitted in writing to the Chief of the Department and a copy thereof transmitted to the Mayor.

No changes will be made to the existing rules and regulations, and no additional rules and regulations affecting terms and conditions of employment will be promulgated, without the express written consent of the

Union.

The Union and City agree that the dynamic nature of the fire and emergency response requires constant review of the strategy and tactics to provide the highest level of service to the City and the safest possible environment for the firefighters. As such, the Fire Chief shall form a committee consisting of 3 members chosen by the Chief and 2 members chosen by the Union President. This committee shall meet on a regular basis until a modernized Manual of Operations is created. This Manual should consist minimally of the following: an updated accounting of departmental orders in effect, updated standard operating procedures, and updated training bulletins and response plans. The updated Manual of Operations shall be completed, promulgated, and a copy provided to each company no later than September 1, 2024. Finally, it is the intent of the City and Union to include this updated manual in promotional exam testing materials in the future.

Section 19 - Salaries And Longevity

A. Salaries for all members of the Fire Department covered by this Agreement shall be as set forth in Appendix A hereto, which is incorporated herein by reference, which shall include the following increases:

July 1, 2022	One (1%) percent
July 1, 2023	Two (2%) percent
July 1, 2024	Two (2%) percent

B. Longevity Supplement

In addition to the above salaries, there shall be paid a longevity supplement which shall be considered part of the employee's salary for holiday purposes of this Agreement. This supplement shall be computed on the basis of the employee's salary and holiday pay for each contract year and shall be paid as soon after July 1 as is practicable. This payment shall be:

EFFECTIVE June 30, 2019

Service as of June 30
Percentage Annual Salary

of each year

10.55%	4 to less than 7 years
11.55%	7 to less than 12 years
12.55%	12 to less than 17 years
13.55%	17 years or over

Commencing July 1, 1978, payment of longevity will be in accordance with the above schedule and will be added to the employee's annual salary and holiday pay so as to be included in his annual salary for retirement pension purposes only. The foregoing shall apply to those employees retiring on and after July 1, 1978.

An employee who receives a longevity supplement who retires or dies prior to the end of a contract year, June 30, shall receive a longevity supplement based on the salary and holiday pay earned prior to the employee's retirement or death for that contract year computed on the employee's rank, length of service in the Department, and date of retirement or death.

Section 19.5 - Salaries And Longevity Civilian Employees

A. Salaries for all civilian employees of the Fire Department covered by this Agreement shall be as set forth in Appendix A hereto, which is incorporated herein by reference.

B. In addition to the above salaries, there shall be paid a longevity supplement based on each employee's annual salary exclusive of overtime.

This supplement shall be paid as soon after each July 1 as is practicable. This payment shall be:

EFFECTIVE June 30, 2019

Service as of June 30	
Percentage Annual Salary	of each year
8.55%	4 to less than 7 years
9.55%	7 to less than 12 years
10.55%	12 to less than 17 years
11.55%	17 years or over

An employee who receives a Longevity supplement who retires or dies prior to the end of the

contract year, June 30, shall receive a longevity supplement (Bonus) based on the salary earned prior to the employee's retirement or death prorated for that contract year computed on the employee's position, length of service in the Department and date of retirement or death.

Section 20 - Time Off While Performing Union Duties

The City will pay properly designated Union representative(s) at the straight-time rate of pay for scheduled work hours lost in attendance at meetings with the City pertinent to collective bargaining, grievance adjustment, or representing an employee at any step of the grievance procedure and arbitration, however no more than three (3) officers or executive board members shall be permitted time off to attend the same meeting. In no event will the City compensate a Union representative for work hours lost in preparation for collective bargaining agreement negotiations, grievance arbitration, unfair labor practice hearings or any contested adversary proceeding between the City and Union. The union will inform the City, in writing, of the names of its representatives.

All officers, executive board members and members of the health and safety committee of Local 1363 shall be eligible for time off with pay for attending any educational seminars of the International Association of Fire Fighters; the following conferences and seminars of the International Association of Firefighters; the Redmond Health & Safety Symposium, the Emergency Medical Services Conference, the RI State Association of Firefighters Health and Safety Seminar. However, that no more than three (3) of said Officers and Executive Board Members shall be permitted time off with pay for attending the same seminars mentioned above. All members of Local 1363 IAFF will be allowed to substitute without making up time while attending other Local 1363 business or if the maximum of three (3) Officers or Executive Board Members are already on Union business in accordance with this section.

Section 21 - Medical Insurance, Dental Insurance, Life Insurance and Burial

Expenses

A. Blue Cross/Blue Shield

1. Effective July 1, 2001:

The City shall pay the full cost of the following medical health insurance benefits, family or individual coverage as the case may be for all employees: Blue Cross/Blue Shield

Healthmate Coast to Coast Plan that includes Blue Cross PPO Network and contains riders for student coverage to age 25, vision care, outpatient services, inpatient services, emergency services, and mental health and substance abuse care services.

2. Effective July 1, 2001:

The City shall pay the full cost of the following medical insurance benefits, family or individual coverage as the case may be for all employees for the Chiropractic Care Rider at the rate of twelve (12) visits per year.

3. Effective July 1, 2001:

The City shall pay the full cost of the following medical insurance benefits or individual coverage as the case may be for all employees for the prescription drug program with an employee co-payment for this rider of five (\$5.00) dollars for generic drugs and ten (\$10.00) dollars for brand name drugs.

4. Effective July 1, 2001:

Members who choose to be enrolled in the blue Cross/Blue Shield Classic Plan 696 either family or individual coverage shall pay one hundred (100%) percent of the total cost differential between the Classic Plan 696 and the Healthmate Coast to Coast Plan.

5. Effective July 1, 2001:

All employees hired after the above date shall only have the option to select under the Blue Cross/Blue Shield Program, the Healthmate Coast to Coast Plan that includes Blue Cross PPO riders for student coverage to age 25, vision care, out-patient services, inpatient services, emergency services, and mental health and substance abuse care services.

6. Coverage will commence on the 1st day of the training academy.

7. Health Care Co-Share – Each member shall pay, by payroll deduction, a pre-tax amount of twenty-eight dollars and eighty-five cents (\$28.85) per week for a total amount of one thousand and five hundred (\$1500.00) dollars per year for individual plan and fifty-seven dollars and seventy cents (\$57.70) per week for a total amount

of three thousand (\$3000.00) dollars for a family plan.

1. Effective July 1, 2022, said amount shall be increased to thirty-eight dollars and forty-six cents (\$38.36) per week for a total amount of two thousand dollars (\$2,000.00) per year for individual plan and eight dollars and seventy-six cents (\$80.76) per week for a total amount of four thousand two hundred dollars (\$4,200) dollars for a family plan
 2. Effective July 1, 2023, said amount shall be increased to forty-one dollars and thirty-four cents (\$41.34) per week for a total amount of two thousand one hundred fifty (\$2,150.00) dollars per year for individual plan and eight six dollars and fifty-four cents (\$86.54) per week for a total four thousand five hundred dollars (\$4,500.00) for a family plan.
 3. Effective July 1, 2024 said amount shall be increased to forty-four dollars and twenty-three cents (\$44.23) per week for a total amount of two thousand three hundred dollars (\$2,300.00) per year for individual plan and ninety-two dollars and thirty cents (\$92.30) per week for a total amount of four thousand eight hundred (\$4,800.00) dollars for a family plan.
8. Effective July 1, 2016, the following on-site co-pays shall apply:
- a) Office visits and Urgent care or "Urgi-care" facilities - Ten (\$10.00) dollars
 - b) Emergency Room visits - \$100.00

In the event that an Urgicenter or Urgent care facility is not open, and a member seeks treatment at an Emergency Room, those covered under the member's health care plan will be reimbursed the Emergency Room Co-payment of one hundred (\$100.00) dollars less the Urgent Care co-pay amount. In the event a member is hospitalized after being evaluated in the Emergency Room, those covered under the member's Health care plan will be reimbursed the Emergency Room Co-payment of one hundred (\$100.00) dollars.

B. United Health

1. Effective July 1, 2001:

The City shall pay the full cost of the following medical health insurance benefits family or

individual coverage as the case may be for all employees. United Health Plan 28081 with all riders.

2. Coverage will commence on the 1st day of the training academy.
 3. Health Care Co-Share – Each member shall pay, by payroll deduction, a pretax amount of twenty-eight dollars and eighty-five cents (\$28.85) per week for a total amount of one thousand and five hundred (\$1500.00)-dollars per year for individual plan and fifty-seven dollars and seventy cents (\$57.70) per week for a total amount of three thousand (\$3000.00) dollars for a family plan.
1. Effective July 1, 2022, said amount shall be increased to thirty-eight dollars and thirty-six cents (\$38.36) per week for a total amount of two thousand dollars (\$2,000.00) dollars per year for individual plan and eighty dollars and seventy-six cents (\$80.76) per week for a total amount of four thousand two hundred dollars (\$4,200.00) dollars for a family plan
 2. Effective July 1, 2023, said amount shall be increased to forty-one dollars and thirty-four cents (\$41.34) per week for a total amount of two thousand one hundred fifty (\$2,150.00) dollars per year for individual plan and eight six dollars and fifty-four cents (\$86.54) per week for a total amount of four thousand five hundred (\$4,500.00) dollars for a family plan.
 3. Effective July 1, 2024, said amount shall be increased to forty-four dollars and twenty-three cents (\$44.23) per week for a total amount of two thousand three hundred (\$2,300.00) dollars per year for individual plan and ninety-two dollars and thirty cents (\$92.30) per week for a total amount of four thousand eight hundred (\$4,800.00) dollars for a family plan.
 4. Effective July 1, 2016, the following on-site co-pays shall apply:
 - a) Office visits and Urgent care or “Urgi-care” facilities - Ten (\$10.00) dollars
 - b) Emergency Room visits - \$100.00

In the event that an Urgicenter or Urgent care facility is not open, and a member seeks treatment at an Emergency Room, those covered under the member’s health care plan will be reimbursed the Emergency Room Co-payment of one hundred (\$100.00) dollars less the Urgent Care co-pay

amount. In the event a member is hospitalized after being evaluated in the Emergency Room, those covered under the member's Health care plan will be reimbursed the Emergency Room Co-payment of one hundred (\$100.00) dollars.

5. Effective July 1, 2019

No new hires, civilian or uniformed, shall have the option of the United Health Plan.

Also, any current employee who opts out of the United Health plan shall not have the option to opt back into united health plan at a later date.

C. Line of Duty Death:

The City agrees to assume and pay the full cost to the family of any employee killed in the line of duty the medical health insurance in effect at the time of the employee's death. Benefits will remain in effect until the widow remarries or dies and until the dependent child or children reach the age of twenty-one (21). The student coverage rider shall also remain in effect.

D. Non-Line of Duty Death:

E. Any employee who dies for any reason and had over ten (10) years of service, including their year of probation on the Department, the City agrees to assume and pay the full cost to the family the medical insurance in effect at the time of the employee's death until the employee's normal retirement date.

For the purpose of this section "normal retirement date" shall mean the date when the deceased employee would have reached maximum financial incentives in their retirement plan. (reference: M.O.A. 06/17/2008 Napolitano/Valletta and AAA Case No. 11 390 00404 11 Mark L. Irving).

F. An employee who elects not to take the City's health or dental coverage who has a change in circumstances (loss of spouse's job, etc.) shall be reinstated into the City's medical health and dental insurance plans upon formal written request to the Personnel Department without incurring a break in coverage.

G. Retiree Benefits:

1. Effective July 1, 2019

All firefighters who retire with twenty (20) years or more of service with the Fire Department shall receive medical health insurance for individual and family coverage. This medical health insurance provided for will be the Blue Cross/Blue Shield Healthmate Coast to Coast Plan that includes Blue Cross PPO Network and contains riders for student coverage to age 26, vision care, outpatient services, inpatient services, emergency services, mental health and substance abuse care services, its equal healthcare plan or United Health Plan with riders. This medical health insurance will remain in effect until such time as the retired firefighter secures employment elsewhere with the equivalent medical health insurance, until he/she is age 65 and eligible for Medicare or other federally subsidized programs. Additionally, if a retired firefighter receives the equivalent medical health insurance, benefits and cost, held by a spouse, the City of Cranston shall not be required to provide said medical health insurance for the retired firefighter.

2. Effective July 1, 2001:

All firefighters who will retire because of a job-connected incapacity and who have served less than twenty (20) years but more than five (5) years of service including their year of probation on the Fire Department shall receive individual coverage for the Blue Cross/Blue Shield Healthmate Coast to Coast Plan that includes Blue Cross PPO Network and contains riders for vision care, outpatient services, inpatient services, emergency services, and mental health and substance abuse care services, its equal healthcare plan or United Health Plan with rider.

3. All firefighters who will retire because of a job-connected incapacity and who will serve less than twenty (20) years but more than ten (10) years of service including their year of probation on the Fire Department shall receive individual or family coverage under the Blue Cross/Blue Shield Healthmate Coast to Coast Plan that includes Blue Cross PPO Network and contains riders for student coverage to age 26, vision care, outpatient services, inpatient services, emergency services and mental health and substance abuse care services, its equal healthcare plan or United Health Care Plan with riders.

4. Effective July 1, 2001:

All retirees shall at their option receive Blue Cross/Blue Shield Chiropractic and the five (\$5.00) dollars generic and the ten (\$10.00) dollars brand name prescription drug riders for individual or family coverage with the City assuming the cost based on the July 1, 2001, rate charged by Blue Cross/Blue Shield. Any rate increase of these riders in subsequent years shall be borne solely by the retirees with no additional cost to the City.

5. Effective July 1, 2001: All retirees at their option shall be able to purchase through the city at no cost to the City, Blue Cross/Blue Shield Plan 65 with Regulation 46 with major medical along with Medicare Part B for individual or family coverage.

6. Any member who retires with an occupational injury or illness that dies from said injury or illness 3 years from his/her retirement date shall be afforded the benefits under Sections 21 (C) and 21.2(3) and a payment of (\$50,000) fifty thousand dollars shall be paid by the city to the designated beneficiary.

7. Other Post-Employment Benefits

Effective July 1, 2018 all employees shall pay a sum of seventeen dollars and thirty-one (\$17.31) cents bi-weekly for a total of four hundred and fifty (\$450.00) dollars per year toward their OPEB (Other Post Employment Benefits). The City agrees that they will place these monies in a restricted account toward post retirement benefits.

Effective July 1, 2019 all employees shall pay a sum of nineteen dollars and twenty three cents (\$19.23) bi-weekly for a total of five hundred (\$500.00) dollars per year toward their OPEB (Other Post-Employment Benefits). The City agrees that they will place these monies in a restricted account toward post-retirement benefits.

Effective July 1, 2020 all employees shall pay a sum of twenty one dollars and fifteen cents (\$21.15) bi-weekly for a total of five hundred and fifty (\$550.00) dollars per year toward their OPEB (Other Post Employment Benefits). The City agrees that they will place these monies in a restricted account toward post-retirement benefits.

Effective July 1, 2021, all employees shall pay a sum of twenty three and eight cents (\$23.08)

bi-weekly for a total of six hundred (\$600.00) dollars per year toward their OPEB (Other Post Employment Benefits). The City agrees that they will place these monies in a restricted account toward post-retirement benefits.

8. Health Care Co-pay in retirement

Any employee retiring after July 1, 2013 shall pay the sum of twenty-five (\$25.00) dollars per month for a total of three hundred (\$300.00) dollars per year toward their healthcare benefit. The co-pay in retirement shall cease if the City discontinues the retiree's healthcare for any reason.

9. Effective July 1, 2016 All retired employees who have become eligible for Medicare by reason of age, shall be allowed to purchase for their spouse, at no cost to the City including administrative costs, and at the retired member's expense, the active members' Blue Cross/Blue Shield, its equal healthcare plan or United Individual healthcare plan, or any healthcare plan agreed to by the parties at the City's rate, until such time as the spouse is eligible for Medicare by reason of age.

Section 21.1- Health Savings Account (HSA)

A. Family HSA

1. Effective January 1, 2014, the City shall contribute 55.8% of the deductible (\$2232) on behalf of member's private HSA. The employee may elect to contribute, by payroll deduction on a pre-tax basis, up to \$1768 per year for the family medical coverage. The employee may elect not to pay his share of the contribution toward the deductible. Once the City's contribution is exhausted, the employee shall be responsible for the remainder of the deductible before the City assumes any and all additional healthcare costs incurred consistent with the health plan offered in Section 21 above. This includes but is not limited to office visits, emergency room fees, prescription deductibles, etc. Once the deductible is met, the City offers 100% co-insurance.

B. Individual HSA

1. Effective January 1, 2014, the City shall contribute 55.8% of the deductible

(\$1116) on behalf of the member to member's private HSA. The employee may elect to contribute, by payroll deduction on a pre-tax basis, up to \$884 per year for the individual medical coverage. The employee may elect not to pay his share of the contribution toward the deductible. Once the City's contribution is exhausted, the employee shall be responsible for the remainder of the deductible before the City assumes any and all additional healthcare costs incurred consistent with the health plan offered in Section 21. This includes but is not limited to office visits, emergency room fees, prescription deductibles, etc. Once the deductible is met, the City offers 100% co-insurance.

Section 21.2– Dental Insurance

1. The City shall provide at no cost to the employee individual and family coverage for Delta Dental Level I, Level II—Major Restorative, Level III—Periodontics, and Level IV—Prosthodontics.

This coverage will begin on the first day of the members training academy.

Effective July 1, 2016 all members enrolled in an individual plan shall pay the sum of two dollars (\$2.00) bi-weekly for a total of fifty two dollars (\$52.00) and any member who is enrolled in a family plan shall pay the sum of five dollars

(\$5.00) bi-weekly for a total of one hundred and thirty (\$130.00) dollars per year toward their Dental Insurance.

2. The maximum dollar (\$) amount on Levels I, II, III, and IV shall be Effective January 1, 2015 the dollar amount shall increase to two thousand and five hundred (\$2500.00) dollars per level.

Effective July 1, 2018 the dollar amount shall increase to three thousand (\$3000.00) dollars per level.

3. The City shall provide and pay at no cost to the family of any employee killed in the line of duty the dental insurance in effect at the time of the employee's death.

Benefits will remain in effect until the widow remarries or dies and also until the dependent child or children reach the age of twenty-one (21). The student coverage rider shall also remain in effect.

4. The City shall provide and pay at no cost to the family of any employee killed for any reason with over ten (10) years or more of service on the Fire Department the dental insurance in effect at the time of the employee's death until the employee's normal retirement date.

For the purpose of this section "normal retirement date" shall mean the date when the deceased employee would have reached maximum financial incentives in their retirement plan. (reference: M.O.A. 06/17/2008 Napolitano/Valletta and AAA Case No. 11 390 00404 11 Mark L. Irving).

5. Effective July 1, 2001:

All retired employees shall be allowed to purchase at the retired employee's expense the active members' dental plan at the rate paid for by the City for said plan for any and all Levels I through IV of Delta Dental for both individual and family coverage.

Section 21.3– Life Insurance

- (a) All sworn uniformed employees of the fire department covered by this Agreement shall be entitled to receive fully paid life insurance in the amount of one hundred twenty five thousand (\$125,000) dollars with a beneficiary or beneficiaries to be designated by the employee. Upon retirement, the City will continue to pay for the full cost of life insurance in the amount of (\$25,000.00) twenty-five thousand dollars.
- (b) All civilian employees covered by this agreement shall be entitled to receive fully paid life insurance in the amount of seventy-five thousand (\$75,000.00) dollars with a beneficiary or beneficiaries to be designated by the civilian employee.
- (c) Effective July 1, 2002, All retired members (fire fighters and civilians) shall be allowed

to increase their life insurance at the time of their retirement and at the member's expense, an additional \$25,000.00 to \$125,000.00 in life insurance at the following rates;

Age	Lives	Volume	Rate per 1,000	Monthly Premium	Annual Premium
<25	TBD	TBD	0.084	TBD	TBD
25-29	TBD	TBD	0.077	TBD	TBD
30-34	TBD	TBD	0.083	TBD	TBD
35-39	TBD	TBD	0.117	TBD	TBD
40-44	TBD	TBD	0.173	TBD	TBD
45-49	TBD	TBD	0.28	TBD	TBD
50-54	TBD	TBD	0.478	TBD	TBD
55-59	TBD	TBD	0.793	TBD	TBD
60-64	TBD	TBD	1.263	TBD	TBD

Age	Lives	Volume	Rate per 1,000	Monthly Premium	Annual Premium
65-69	TBD	TBD	1.933	TBD	TBD
70-74	TBD	TBD	3.193	TBD	TBD
75+	TBD	TBD	5.323	TBD	TBD
Total	TBD	TBD		TBD	TBD

(d) Any member who dies in the line of duty shall receive twice (2x) the amount of life insurance in effect at the time of the member's death.

Section 21. 4- Burial Insurance

The City agrees to assume and pay for the funeral expenses for any employee killed in the line of duty; such payment, however, shall not exceed twenty thousand (\$20,000.00) dollars.

Section 22 - Grievance Procedure

A. Definition; Exemption; Exclusivity. A grievance is a dispute between the employee or the Union and the Employer which involves the application, meaning or interpretation of the provisions of this Agreement, provided however, that an employee shall not have the right to grieve or arbitrate the imposition of discipline or his dismissal from employment during his probationary period. Any disciplinary action taken against any employee covered by this Agreement, including but not limited to removal, demotion, reduction in rank or suspension (with or without pay) or discharge may be subject to the grievance procedure here-in set forth. In addition, Local 1363 shall have the right to bring a grievance on behalf of any employee or on its own behalf.

In any disciplinary case, the employee shall make a written election to invoke the procedures of the Department's Rules and Regulations or the grievance and arbitration provisions of this Agreement. This election shall expressly waive any right to proceed other than in the manner the employee has elected. The procedures set forth in this section

shall comprise the sole and exclusive dispute resolution process for a grievance.

An employee who has elected not to maintain membership in IAFF Local 1363 may, at his or her own expense, pursue a grievance against the employer and have the grievance heard, without intervention by the exclusive representative, provided that the exclusive representative is afforded the opportunity to be present at the grievance/arbitration hearing and that any resolution of the grievance shall not be inconsistent with the terms of the collective bargaining agreement then in effect between the employer and the exclusive representative. The exclusive representative shall have no obligation to incur expenses related to a grievance initiated by an employee who has elected not to maintain membership in the employee organization for a period of at least ninety (90) days prior to the events giving rise to the grievance.

B. Procedural Steps

Step 1. Not later than thirty (30) days, excluding weekends and holidays, after the event giving rise to the grievance, the employee or the Union must submit a grievance in writing to the Chief of the Department. The Chief of the Department or his designee shall respond in writing within five (5) days, excluding weekends and holidays, of the receipt of the grievance. Should the Chief of the Department or his designee not respond within the time period set forth herein, it shall be presumed that the grievance has been denied.

Step 2. If the grievance is not settled at Step 1, it shall be presented in writing by the employee or the Union to the City's Personnel Director, within five (5) days thereafter excluding weekends and holidays. The Personnel Director shall give his written answer to the grievance within ten (10) days, excluding weekends and holidays, after the receipt of the grievance. Should the personnel Director fail to respond within the time period set forth herein, it shall be presumed that the grievance has been denied.

Step 3. If the grievance is not settled at Step 2, it shall be represented in writing by the employee or the Union to the Mayor within five (5) days thereafter, excluding weekends and holidays. The Mayor shall give his written answer to the grievance within ten (10)

days, excluding weekends and holidays, after receipt of the grievance. Should the Mayor fail to respond within the time period set forth herein, it shall be presumed that the grievance has been denied and it may be processed to arbitration in accordance with Section 23. All time limits may be extended by mutual agreement in writing.

Section 23 – Arbitration

If agreement cannot be reached via the method set forth in Section 22, Local 1363 may request arbitration of the grievance in writing to the Chief of the Department not later than ten (10) days from and after the last decision under Section 22 above.

If Local 1363 requests arbitration, the Local and the City shall attempt to select an arbitrator within ten (10) days of the request for arbitration and if unsuccessful Local 1363 shall file a demand for arbitration with the American Arbitration Association. The selection of the arbitrator and the conduct of the proceedings shall be governed by the Voluntary Labor Arbitration Rules of the American Arbitration Association. If both parties agree, a panel of three arbitrators shall hear a grievance, one arbitrator being decided upon by each of the parties, and the third, and chair- person, either being elected by the parties or assigned administratively by the American Arbitration Association.

The decision of the arbitrator shall be final and binding upon the parties hereto except that the arbitrator shall not have the power to add to or subtract from the terms and conditions of this Agreement.

The arbitrator shall have no authority or power to add to or detract from, alter, amend or modify any provision of this Agreement.

Costs and expenses of the arbitrator shall be shared equally by the parties. Nothing contained herein shall prohibit or prevent the arbitrator from fashioning any remedy which he deems appropriate.

Section 24 - Pensions

- A. City of Cranston Fire Fighter's Pension (Effective June 20, 1997)
 - 1. The pension contributed to and received for all employees hired prior to July 1, 1995, shall be paid from the City of Cranston Fire Fighter's pension. All employees will accrue

two and one-half (2½%) percent per credited year of service. A credited year of service in this plan will be in any year of service with over six (6) months completed. Upon the completion of twenty (20) credited years of service an employee may retire with a pension payment of fifty (50%) percent of the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of the employee's retirement. Upon reaching the age of fifty-five (55) years, this pension payment will automatically increase by five (5%) percent to a fifty-five (55%) percent pension payment. This increase would apply both to active-duty employees when they retire and employees who are retired. This increased pension payment for active employees when they retired would also be based on the employee's weekly salary, longevity payment, and holiday pay with the inclusion of longevity at the time of the employee's retirement. This increased pension payment for retired employees would be based on an active employee's salary, longevity pay, holidays with the inclusion of longevity and additional escalation of the pension payment.

2. All employees will be able to accrue an additional two (2%) percent per year in pension payments to a maximum of twenty (20%) percent for a maximum of thirty

(30) credited years of service. These additional pension payments will be added to the fifty (50%) percent pension payment after the completion of twenty (20) credited years of service to a maximum of seventy (70%) percent pension payment. These additional accrued increases in pension payments will be based on an employee's weekly salary longevity pay, and holidays with the inclusion of longevity. Upon reaching the age of fifty-five (55) years, this pension payment will automatically increase by five (5%) percent to a pension payment based on between twenty-one

(21) and thirty (30) credited years of service for a pension payment between fifty-seven (57%) percent and seventy-five (75%) percent.

3. All retired employees' pension payments will automatically escalate by three (3%) percent compounded on July 1 of each year, subject to that certain settlement agreement entered on or

about December 13, 2013, in PC 2012-3590. The parties agree that the obligations set forth in said settlement agreement are incorporated herein as if more fully set forth, and the said obligations are thus contractual and not a mere recital.

4. Effective July 1, 2013 All active duty employees when retired shall have their pension payments adjusted, if necessary, to pension payments received by retired employees participating in the 2013 Pension Adjustment Agreement of similar rank or position and similar credited years of service at the time of their retirement.
5. Employees who become disabled because of an on-the-job-related injury or illness and are unable to perform all the duties a Fire Fighter shall be placed on disability pension. There shall be no age or years of service requirement. Their pension payment shall be sixty-six and two-thirds (66-2/3%) percent of weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of the employee's retirement. Their employee's pension payment will be escalated by the same method as found in the above-listed Subsection 3 (Escalation) of this section. Cancer as listed in R.I.G.L. Chapter 19.1, "Cancer Benefits for Fire Fighters," shall be an occupational disability and the disability pension payment shall apply to all active employees, retired employees and widows of deceased employees.
6. Employees who are disabled because of a non-job-related injury or illness and are unable to perform all the duties of a fire fighter before the completion of twenty (20) credited years of service shall receive a pension payment of fifty (50%) percent of their weekly salary, longevity pay, and holiday pay with the inclusion of longevity. These employees' pension payments will be escalated by the same method as found in the above-listed Subsection 2 (Reaching Age 55) and Subsection 3 (Escalation) of this section.

Employees who are disabled because of a non-job related injury or illness after the completion of twenty (20) credit years of service shall receive a pension payment based upon the number of credited years of service and not to exceed seventy (70%) percent of their weekly salary, longevity pay, and holiday pay with the inclusion of longevity. These employees' pension

payment will be escalated by the same methods as found in the above-listed Subsection 2 (Reaching Age 55) and Subsection 3 (Escalation) of this section.

7. All employees who have completed over twenty (20) credited years of service as of July 1, 1995, can buy back the number of credited years of service over twenty (20) years credited to these employees on the above date up to a maximum of ten (10) years. For these employees, their credited number of years will be determined on the above-mentioned date.

A credited year of service for these employees will be any year of service with over six (6) months completed. The buyback rate for all credited years will be five (5%) percent of their prior year or years contractual weekly salary rates in effect for that prior time and will also reflect the rank or position the employees held during those prior year or years. Each prior credited year of service bought back will increase the pension payment received at retirement by two (2%) percent up to a maximum of twenty (20%) percent for ten (10) years. These additional bought-back years will be totaled with the fifty (50%) percent completion of twenty (20) credit years of service to determine the employee's pension payment at retirement not to exceed a maximum of seventy (70%) percent pension payment. These employees' pension payments will be escalated by the same methods as found in the above-listed Subsection 2 (Reaching Age 55) and Subsection 3 (Escalation) of this section.

8. All employees who have completed over twenty (20) credited years of service as of July 1, 1995, after the above-mentioned date can be paid for all credited years of service at the rate of one-thousand and two-hundred (\$1,200.00) dollars per year at retirement not to exceed twelve-thousand (\$12,000.00) dollars for all credited years of service over twenty (20) years to a maximum of thirty (30) credited years. A credited year of service will be any year over six (6) months completed. All employees who have completed over twenty (20) credit years of service as of July 1, 1995, shall have the option to either buy back their credited years of service or be paid for their credited years of service. These employees shall have the option to buy back all or a portion of their credited years of service or be paid for all or a portion of their credited years of service or receive a combination of both of the above methods for

credited years of service.

Under no circumstances shall the number of credited years bought back by the member, or paid to the member on retirement, exceed the total number of credited years of service a member has served over twenty (20) years as determined on July 1, 1995.

9. Employees who have or will have attained twenty (20) credited years of service between July 1, 1995, through June 30, 1996, who retire shall have the option to receive at the rate of Five Hundred (\$500.00) dollars for each year of credited service up to a maximum of thirty (30) credited years of service. These employees will retire under the present pension plan with no additional accrual of pension payments or benefits. This severance payment shall be paid at the time of the member's retirement. For these members, their credited years of service will be determined on the above-mentioned date. A credit year of service for these members will be any year of service with over six (6) months completed.
10. Employees who have completed over five (5) years of credited service as of July 1, 1995, shall receive at their completion of service retirement (at least twenty (20) credited years of service), placement on occupational disability retirement, placement on non-occupational retirement, or in case of death, their widow or children (up to age twenty-one (21) years) a payment of five hundred (\$500.00) dollars per year for each credited year of service up to a maximum of twenty (20) years effective as of June 30, 1997, upon their retirement. For these members, their credited service will be determined on the above-mentioned date. A credited year of service for these members will be any year of service with over six (6) months completed.
11. Effective July 1, 1995, All employees who have served in the Armed Forces of the United States in an active duty capacity for a period of six months will be eligible to buy back up to four (4) years of military service at the rate of five (5%) percent of the weekly salary of six hundred and fifty-four dollars and forty cents (\$654.40) for a purchase price per year of one thousand seven hundred and one dollars and forty-four cents (\$1701.44) per year for prior

active duty service. Any year served in the Armed Forces of the United States over six (6) months in length shall equal one

(1) credited year. These purchased active-duty service years can be applied to an employee's credited years of service for pension purposes but will not exceed a pension payment based upon a maximum of thirty (30) credited years of service. Purchased active military service years shall be used for pension purposes only.

Effective July 1, 1995, All employees who have or will serve in the Armed Forces Reserves of the United States will be eligible to buy back up to four (4) years of military reserve service at the rate of five (5%) percent of the weekly salary of six hundred and fifty-four dollars and forty cents (\$654.40) for a purchase price per year of one thousand seven hundred and one dollars and forty-four cents (\$1,701.44) for reserve service. Four (4) years of service as a reservist in the Armed Forces of the United States will equal one (1) year of active military service. This purchased re-serve duty service shall only be applied for pension purposes after the employee is eligible for the completion of service twenty (20) year pension. This restriction will not apply to any employee who retires because of a non-job related injury or illness. This purchased reserve duty service will not exceed a pension payment based upon a maximum of thirty (30) credited years of service. Purchased reserve military service shall be used for pension purposes only.

12. All other pension retirement benefits listed in the Collective Bargaining Agreement such as, but not limited to, medical insurance, widow benefits, occupational death benefits, non-occupational death benefits, etc., shall remain in effect.
13. The pension plan in effect at the present time based on city ordinance, contract language, and agreed-upon past practices concerning all aspects of the pension

plan shall remain in effect until June 30, 1997. Any additional new benefits such as, but not limited to, Subsections 2, 3, 4, 5, 7 etc., shall be earned from July 1, 1995, onward but shall not be received in the form of additional pension payments or pension benefits

until July 1, 1997.

14. Any increase in additional percentage of longevity pay and paid holidays after July 1, 2007 shall only be received in pension payments by employees who retire after July 1, 2007.

B. Optional State of Rhode Island Pension (Employees 5 or less years of service):

1. Employees with less than five (5) years of service effective July 1, 1995, will have the option of remaining in the City of Cranston Fire Fighters' Pension as listed in Subsection A of this section or transferring into the State of Rhode Island's "Optional Twenty (20) Year Retirement Service allowance," R.I.G.L. 4521.222 with the agreed-upon modifications and all other applicable statutes with agreed upon modifications that accompany this plan.
2. Any and all costs incurred with the transfer of these employees into the State of Rhode Island pension plan will be borne solely by the City of Cranston with no cost to the employees.
3. All years of service in the City of Cranston Fire Fighters' Pension Plan shall be transferred into the above-listed Subsection 1 State of Rhode Island pension plan R.I.G.L. 45-21.2-22 with modifications without any loss of credited years of service.
4. Employees enrolled in this pension plan will accrue two and one-half (2 1/2%) percent per credited year of service up to a maximum of seventy-five (75%) percent pension payment for thirty (30) credited years of service. A credited year of service will be any year of service with over six (6) months completed. This pension payment will be based on the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity, based on the employee's highest year of earnings with the above- mentioned payments.
5. All retired employees' pension payments will automatically escalate by three (3%) per- cent compounded each year on January 1 following the year of retirement continuing on an annual basis on that date.
6. Employees who become disabled because of an occupational Injury or illness and are unable to perform all the duties of a fire fighter shall be placed on an occupational dis- ability pension. There shall be no age or years of service requirement. The pension payment shall be made in accordance

with R.I.G.L. 45-21-2, "Accidental Disability Allowance" of sixty-six and two-thirds (66 2/3%) percent of an employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of retirement and will be escalated in the same method as listed in Subsection 5 of this section

7. Cancer shall be an occupational disability as defined under R.I.G.L. Chapter 19.1, "Cancer Benefits for Fire Fighters."
8. A heart condition, respiratory ailment, hypertension, or any condition derived from hypertension as listed in Section 24-5, "Presumption of Disability," of the Collective Bargaining Agreement between the parties shall be an occupational disability.
9. Employees who become disabled because of a non-occupational injury or illness and are unable to perform all the duties of a fire fighter shall be placed on a non-occupational disability pension. There will be no age or years of service requirement. The pension payment for employees under twenty (20) credited years of service shall be fifty (50%) percent payment provided between R.I.G.L. 4521.222, "Optional Twenty (20) Year Retirement Service Allowance" and the City of Cranston. The fifty (50%) percent pension payment shall be based on weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of retirement and will be escalated in the same method as listed in Subsection 5 of this section.
10. Employees who become disabled because of a non-occupational injury or illness and are unable to perform all the duties of a fire fighter shall be placed on a non-occupational disability pension. The pension payment for employees with over twenty (20) years of credited service shall be based on the number of credited years of service as provided for in R.I.G.L. 4521.222, "Optional Twenty (20) Year Retirement Service Allowance," up to a maximum of thirty (30) credited years of service not to exceed a payment of seventy-five (75%) percent of weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of retirement and will be escalated in the same method as listed in Subsection 5 of this section.
11. Employees who die in the line of duty from injury or illness, including cancer, heart condition, respiratory ailment, or hypertension, prior to retirement shall receive an accidental death benefit under R.I.G.L. 4521.211, "Accidental Death Benefits," with agreed upon modifications, including

Subsections A and B with agreed upon modifications. There shall be no age or years of service requirement. The pension payment will be one-half (1/2) weekly salary, longevity pay, and holiday pay with the inclusion of longevity in effect at the time of death and will be escalated in the same method as listed in Subsection 5 of this section.

12. Employees who die outside of the line of duty with less than twenty (20) credited years of service shall receive a death benefit as provided for in R.I.G.L. 45-21.2-12, "Ordinary Death Benefits," Subsection (a). The pension payment will be thirty (30%) percent of the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of death and will be escalated in the same method as listed in Subsection 5 of this section. All other aspects affecting widows and children as listed in

Subsection (6) of R.I.G.L. 45-21-12 will remain in effect unless the employee has elected to take the provisions of R.I.G.L. 45-21.2-21, "Optional Annuity Protection-Death While Employee on Inactive Status."

13. Employees who die outside of the line of duty with over twenty (20) credited years of service shall receive a death benefit as provided for in R.I.G.L. 45-21.2-12, "Ordinary Death Benefits," Subsection (a). The pension payment will be the same amount received for a deceased employee of same rank or position and same number of credited years of service in the City of Cranston Fire-Fighters' Pension. This pension payment will be provided for by the thirty (30%) percent as listed in Subsection (b) of R.I.G.L. 45-21.2-12, "Ordinary Death Benefit," and by the City of Cranston. This pension payment will be based on the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of death and will be escalated in the same method as listed in Subsection 5 of this section. All other aspects affecting widows and children will remain in effect as listed in Subsection (b) of 45-21.2-12, "Ordinary Death Benefits," will remain in effect unless the employee has elected to take the provisions of R.I.G.L. 45-21.2-21, "Optional Annuity Protection-Death While Employee or Inactive Member Status."

14. Employees shall have the option to choose a death benefit to be received by their beneficiary

as specifically listed in R.I.G.L. 45-21.2-6, "Service Retirement Allowance," Subsection C, "Option No. 1, Joint and Survivor Full," or Option No. 2, "Joint and Survivor Half."

Employees who do not choose any of the above-mentioned options under Subsection C shall receive "Service Retirement Allowance/Maximum Plan," as listed in R.I.G.L. 45-21.2-6, Subsection A, based on two and one-half (2-1/2%) percent, not two (2%) percent as listed in Subsection A. These employees' beneficiary shall also receive the death benefits as provided for in R.I.G.L. 4521.213, "Benefit " on Death of Retired Member."

Employees with over ten (10) years of credited service shall have the option while employed to take the pension benefit as provided for in R.I.G.L. 45-21.2-22, "Optional Annuity Protection-Death while Employee or Inactive Member Status."

15. Employees who choose the State of Rhode Island Optional Twenty (20) Year Pension, R.I.G.L. 4521.222, with agreed-upon modifications and all other applicable statutes with agreed-upon modifications that accompany this plan shall receive, commencing July 1, 1995, a City of Cranston individually funded annuity at no cost to the employee based on three (3%) percent of a fire fighter contractual weekly salary with over three (3) years of service. The payments into the annuity will be adjusted based on the adjustments of the contractual salary of a fire fighter with over three (3) years of service. This annuity shall continue up to the completion of thirty (30) credited years of service. This annuity will be payable to the employee for whatever reasons (resignation, termination, retirement, etc.) when the employee leaves the Cranston Fire Department with no age or length of service requirement. This annuity will be payable upon the death of the member to the employee's widow, beneficiary, or estate with no age or length of service requirement.
16. Employees who select the State of Rhode Island Optional Twenty (20) Year Service Pension, R.I.G.L. 4521.222, with agreed-upon modifications shall be subject to all other applicable statutes with agreed-upon modifications under state law governing this modified pension plan such as, but not limited to, vesting, prior service credit, armed service credit, etc.

17. All other pension benefits such as, but not limited to, medical insurance, life insurance, etc., listed in the Collective Bargaining Agreement between the parties shall remain in effect.
18. Any increase in additional percentage of longevity pay and paid holidays after July 1, 2007 shall only be received in pension payments by employees who retire after July 1, 2007.

C. Optional State of Rhode Island Pension (Employees 5 or less years of service):

1. Employees hired after July 1, 1995, will be enrolled in the "State of Rhode Island Optional Twenty (20) Year Retirement Service Allowance," R.I.G.L. 45-21.2-22, with the agreed-upon modifications and all applicable statutes with agreed upon modifications that accompany this plan.
2. Employees enrolled in this pension plan will accrue two and one-half (2-1/2%) per cent per credited year of service up to a maximum of seventy-five (75%) percent pension payment for thirty (30) credited years of service. A credited year of service will be any year of service with over six (6) months completed. This pension payment will be based on the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity, based on the employee's highest year of earnings with the above-mentioned payments.
3. All retired employees' pension payments will automatically escalate by three (3%) percent compounded each year on January 1 following the year of retirement continuing on an annual basis on that date.
4. Employees who become disabled because of an occupational injury or illness and are unable to perform all the duties of a fire fighter shall be placed on an occupational disability pension. There shall be no age or years of service requirement. The pension payment shall be made in accordance with R.I.G.L. 45-21-22, "Accidental

Disability Allowance," of sixty-six and two-thirds (66-2/3%) percent of an employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of retirement and will be escalated in the same method as listed in Subsection 3 of this section. Cancer shall be an occupational disability as defined under R.I.G.L. Chapter 19.1, "Cancer Benefits for Fire Fighters." Heart condition, respiratory ailment, hypertension, or any condition derived from hypertension as listed in Section 24-5, "Presumption of Disability, of the Collective Bargaining Agreement shall be an occupational disability.

5. Employees who become disabled because of a non-occupational injury illness and are unable to perform all the duties of a fire fighter shall be placed on a non-occupational disability pension. there will be no age or years of service requirement. The pension payment for employees under twenty (20) credited years of service shall be fifty (50%) percent payment provided between R.I.G.L. 45-21.2-22, "Optional Twenty (20) Year Retirement Service Allowance," and the City of Cranston. The fifty (50%) percent pension payment shall be based on weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of retirement and will be escalated in the same method as listed in Subsection 3 of this section.
6. Employees who become disabled because of a non-occupational injury or illness and are unable to perform all the duties of a fire fighter shall be placed on a non-occupational disability pension. The pension payment for employees with over twenty (20) years of credited service shall be based on the number of credited years of service as provided for in R.I.G.L. 45-21.2-22, "Optional Twenty (20) Year Retirement Service Allowance," up to a maximum of thirty (30) credited years of service not to exceed a payment of seventy-five (75%) percent of weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of retirement and will be escalated in the same method as listed in Subsection 3 of this section.
7. Employees who die in the line of duty from injury or illness, including cancer, heart condition, respiratory ailment, or hypertension, prior to retirement shall receive an accidental death benefit

under R.I.G.L. 45-21.2-11, "Accidental Death Benefits," with agreed-upon modifications, including Subsections A and B with agreed-upon modifications. There shall be no age or years of service requirement. The pension payment will be one-half (1/2) weekly salary, longevity pay, and holiday pay with the inclusion of longevity in effect at the time of death and will be escalated in the same method as listed in Subsection 3 of this section.

8. Employees who die outside of the line of duty with less than twenty (20) credited years of service shall receive a death benefit as provided for in R.I.G.L. 45-21.2-12, "Ordinary Death Benefits," Subsection (a). The pension payment will be thirty (30%) percent of the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of death and will be escalated in the same method as listed in Subsection 3 of this section. All other aspects affecting widows and children as listed in Subsection (6) of R.I.G.L. 45-21-12, "Ordinary Death Benefits," will remain in effect unless the employee with over ten (10) years of credited years of service will have the option to elect to take the provisions of R.I.G.L. 45-21.2-21, "Optional Annuity Protection-Death While Employee or Inactive Member Status."
9. Employees who die outside of the line of duty with over twenty (20) credited years of service shall receive a death benefit as provided for in R.I.G.L. 45-21.2-12, "Ordinary Death Benefits," Subsection (a). The pension payment will be the same amount received for a deceased employee of same rank or position and same number of credited years of service in the City of Cranston Fire Fighters' Pension. This pension payment will be provided for by the thirty (30%) percent as listed in Subsection (b) of R.I.G.L. 45-21-12, "Ordinary Death Benefits," and by the City of Cranston. This pension payment will be based on the employee's weekly salary, longevity pay, and holiday pay with the inclusion of longevity at the time of death and will be escalated in the same method as listed in Subsection 3 of this section. All other aspects affecting widows and children will remain in effect as listed in Subsection (b) of 45-21.2-12, "Ordinary Death Benefits," unless the employee has selected to take the provisions of R.I.G.L. 45-21.2-21, "Optional Annuity Protection-Death while Employee or Inactive Member Status."
10. Employees shall have the option to choose a death benefit to be received by their beneficiary as

specifically listed in R.I.G.L. 45-21.2-6, "Service Retirement Allowance," Subsection C, Option No. 1, "Joint and Survivor Full, or Option No. 2, "Joint and Survivor Half."

Employees who do not choose any of the over-mentioned options under Subsection C shall receive "Service Retirement Allowance/Maximum Plan," as listed in R.I.G.L. 45-21.2-6, Subsection A, based on two and one-half (2-1/2%) percent, not two (2%) percent as listed in Subsection A. These employees' beneficiary shall also receive the death benefits as provided for in R.I.G.L. 45-21.2-13, "Benefit on Death of Retired Member."

Employees with over ten (10) years of credited service shall have the option while employed to take the pension benefit as provided for in R.I.G.L. 45-21.2-22, "Optional Annuity Protection-Death While Employee or Inactive Member Status."

11. These employees enrolled in the State of Rhode Island "Optional Twenty (20) Year Pension, "R.I.G.L. 45-21.2-22, with modifications and all other applicable statutes with agreed-upon modifications that accompany this plan shall receive, commencing July 1, 1995, a City of Cranston individually funded annuity at no cost to the employee based on three (3%) percent of a Fire Fighter contractual weekly salary with over three (3) years of service. The payments into the annuity will be adjusted based on contractual salary of a fire fighter with over three years of service. This annuity shall continue up to the completion of thirty (30) credited years of service. This annuity will be payable to the employee for whatever reason (resignation, termination, retirement, etc.) when the employee leaves the Cranston Fire Department with no age or length of service requirement. This annuity will be payable upon the death of the member to the employee's widow, beneficiary, or estate with no age or length of service requirement.

12. These employees enrolled in the State of Rhode Island "Optional Twenty (20) Year Service Pension" R.I.G.L. 45-21-2-22, with agreed-upon modifications shall be subject to all other applicable statutes with agreed upon modifications under state law governing this modified pension plan such as, but not limited to, vesting, prior service credit, armed service credit, etc.

13. All other pension benefits such as, but not limited to, medical insurance, life insurance, etc., listed in the Collective Bargaining Agreement between the parties shall remain in effect.
14. Any increase in additional percentage of longevity pay and paid holidays after July 1, 2007 shall only be received in pension payments by employees who re-tire after July 1, 2007.

Section 24.1 - Pension Payments

Effective July 1, 2013, pension contributions for employees of the City of Cranston Fire Fighters' pension will be ten and one-half (10.5%) percent of their weekly salary, longevity pay, holidays with the inclusion of longevity and holidays. Effective July 1, 2013 pension contributions for employees of the State of Rhode Island optional twenty five (25) year retirement on service allowance, R.I.G.L. 45-21.2-2 with modifications will be eleven (11%) percent of their weekly salary, longevity pay, and holidays with the inclusion of longevity and holidays.

Section 24.2 - Pension Payments

1. In the event contributions by members of the Fire Department to the present pension system are more than nine (9%) percent for the City of Cranston Fire Fighters' pension and ten (10%) percent for the State of Rhode Island "Optional Twenty (20) Year Service Pension" R.I.G.L. 45-21-2-22, with modifications at the effective date of this Agreement are increased during the term hereof, the City of Cranston agrees to pay the difference between the said nine (9%) percent and ten (10%) percent then required to be contributed, retroactively to the date of such increase over nine (9%) percent and ten (10%) percent.
2. All civilian employees of the Cranston Fire Department will receive pension payment pursuant to the Municipal Employees Retirement System of the State of Rhode Island in force from time to time.
3. In the event of the death of an active member of the Cranston Fire Department, whose widow or dependents fail to qualify for a widow's pension, or who leave no widow or dependents, their unused pension contributions shall be paid their widow, dependents or their estate.

4. In the event of the death of a retired member of the Cranston Fire Department, their un-used pension contributions shall be paid to their widow, dependents or if there is no widow or dependents, to their estate.

5. Effective July 1, 2016 all civilian employees of the fire department will have the option of choosing a defined contribution plan (i.e., a 401(a) plan or equivalent) agreed to by the parties in lieu of the State Municipal Employees' Retirement Plan. Under the defined contribution plan, the City shall contribute 3% of the employees' annual salary into this plan. Employees enrolled in this plan shall contribute a minimum of 3% of the employees' annual compensation to be paid through payroll deduction. Employees may contribute additional funds to their account as allowed by the Internal Revenue Code. Any changes to the plan shall be agreed to by the parties.

Section 24.3 - No Strike Clause

No employee covered by this Agreement shall engage in any work stoppage, slow down, strike, or other illegal concerted activity for the duration of this Agreement.

The City shall have the right to immediately discharge any employee who violates this Section without any rights or benefits provided under this Agreement. If any employees engage in any work stoppage, slowdown, strike, or other illegal concerted activity, the Union will immediately notify such employee(s) engaging in these activities to cease and desist and shall publicly declare that such activities are illegal and unauthorized.

Section 24.4 - Legal Assistance And Indemnification

In the event any employee covered by this Agreement is sued in any civil proceeding as a result of actions performed by said employee in the performance of his duties as an employee of the Cranston Fire Department, the City agrees to provide such employee with all necessary legal assistance and further agrees to pay any judgment rendered against such employee in any such proceeding; provided, however, that the City shall have the right to deny all or a portion of the benefits under this Section if it determines that the employee acted outside the scope of his employment, or engaged in intentional, willful or malicious, tortuous or criminal conduct.

Section 24.5 - Presumption Of Disability

In any case where an employee covered by this Agreement is disabled from performing his regular duties as a Fire Fighter because of a heart condition, respiratory ailment, hypertension or from any condition derived from hypertension, it shall be conclusively presumed that such disability is attributable to his employment as a member of the Fire Department, and he shall be entitled to all of the benefits provided for in Section 45-19-1 of the General Laws of Rhode Island, 1956, as amended, and none of said period of disability shall be deducted from his sick leave entitlement, nor from any other leave entitlement to which said employee may be entitled under any other terms or conditions of this Agreement.

The City of Cranston shall recognize cancer as an occupational illness pursuant to this section. If at any time RI General Law 45-19-1 is repealed, the local will enter into negotiations immediately with the City of Cranston to discuss the impact in the change to the law.

Section 24.6 - Mutual Aid/Job Action

In any case where the City has a mutual aid agreement with any city or town in the State of Rhode Island and the members of the permanent paid Fire Department of such city or town have set up a picket line, employees covered by this Agreement shall not be ordered to engage in Fire Fighting services in said city or town where the picket line has been established, except in cases of working fires of a serious nature.

Section 24.7 - Minimum Staffing

There shall be no less than a minimum of forty-one (41) Fire Fighters, which always includes officers and 2 chief officers- Deputy Chief and/or Battalion Chief on duty on each Platoon.

Section 24.8 - Table Of Organization

There shall be no reduction in the number of positions from the present Table of Organization presently in place in the Cranston Fire Department. Effective July 1, 2011, the total sworn, uniformed staffing of the Cranston Fire Department shall be reduced by five (5) fire fighter positions. The table of Organization will be reduced from two-hundred and one (201) members to one-hundred and ninety-six

(196) members

Effective January 1, 2011 there shall be an increase of one (1) Captain's position in the fire department's table of organization and a decrease of one (1) Private's position. This shall not change the total complement of one-hundred and ninety-six (196) members.

Effective January 1, 2014 the total civilian compliment of the Cranston Fire Department Dispatch Center shall be eight (8) positions (dispatchers). The total civilian complement of the Cranston Fire Department will be fifteen (15).

Effective September 1, 2022, the Union and the City agree that the Assistant Chief and the EMS Captain will start along with the 4 Platoon Deputy Chief positions being converted to 8 Battalion Chief positions through the process of attrition initiated by promotions, retirements, resignations, or terminations. We also agree to eliminate the 4 LT CATO positions and those officers will be reassigned through the normal bidding process.

Section 25 - School Reimbursement

All employees who provide evidence of having completed college courses pertaining to the State of Rhode Island Fire Fighters Incentive Degree program or any job-related courses for which they received passing grades and submitted proof paid, shall be reimbursed in full but not exceeding a total of nine hundred (\$900.00) dollars for any individual for each fiscal year.

Effective July 1, 2019, such amount shall be increased to a maximum of twelve hundred (\$1200.00) dollars.

Section 26 - Widows And Dependent Benefits Under Twenty (20) Years

The City of Cranston agrees to pay a death benefit to the widow of an employee with at least one (1) year of service in the department and a death benefit payment of thirty-three and one-third (33-1/3%) percent of the employee's salary, longevity pay, and holidays with longevity, which shall be fully escalated based on any or all increases as listed in Section 24A. This benefit shall be paid to a widow until his or her death or until he or she remarries. Also, this benefit shall remain in effect until all dependent children reach the age of twenty-one (21). The payment of longevity will only apply in cases

where an employee had completed four (4) years of service.

This benefit will only apply to employees covered by the City of Cranston Municipal Fire Fighters' pension."

Section 26.1 - Widows Benefit Over Twenty (20) Years

The City agrees per the 1989 Agreement between both parties to pay widows benefits to all eligible widows. The widows' of active and retired Fire Fighters benefit shall be sixty-seven and one-half (67-1/2%) percent of the pension payment in effect for the retired Fire Fighter and the pension payment the active Fire Fighter would have received. This payment to all widows will be fully escalated based on any and all future contractual weekly salary increases as listed in Section 24A, subsection 3 of the Agreement. The widow benefit shall include the payment of longevity, holidays, and holidays with longevity to all eligible widows. This benefit shall be paid to the widow until her death or until she remarries. Also, this benefit shall remain in effect until all dependent children reach the age of twenty-one (21). This benefit will only apply to employees covered by City of Cranston Fire Fighters' Pension.

Section 26.2- Occupational Death Benefits

Any employee who dies as a result of a line of duty injury or illness shall be posthumously promoted to the next rank. All benefits due to the employee's family or estate shall reflect the posthumous promotion.

Any employee who dies as a result of a line of duty injury or illness; widow will receive a death benefit payment of fifty (50%) percent of the employee's weekly salary, longevity, and holidays with longevity which will be fully escalated based on any and all future contractual increases as listed in Section 24A, Subsection 3 of this Agreement. There will be no age or time of service requirement. This benefit will only include those employees in the City of Cranston Fire Fighters' pension. This benefit shall be paid to the widow until her death or until she remarries. This benefit shall also remain in effect until all dependent children reach the age of twenty-one (21).

Section 27 - Procedures For Placement On A Disability Pension

Any Fire Fighter applying for a Disability Pension as a result of an occupational or non-occupational illness or injury shall submit a documented evaluation from the member's physician or physicians verifying that this illness or injury prevents said member from performing the duties of a Cranston Fire Fighter. The City upon receipt of this documented evaluation shall schedule an evaluation of said member by a physician of the City's choice who specializes in the specific area of that member's illness or injury. The results of these evaluations by both party's physicians shall be forwarded to the Mayor for review. Based on these evaluations, the Mayor shall recommend in writing that said member be placed on a Disability Pension. The Mayor's written recommendation shall be forwarded to the City Council along with the medical evaluations of both parties physicians for the Council's review. Based on the Mayor's recommendation and the medical evaluations, the City Council shall place said member on a Disability Pension.

Any divergence in these two (2) physicians' evaluations which results in the member not being eligible for a Disability Pension, shall at the option of the affected member or Local 1363 International Association of Fire Fighters, AFL-CIO, be submitted to a third party physician for a further evaluation of the member's illness or injury. This neutral physician shall specialize in the particular area of the said member's illness or injury. This neutral physician shall be selected by the member's primary care physician and the City's physician. The decision rendered by the neutral third-party physician shall be based on thorough examination and evaluation of said member, and a complete review of all necessary documentation submitted by both parties. The decision of the neutral third-party physician shall be the final medical determination on whether said member is eligible for a Disability Pension.

In the event the member's selected physician and the City's selected physician are unable to agree on a neutral physician, an application shall be made to the Executive Director of the Rhode Island Medical Association who shall select a physician in the specialized area of said member's particular disability. The results of these evaluations by both parties' physicians and the medical determination of the neutral physician shall be forwarded to the Mayor for his recommendation. The Mayor's written

recommendation and the medical evaluation by all physicians shall be forwarded to the Council for review. Based on the Mayor's recommendation and the medical evaluation, the City Council shall place said member on a Disability Pension.

Section 28 - Vested Pension Contractual Clause

All members of Local 1363 International Association of Fire Fighters who are enrolled in the City of Cranston Fire Fighters' Pension will be vested in their particular type funding plans on the completion of ten (10) years of service in the Cranston Fire Department.

Vested members in either funding plan shall earn a pension credit of two and one-half (2-1/2%) percent per year of service with the Cranston Fire Department. This vested pension payment to said member shall be no less than twenty-five (25%) percent for ten (10) years of credited service and no more than forty-seven and one-half (47-1/2%) percent for nineteen (19) years of credited service in the Cranston Fire Department based on a member's rank and years of service as applied to the member's weekly salary, holiday pay, and earned longevity as applied to weekly salary and holiday at the time of leaving the employment of the Cranston Fire Department. After the completion of ten (10) years of service in the Cranston Fire Department any year in which a member completes over six (6) months of service will be credited with a complete year of credited service. A member's years of service commence with the member's appointment date to the Cranston Fire Department.

The vested pension payment benefit shall be paid when a member reaches the age of fifty-five (55) years. In the event the member dies before reaching their fifty-fifth (55th) birthday, the member's widow or eligible dependents shall receive sixty-seven and one-half (67-1/2%) percent of this vested pension benefit when the member would have attained the age of fifty-five (55) years. This payment of sixty-seven and one-half (67-1/2%) percent will continue until the death of the member's widow or the non-eligibility of covered dependents.

There shall be no escalation (full or otherwise) of pension benefits provided for by the vested pension to any member, their widow or eligible dependents as presently contained in the present plan.

There shall be no additional five (5%) percent escalation of pension benefits provided for by the

vested pension to any member on their reaching fifty-five (55) years of age as presently contained in the present plan.

Section 29 - Severance Pay At Retirement And Death

All payment of unused sick leave, unused vacation pay, voluntary and deferred vacation days, and involuntary deferred holidays with longevity (1991-1992 Agreement) shall be paid in one payment.

Section 30 – Severability of Provisions

If any term or provision of this Agreement is at any time during the life of this Agreement, adjudged by a court or administrative body of competent jurisdiction to be in conflict with any law, such term or provision shall become invalid and unenforceable, but such invalidity or unenforceability shall not impair or affect any other term or provision of this Agreement.

Within thirty (30) calendar days after a provision has been declared invalid, the parties will commence negotiations with regard to such invalidated provision and any other provisions of this Agreement which are affected by the invalidation. If the parties are unable to agree on replacement language for the invalidated provision, either party may submit the matter to binding arbitration as set forth on the affected provision(s) only.

Section 31 – Marine Units

The Cranston Fire Department shall staff, operate, and maintain the City of Cranston Fire/Rescue Boats. The Marine Units shall be placed in service year-round.

Section 32 – Members Assistance Program (MAP)

The City recognizes Local 1363 as the administrator of the Fire Department's Members Assistance Program (formerly referred to as the Employees Assistance Program). The city will contribute the sum of six thousand (\$6000.00) dollars yearly, payable on July 1 of each year to the MAP. This money will be used for the MAP only, including but not limited to the certification and recertification of the MAP counselors.

Section 33 - Mechanics Certification:

Employees in the maintenance division will receive an increase in their hourly rate of pay for obtaining the following certifications:

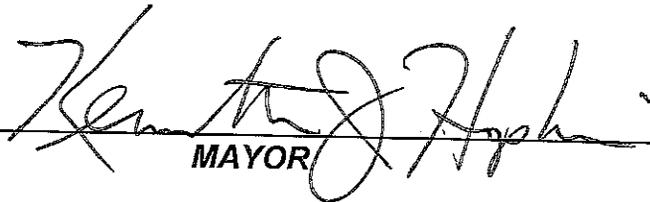
Any Automotive Service Excellence (ASE) certifications associated with the Emergency Vehicle Technician course the members will receive twenty (.20) cents per hour. Upon receipt of each of the following certifications, Ambulance Technician and Fire Apparatus Technician, the member will receive an additional fifty (.50) cents per hour.

Section 34 – Duration of Agreement

This Agreement is effective from July 1, 2022 and shall continue in full force and effect through midnight on June 30, 2025. If for any reason whatsoever at the end of the term of this contract a new contract has not been agreed upon between Local 1363 (IAFF) and the City Of Cranston, this contract will remain in effect until such time as a new contract is agreed upon.

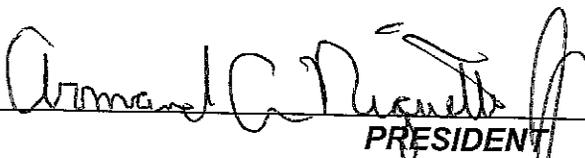
IN WITNESS WHEREOF, the said CITY OF CRANSTON has caused this instrument to be executed and its corporate seal to be affixed by Michael Igoe, its Acting Finance Director and by Kenneth J. Hopkins, its Mayor, thereunto duly authorized by the City Council of the City of Cranston as of the day and year first above written and the said LOCAL 1363, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, has caused this instrument to be signed by Armand Niquette, its President, thereunto duly authorized as of the day and year first above written.

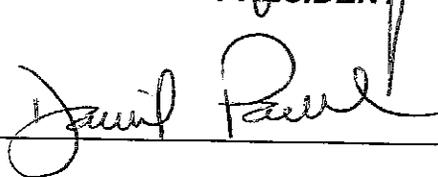
CITY OF CRANSTON

BY: 
MAYOR

BY: 
ACTING FINANCE DIRECTOR

**LOCAL 1363, INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS, AFL-CIO**

BY: 
PRESIDENT

WITNESSES  

City of Cranston
Bargaining Unit Salary Listing

BargUnit	Description	GradeSch	Grade	Note	Description	Effective	Step	Annual	7/1/2022	7/1/2023	7/1/2024
FI -3	Fire Fighter	FI	1		CONTRACTUAL INCREASE 3%	#####	1	64,127.70	64,768.98	66,064.36	67,385.64
FI -3	Fire Fighter	FI	1		CONTRACTUAL INCREASE 3%	#####	2	66,700.66	67,367.67	68,715.02	70,089.32
FI -3	Fire Fighter	FI	2		CONTRACTUAL INCREASE 3%	#####	1	66,700.66	67,367.67	68,715.02	70,089.32
FI -3	Fire Fighter	FI	2		CONTRACTUAL INCREASE 3%	#####	2	69,226.30	69,918.56	71,316.93	72,743.27
FI -3	Fire Fighter	FI	3		CONTRACTUAL INCREASE 3%	#####	1	69,226.30	69,918.56	71,316.93	72,743.27
FI -3	Fire Fighter	FI	3		CONTRACTUAL INCREASE 3%	#####	2	72,096.70	72,817.67	74,274.02	75,759.50
FI -3	Fire Fighter	FI	4		CONTRACTUAL INCREASE 3%	#####	1	72,096.70	72,817.67	74,274.02	75,759.50
FI -3	Lieutenant	FI	5		CONTRACTUAL INCREASE 3%	#####	1	78,165.62	78,947.28	80,526.22	82,136.75
FI -3	Captain	FI	6		CONTRACTUAL INCREASE 3%	#####	1	84,845.80	85,694.26	87,408.14	89,166.31
FI -3	Battalion Chief	FI	7		CONTRACTUAL INCREASE 3%	#####	1	92,492.01	93,416.93	95,285.27	97,190.97
FI -3	Deputy Chief	FI	7		CONTRACTUAL INCREASE 3%	#####	1	100,138.22	101,139.60	103,162.39	105,225.64
FI -3	Assistant Chief	FI	8		CONTRACTUAL INCREASE 3%	#####	1	106,511.08	107,576.19	109,727.71	111,922.27
FI -1	Chief	FI	9	???	AD or FI	#####	1	118,506.21	120,876.34		
Selection Criteria											
Bargaining Unit: 'FI 3'											
Effective Date: '07012021'											

Ornelo...
Dem...

301

THE CITY OF CRANSTON

**RESOLUTION OF THE CITY COUNCIL
AUTHORIZING REAL ESTATE TAX ABATEMENTS AS
RECOMMENDED BY CITY ASSESSOR**

No. 2022-26

Passed:
August 22, 2022**Christopher G. Paplauskas, Council President****Resolved, That**

The request of the City Assessor for the following abatements for manifest errors and reasons therein stated be granted and that a certified copy of this Resolution be for the respective amounts a sufficient voucher for the City Treasurer.

(See attached list of Abatements)

H/RES.RE ABATE

MKENNETH J. HOPKINS
MAYOR



KENNETH MALLETT
CITY ASSESSOR

DAVID COLE
DEPUTY ASSESSOR

DIVISION OF ASSESSMENT
869 PARK AVE
CRANSTON, RI 02910

MEMO

DATE: July 26, 2022
TO: His Honor the Mayor and the Honorable City Council
FROM: City Assessor
RE: Real Estate Abatements

The following assessments are recommended for abatement in the amounts and for the reasons hereinafter set forth.

<u>Assessment Date</u>	<u>Value</u>	<u>Tax</u>
December 31, 2017	9,014	182.89
December 31, 2018	8,806	182.90
December 31, 2019	8,806	182.90
December 31, 2020	20,322	365.80
December 31, 2021	<u>265,652</u>	<u>4,917.25</u>
Totals:	312,600	5,831.74

David Cole
Deputy Assessor

2018 Abatement List

1
 0223641501 022-0240-000
 Location 33 PHEASANT HILL LANE
 BEAUDRY TIMOTHY
 BEAUDRY LINDA R T/E
 33 PHEASANT HILL LANE
 CRANSTON RI 02921-1254

0000000000 000-0000-000
 Location

0000000000 000-0000-000
 Location

Original Value 340600
 EXEMPTION OMIT : 9014
 Adjusted : 331586

Original :
 Adjusted :

Value
 Tax

Original :
 Adjusted :

Value
 Tax

 Original Value 340600
 Abatements : 9014
 Adjusted : 331586
 Tax 6362.29
 182.89 on 1
 6179.40 Accounts

2019 Abatement List

1 0223641501 022-0240-000
 Location 33 PHEASANT HILL LANE
 BEAUDRY TIMOTHY
 BEAUDRY LINDA R T/E
 33 PHEASANT HILL LANE
 CRANSTON RI 02921-1254

0000000000 000-0000-000
 Location

0000000000 000-0000-000
 Location

Original Value 340600
 EXEMPTION OMIT : 8806
 Adjusted : 331794

Tax 6525.77
 Original :
 Adjusted : 6342.87

Value

Tax

Value

Tax

Original Value 340600
 Abatements : 8806
 Adjusted : 331794

Tax 6525.77
 Original :
 Adjusted : 6342.87

on 1 Accounts

City of Cranston
Council Abatement List

2020 Abatement List

1
0223641501 022-0240-000
Location 33 PHEASANT HILL LANE
BEAUDRY TIMOTHY
BEAUDRY LINDA R T/E
33 PHEASANT HILL LANE
CRANSTON RI 02921-1254

0000000000 000-0000-000
Location

0000000000 000-0000-000
Location

Original Value : 340600
EXEMPTION OMIT : 8806
Adjusted : 331794

Tax
Original : 6525.77
Adjusted : 182.90
Adjusted : 6342.87

Original
Adjusted

:

Value

Tax

Original
Adjusted

:

Value

Tax

Original Value : 340600
Abatements : 8806
Adjusted : 331794

Tax
Original : 6525.77
Adjusted : 182.90
Adjusted : 6342.87

on 1

Accounts

2021 Abatement List

1 0110686001 018-1749-000
 Location 70 LOCUST GLEN DRIVE
 ASH DENISE
 ASH LARRY D T/E
 70 LOCUST GLEN DRIVE
 CRANSTON RI 02921-1020

2 0223641501 022-0240-000
 Location 33 PHEASANT HILL LANE
 BEAUDRY TIMOTHY
 BEAUDRY LINDA R T/E
 33 PHEASANT HILL LANE
 CRANSTON RI 02921-1254

Location 0000000000 000-0000-000

Original Value : 218600
 EXEMPTION OMIT : 10161
 Adjusted : 208439
 Tax : 3386.30
 182.90
 3203.40

Original Value : 387400
 EXEMPTION OMIT : 10161
 Adjusted : 377239
 Tax : 6424.70
 182.90
 6241.80

Original Value :
 Adjusted :
 Tax :

 Original Value : 606000
 Abatements : 20322
 Adjusted : 585678
 Tax : 9811.00
 365.80
 9445.20
 on 2 Accounts

2022 Abatement List

Abatement #	Address	Original Value	Original Tax	Exemption Omit	Adjusted Value	Adjusted Tax
1	0110686001 018-1749-000 Location 70 LOCUST GLEN DRIVE ASH DENISE ASH LARRY D T/E 70 LOCUST GLEN DRIVE CRANSTON RI 02921-1020	218600	3497.78	9881	208719	3314.88
2	0223641501 022-0240-000 Location 33 PHEASANT HILL LANE BRAUDRY TIMOTHY BRAUDRY LINDA R T/E 33 PHEASANT HILL LANE CRANSTON RI 02921-1254	387400	6622.26	9881	377519	6439.36
3	0332360501 011-3118-000 Location 52 DEERFIELD ROAD CATONTI RICHARD L CATONTI CAROL J T/E 52 DEERFIELD RD CRANSTON RI 02920-5645	305500	5654.81	29633	275867	5106.30
4	0314615001 007-3442-000 Location 4 MICA AVENUE COLE EDWARD COLE ANN T/E 1 CLEMENCE LANE C/O JOSEPH COLE JOHNSTON RI 02919-2210	291600	5397.52	39514	252086	4666.11
5	0411148001 007-2107-000 Location 65 DOANE STREET DIPIETRO RICHARD DIPIETRO DEBORAH JT 65 DOANE STREET CRANSTON RI 02910-0000	206300	3818.61	39514	166786	3087.20
6	0611762901 015-1338-000 Location 39 CARNATION DRIVE FIORE LORRAINE P GOODRICH EDWARD W JT 39 CARNATION DR CRANSTON RI 02920-3102	289400	5356.79	29633	259767	4808.28
7	0611753601 018-1333-000 Location 5 ALLARD STREET FORTADO NATALIE R LIFE ESTATE 5 ALLARD STREET CRANSTON RI 02920-1607	193700	3585.39	29633	164067	3036.88
8	0714438501 011-0917-000 Location 17 B STREET GANGLI CHARLES 17 B STREET CRANSTON RI 02920-0000	242900	3764.67	46230	196670	2908.95
9	1314333002 002-0520-000 Location 116 BAY VIEW AVENUE LAMBERT LOUANNIE HANKINS WENDY A CO-TRUSTEES 116 BAY VIEW AVENUE CRANSTON RI 02905-4207	240000	4442.40	29633	210367	3893.89

10 1432927001 002-2889-000
Location 29 RHODES AVENUE
MENDES YARITZA N
PERALTA JOSE M JT
10 GREENWOOD ST
PROVIDENCE RI 02909-3604

Location 0000000000 000-0000-000

2022 Abatement List

Location 0000000000 000-0000-000

Original	:	Value		Original	:	Value		Original	:	Value		Original	:	Value		Original	:	Value	
LISTING ERROR	:	232900		4310.98	:				:				:				:		
Adjusted	:	230800		38.87	:				:				:				:		
	:			4272.11	:				:				:				:		

Original	:	Value		Value		Tax	
Abatements	:	2608300		46451.21			
Adjusted	:	265652		4917.25			
	:	2342648		41533.96			

on 10 Accounts

302

THE CITY OF CRANSTON

RESOLUTION OF THE CITY COUNCIL
AUTHORIZING TANGIBLE TAX ABATEMENTS AS RECOMMENDED BY CITY
ASSESSOR

No. 2022-27

Passed:
August 22, 2022


Christopher G. Paplauskas, Council President

Resolved, That

The request of the City Assessor for the following abatements for manifest errors and reasons therein stated be granted and that a certified copy of this Resolution be for the respective amounts a sufficient voucher for the City Treasurer.

(See attached list of Abatements)

KENNETH J HOPKINS
MAYOR



KENNETH MALLETTE
CITY ASSESSOR

DAVID COLE
DEPUTY ASSESSOR

DIVISION OF ASSESSMENT
869 PARK AVE
CRANSTON, RI 02910

MEMO

DATE: July 26, 2022
TO: His Honor the Mayor and the Honorable City Council
FROM: City Assessor
RE: Tangible Abatements

The following assessments are recommended for abatement in the amounts and for the reasons hereinafter set forth.

<u>Assessment Date</u>	<u>Value</u>	<u>Tax</u>
December 31, 2021	105,390	2,926.68
December 31, 2020	<u>72,855</u>	<u>1,967.09</u>
Totals:	178,245	4,893.77

David Cole
Deputy Assessor

2021 Abatement List

1
 0323858501 990-3238-585
 Location 1381 CRANSTON ST
 CRANSTON PRINT WORKS
 CRANSTON PRINT WORKS CO
 1381 CRANSTON ST
 CRANSTON RI 02920-0000

0000000000 000-0000-000
 Location

0000000000 000-0000-000
 Location

Original : Value
 OUT OF BUSINESS : 72855
 Adjusted : 72855

Original : Value
 Adjusted : Value
 Tax 1967.09
 Tax 1967.09

Original : Value
 Adjusted : Value
 Tax
 Tax

 Original : Value
 Abatements : 72855
 Adjusted : 72855
 Tax 1967.09
 on 1
 Accounts

2022 Abatement List

1 2208145401 992-2081-454
 Location 87 WARRICK AVE
 USA PREP SERVICES
 USA PREP SERVICES INC
 95 WARRICK AVE
 CRANSTON RI 02905-0000

2 0323858501 990-3238-585
 Location 1381 CRANSTON ST
 CRANSTON PRINT WORKS
 CRANSTON PRINT WORKS CO
 1381 CRANSTON ST
 CRANSTON RI 02920-0000

0000000000 000-0000-000
 Location

Original Value : 35000
 LISTING ERROR : 35000
 Adjusted : 35000
 Tax 971.95
 Tax 971.95

Original Value : 70390
 OUT OF BUSINESSES : 70390
 Adjusted : 70390
 Tax 1954.73
 Tax 1954.73

Original Value :
 Adjusted :
 Tax

 Original Value : 105390
 Abatements : 105390
 Adjusted : 2926.68
 Tax 2926.68
 on 2 Accounts

303

July 2022 Waiver of Interest Applications

Recommend To Approve:

<u>NAME</u>	<u>ADDRESS</u>	<u>TAX AMT</u>	<u>INTEREST</u>	<u>REASON</u>
Aceto, Benedetta	21 Furnace Hill Road	\$ 4,461.64	\$ 353.88	Recent Death
Coughlin, Stephen & Laura	15 Alpine Estates Drive	\$ 2,288.95	\$ 274.59	Best Interest
Molina, Clemencia	26 Blue Jay Drive	\$ 1,257.30	\$ 150.88	Hardship

Recommend To Deny:

<u>NAME</u>	<u>ADDRESS</u>	<u>TAX AMT</u>	<u>INTEREST</u>	<u>REASON</u>

304

Legal Expense Analysis

7/1/22 - 8/22/22

Law Firm	Invoice #	Invoice Amount	Amount Paid
Christopher J. Zangari			\$225.00
<i>Legal Matter: Morse Estate - 6/17/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
7/22/2022	00029	\$225.00	\$225.00
DeSisto Law LLC			\$1,132.00
<i>Legal Matter: Coastal Partners - 6/9/22 - 6/23/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
7/15/2022	4555	\$1,132.00	\$1,132.00
George M. Cappello, Ltd.			\$1,700.00
<i>Legal Matter: Tax Issues - 6/8/22 - 6/27/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
7/22/2022		\$1,700.00	\$1,700.00
Inman & Tourgee (Lauren V. Iannelli, Esq.)			\$1,300.00
<i>Legal Matter: Prosecution - 7/11/22 - 7/29/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
8/15/2022		\$1,300.00	\$1,300.00
Olenn & Penza, LLP			\$417.50
<i>Legal Matter: Mattiello - 6/28/22 - 6/29/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
7/15/2022	MJC7971/1	\$350.00	\$350.00
<i>Legal Matter: Mattiello - 7/12/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
8/16/2022	MJC7971/1	\$67.50	\$67.50
Pannone Lopes Devereaux & O'Gara LLC			\$4,001.82
<i>Legal Matter: Gian Mattiello - 6/3/22 - 6/29/22</i>			
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>	<i>Amount Paid</i>
7/22/2022	60624	\$4,001.82	\$4,001.82

Legal Expense Analysis

7/1/22 - 8/22/22

Law Firm	Name	Total Amount
Law Firm	Christopher J. Zangari	\$225.00
<i>Legal Matter: Morse Estate - 6/17/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
7/22/2022	00029	\$225.00
		Amount Paid
		\$225.00
Law Firm	DeSisto Law LLC	\$1,132.00
<i>Legal Matter: Coastal Partners - 6/9/22 - 6/23/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
7/15/2022	4555	\$1,132.00
		Amount Paid
		\$1,132.00
Law Firm	George M. Cappello, Ltd.	\$1,700.00
<i>Legal Matter: Tax Issues - 6/8/22 - 6/27/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
7/22/2022		\$1,700.00
		Amount Paid
		\$1,700.00
Law Firm	Inman & Tourgee (Lauren V. Iannelli, Esq.)	\$1,300.00
<i>Legal Matter: Prosecution - 7/11/22 - 7/29/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
8/15/2022		\$1,300.00
		Amount Paid
		\$1,300.00
Law Firm	Olenn & Penza, LLP	\$417.50
<i>Legal Matter: Mattiello - 6/28/22 - 6/29/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
7/15/2022	MJC7971/1	\$350.00
		Amount Paid
		\$350.00
<i>Legal Matter: Mattiello - 7/12/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
8/16/2022	MJC7971/1	\$67.50
		Amount Paid
		\$67.50
Law Firm	Pannone Lopes Devereaux & O'Gara LLC	\$4,001.82
<i>Legal Matter: Gian Mattiello - 6/3/22 - 6/29/22</i>		
<i>Date Paid</i>	<i>Invoice #</i>	<i>Invoice Amount</i>
7/22/2022	60624	\$4,001.82
		Amount Paid
		\$4,001.82

8-22-01

THE CITY OF CRANSTON

ORDINANCE OF THE CITY COUNCIL

CREATION OF CHAPTER 46 OF TITLE 8 OF THE CODE OF THE CITY OF CRANSTON, 2005, ENTITLED "CONSUMPTION OF MARIJUANA IN PUBLIC PLACES, ETC."

No.

Passed:

Christopher G. Paplauskas, Council President

Approved:

Kenneth J. Hopkins, Mayor

It is ordained by the City Council of the City of Cranston as follows:

Section 1. Chapter 46 is hereby created by adding the following to **Title 8** – "Health and Safety" of the City Code:

8.46 – Consumption of Marijuana in Public Places, Etc.

(a) Definitions.

- (1) For purposes of this section, the following terms have the following meanings:
Public Place. Any place to which the public or a substantial group of persons has access and/or view. A "public place" includes, but shall not be limited to, any public street or right-of-way of the City of Cranston, and associated sidewalks, walkways, alley and alleyways, parking lots, buildings and grounds associated with those buildings that are open to the public, and those portions of apartment houses, apartment buildings and hotels not constituting rooms or apartments designed for actual residences.
- (2) For purposes of this section, all parks, athletic facilities, recreational facilities and conservation areas owned by the City of Cranston shall also constitute public places.

42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68

(b) It shall be unlawful for any person to consume marijuana, whether by smoking vaping, or any other method, in a public place as set forth in section (a)(1).

(c) It shall be unlawful for any person to consume marijuana, whether by smoking, vaping, or any other method, while operating, or occupying a motor vehicle as a passenger, on a public roadway.

(d) Enforcement.

(1) Any person who violates the provisions of this Chapter may be fined \$100 for the first offense, up to \$250 for a second offense, and up to \$500 for a third offense.

Section 2. This Ordinance shall take effect upon its final adoption.

Positive Endorsement:

Negative Endorsement: (Attach reasons)

City Solicitor

Date

City Solicitor

Date

Sponsored by Councilman Reilly

Referred to Ordinance Committee September 15, 2022

8-22-03

THE CITY OF CRANSTON

ORDINANCE OF THE CITY COUNCIL

IN AMENDMENT OF TITLE 10, CHAPTER 32, SECTION 090 OF THE CODE OF THE CITY OF CRANSTON, 2005, ENTITLED "MOTOR VEHICLES AND TRAFFIC" (Tabor St. No Parking)

No.

Passed:

Christopher G. Paplauskas, Council President

Approved:

Kenneth J. Hopkins, Mayor

It is Ordained by the City of Cranston City Council as follows:

Section 1. Title 10, Chapter 32, Section 090 captioned as "No parking on certain streets – Monday through Friday" is hereby amended by adding the following street:

Tabor Street on both sides of the street for the entire length of the street.

Section 2. This Ordinance shall take effect upon its final adoption.

Positive Endorsement:

Negative Endorsement: (Attach reasons)

City Solicitor

Date

City Solicitor

Date

Sponsored by Council President Paplauskas

Referred to Ordinance Committee September 15, 2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

THE CITY OF CRANSTON

RESOLUTION OF THE CITY COUNCIL
SUPPORTING THE CITY'S PARTICIPATION IN THE CLIMATE RESILIENCE BUILDING PROGRAM

No.

Passed:

Christopher G. Paplauskas, Council President

Resolved that,

WHEREAS, The City the of Cranston

- recognizes that the effects of climate change impact the lives of our citizens as extreme weather events occur more frequently; and
- is committed to planning for the impacts of climate change and will participate in a Climate Resilience Building workshop (hereinafter "CRB Workshop"); and
- will assign a qualified professional of the City who shall be responsible for assembling a core team to support such CRB projects that fall within the purview of the program and will encourage other City officials, department heads, boards and commission to participate in any and all CRB workshops; and
- is committed to providing resources for sufficient staff time to assure community engagement and the successful completion of a CRB workshop.

NOW, THEREFORE, BE IT RESOLVED THAT, the Honorable Cranston City Council:

1. Shall enter into an agreement with the Rhode Island Infrastructure Bank to complete the CRB process and become designated as a "Resilient Rhody Municipality".

Sponsored by: Council President Paplauskas

Referred to Finance Committee September 12, 2022

309



MAYOR
Kenneth J. Hopkins
Cranston City Hall
869 Park Avenue
Cranston, Rhode Island 02910

RECEIVED
22 AUG 16 PM 1:40
CRANSTON
CITY CLERK

Madam Clerk,

Pursuant to City of Cranston Code Section 2.08.110, Mayor Kenneth Hopkins hereby submits to the City Council the following nomination subject to the Council's advice and consent:

Richard Mancini as Administrative Assistant Chief.

Please refer this nomination to the Finance Committee.

Thank you.

