

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN THE

CITY OF CRANSTON

AND

GENERAL TEAMSTERS

LOCAL UNION NO. 251

Affiliated with the International Brotherhood of Teamsters

Municipal Employees

For the Term

JULY 1, 2024 – JUNE 30, 2027

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INTRODUCTION

This agreement is entered into by and between the City of Cranston (hereinafter referred to as "City" or "Employer") and the Teamsters Local Union No. 251 (hereinafter referred to as the "Union" or "Teamsters") and has as its purpose the promotion of harmonious relations and peaceful procedures for the resolution of differences and the establishment of rates of pay, hours of work and other terms and conditions of employment.

ARTICLE 1 **RECOGNITION**

Section 1. Sole and Exclusive Bargaining Agent

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours of work and other terms and conditions of employment for those employees certified by the Rhode Island State Labor Relations Board in Representation Case No. EE-3538, as amended, including the election held on March 6, 2000, which excludes certain employees of the City's Police, Fire, and Public Works departments and such other employees as may lawfully be determined to be excluded from the bargaining unit.

The Employer agrees not to enter into any agreement or contract with members of the bargaining unit, individually or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such agreement entered into shall be null and void.

The term "employee", as used in this agreement, means a full-time, permanent employee of the City of Cranston in those positions included within the bargaining unit in Case No. EE-3538. Those positions included in the bargaining unit are: Assistant City Clerk, All Senior Clerks, Principal Clerks, and Clerks, Administrative Court Assistant, Canvassing Aide, Data Entry and Maintenance Specialist, Bilingual Elections Specialist, Economic Development Aide, Permit Technician, Chief Finance Clerk, Payroll/Benefits Clerk, Payables/Pension Clerk, Purchasing Clerk, Senior Cashier, All Cashiers, Data Entry Transcriptionist, Internal Auditor*, City Controller*, Traffic Engineer, Assessment Aide Technician, Network Server Technician, Network Manager, GIS Program Manager, Communications Technician, Programmer, Senior Tax Revenue Agent, Principal Planner, Senior Planner, Alternate Building Official, Field Inspector/Plan Reviewer, Mechanical/Plumbing Inspector, Electrical Inspector, Plan Review/Zoning Inspector, Minimum Housing Inspector, Building Inspector, Civilian Records Chief, Chief Engineer, Chief Surveyor, Senior Engineering Technician, Social Worker, Adult Day Care CNA, Caseworker/Manager, Assistant Dispatcher/Coordinator/ Driver, Chef, Assistant Chef, Cook, Claims Examiner, Environmental Scientist/Engineer, Deputy Tax Assessor, Purchasing Agent,

Animal Control Officer, AC Supervisor, Kennel Custodian/Shelter Operator, Data Entry Clerk, Bookkeeper, CDBG Program Assistant, CDBG Resource Specialist, Fleet Manager, Asst. Director Senior Service, Social Services Director, RSVP Director, Assistant Radio Officer, Dispatcher, Rodent Control Coordinator, Recreation Program Aide, Senior Programs Coordinator, Finance and Compliance Officer, Environmental Program Manager, Highway Superintendent, Highway and Recreation Foremen, General Foremen, Adult Day Care Director, Food Service Manager, Career Employment Counselor. Employees absent due to active military service shall not be covered by this agreement except to the extent required by law or as expressly otherwise provided by their explicit inclusion within other individual sections of this agreement.

*Internal Auditor and Controller – These two (2) positions become NON-UNION once vacated by present employees per agreement January 18, 2006.

ARTICLE 2

DUES DEDUCTIONS; INDEMNIFICATION

Section 1. Employer Advice to New Employees.

The Employer will advise all new full-time permanent employees at the time of employment, in writing or by email (which shall be copied to the Department Steward and the Union Business Agent), that the Union is their exclusive bargaining unit representative and the City shall include a mutually acceptable notice that, in accordance with the CBA, the Union will be meeting with the new employee for new bargaining unit orientation.

The Employer agrees to notify the Union, in writing or by email (which shall be copied to the Department Steward and the Union Business Agent), within five (5) days of actual commencement of employment of all full-time permanent employees. The notification shall include the name, address, date of commencement of employment, job classification and department for which they were hired.

The Union Business agent (or his/her designee) shall be permitted up to one half (1/2) hour to meet with each newly hired employee on paid time for the purpose of conducting new bargaining unit orientation. The new bargaining unit member orientation shall be held within the first twenty-one (21) days following an employee's date of hire.

Section 2. Dues Deduction.

Upon receipt by the Employer of a signed, voluntary authorization form by the employee, the Employer agrees to deduct Union membership dues and service charges levied in accordance with its constitution and by-laws from the pay of said employee and remit the aggregate amount

to the Treasurer of the Union along with a list of employees from whose pay and the dollar amount said dues shall have been deducted. Such remittance shall be made contemporaneously with the distribution of payroll remittance to employees. The Employer shall immediately notify the Union in the event that any employee attempts to revoke his/her checkoff authorization.

Section 3. Dues Deduction Authorization Form.

This section was removed 7/1/18.

Section 4. Service Charge.

This section was removed 7/1/18.

Section 5. Indemnification.

The Union shall indemnify and hold harmless the Employer and any of its agents and employees performing required duties of the Employer against any and all claims, suits, orders and judgments of any nature brought or issued against the Employer as result of the Employer's compliance with Section 2 of this Article, including without limitation all costs and reasonable counsel fees.

Section 6. D.R.I.V.E.

The Employer agrees to deduct from the paycheck of all employees who submit authorization cards and are covered by this Agreement voluntary contributions to D.R.I.V.E. D.R.I.V.E. shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her payroll remittance on a bi-weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to:

DRIVE Accounting Department
Int'l Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001

Send on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's social security number and the amount deducted from the employee's paycheck. No such authorization shall be recognized if in violation of State and Federal law. No deductions shall be made which is prohibited by applicable law. After giving the Employer advance notice, any official of the International or Local

Union shall be permitted reasonable access to the Employer's premises for the purpose of discussing D.R.I.V.E. participation on the premises during non-work time, provided such access shall not interfere with the conduct of the Employer's business.

ARTICLE 3

NEUTRAL REFERENCES/NON-DISCRIMINATION

Section 1. Neutral References.

All references in this agreement to an "employee" or "employees" as well as use of the pronoun "he" are intended to include both genders. When the male gender is used, it shall be construed to include male and female employees.

Section 2. Non-Discrimination.

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, sexual orientation or preference, transgender status/gender identity, or other basis of discrimination recognized by state or federal law. The Employer and Union mutually agree that there will be no discrimination against an employee because he 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.

ARTICLE 4

MANAGEMENT RIGHTS

Section 1. Scope of Management Rights.

Except to the extent that there is contained in this agreement express and specific provisions to the contrary, all of the authority, power, rights, jurisdiction and responsibilities of the Employer are retained by and reserved exclusively to it, including but not limited to: the right to direct, hire, layoff, promote, transfer and assign employees within the bargaining unit, or to suspend, demote, discharge or otherwise discipline said employees for just cause, or to relieve employees from duties because of lack of work or economic or operational reasons; to maintain the efficiencies of the operations and to determine the methods, means, processes and personnel by which such operations are to be conducted, including the right to subcontract or privatize. The Employer has the right to promulgate reasonable rules and regulations pertinent to the employees covered by this agreement, so long as these rules and regulations or any of the rights in this article do not conflict with the terms and conditions of this agreement and applicable law.

Section 2. Civil Service Rules and Regulations.

The City's Civil Service Rules and Regulations and City Charter now existing are incorporated by reference as if fully set forth herein. To the extent that any provisions of the Civil Services Rules and Regulations conflict with the express provisions of this agreement, any such conflict shall be resolved in favor of this agreement. The parties shall likewise comply with the City Charter.

ARTICLE 5 **NO STRIKE/NO LOCKOUT**

Section 1. Proscribed Activity by Employees/Employer.

No employee covered by this agreement shall engage in, induce, cause or encourage any strike, sit-down, sit-in, work slowdown, work cessation, work stoppage, work interruption, work boycott, refusal to perform duties (including collective absenteeism for alleged illness) or withholding of services of any kind for any reason during the life of this agreement. The Employer will not cause a lockout of any employee.

Section 2. Proscribed Activity by Union and Its Representatives.

Further, the Union and its representatives shall not in any way, directly or indirectly, authorize, assist, encourage, induce, participate in or sanction any strike, sit down, sit-in, slowdown, work cessation, work stoppage, or work interruption, work boycott, refusal to perform duties (including collective absenteeism for alleged illness) or withholding of services of any kind during the life of this agreement, or ratify, condone or lend support to any such conduct or action. The Union agrees that if any unauthorized or wildcat work stoppage, slowdown, strike, or any picketing which has the effect of impeding or obstructing the City's governmental functions shall take place, it will immediately notify such employees so engaging in such unauthorized activities to cease and desist, and shall publicly declare that such work stoppage, slowdown, strike, or picketing is illegal and unauthorized. It shall be grounds for the City to discharge any employee engaging in any strike, work stoppage, slowdown, or picketing which has the effect of impeding or obstructing the governmental operations of the City. The Union and its employees reserve the right to carry on informational picketing which does not have the effect of obstructing or impeding City governmental functions. Nothing herein shall be construed to abridge employees' constitutionally protected rights.

ARTICLE 6
HOURS OF WORK, SHIFTS AND BREAK PERIODS;
UNION REPRESENTATIVES; LEAVE FOR UNION DUTIES

Section 1. Work Week, Shifts and Break Periods; Union Representatives; Leave for Union Duties.

The work week, shifts and break periods of employees shall be as follows:

(a) Civilian Dispatchers

(1) The regular work week for civilian dispatchers of the CPD shall average thirty seven and one-half (37.5) hours consisting of four (4) days on and two (2) days off.

Shifts shall be as follows:

- 1st shift: 7:45 a.m. to 3:45 p.m.
- 2nd shift: 3:45 p.m. to 11:45 p.m.
- 3rd shift: 11:45 p.m. to 7:45 a.m.

provided, however, that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of the department, to enhance the efficiency of the department or to maximize the delivery of services to the public.

(2) Civilian dispatchers of the CPD shall be allowed a one-half (½) hour unpaid meal break at a reasonable juncture during the work shift; provided however, that the Officer in Charge may, at his discretion, deny said meal break if circumstances should require, in which event, the dispatcher shall receive overtime or compensatory time for the extra one-half hour of work, as provided in Article 7 hereof.

(3) Civilian dispatchers of the CPD shall be allowed one (1) fifteen (15) minute paid break during the first half of their shift and one (1) fifteen (15) minute paid break during the second half of their shift. The timing of such breaks shall be determined by the Chief of Police or his designee.

(4) Bidding for shifts for civilian dispatchers of the CPD shall be conducted on a seniority basis. Seniority for these purposes shall be defined as continuous service in the position of dispatcher.

(b) City Hall, Sockanosett Building employees, police civilian employees other than dispatchers and clerical staff in Parks and Recreation

The regular work week for all City Hall employees shall consist of five (5) consecutive days within a calendar week, beginning on a Monday and ending on a Friday. Each shift shall consist of seven (7) paid hours of work and an unpaid meal break of one (1) hour. One (1) fifteen (15) minute paid break shall be allowed during the first half of the shift and one (1) fifteen (15) minute paid break shall be allowed during the second half of the shift. The timing of such breaks shall be determined by the department head or his designee.

Shifts shall be 8:30 a.m. to 4:30 p.m. year-round; provided, however, that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of a department, to enhance the efficiency of a department or to maximize the delivery of services to the public. 35 hour work week.

(c) Highway, Parks and Recreation

The regular work week for all employees in Highway including building maintenance and vehicle maintenance, Parks and Recreation (but excluding clerical staff in Parks and Recreation) shall consist of five (5) consecutive days within a calendar week, beginning on a Monday and ending on a Friday. Each shift shall consist of seven and one-half (7.5) paid hours of work and an unpaid meal break of one-half (½) hour; 37.5 hour work week.

For clerical employees each shift shall consist of seven (7) paid hours of work and an unpaid meal break of one (1) hour. One (1) fifteen (15) minutes paid break shall be allowed during the first half of the shift and one (1) fifteen (15) minute paid break shall be allowed during the second half of the shift. The timing of such breaks shall be determined by the department head or his designee. 35 hour work week.

Shifts shall be from 7:00 a.m. to 3:00 p.m.; provided, however, that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of a department, to enhance the efficiency of a department or to maximize the delivery of services to the public.

(d) Animal Control

The regular work week for all Animal Control employees shall consist of five (5) consecutive days on, followed by two (2) days off. Each shift shall consist of seven (7) paid hours of work and an unpaid meal break of one (1) hour. One (1) fifteen (15) minute paid break shall be

allowed during the first and second halves of the shift. The timing of such breaks shall be determined by the department head or his designee.

Shifts and days off are identified as follows:

- Sr. Animal Control Officer: 7:30 am to 3:30 pm
- Animal Control Officer: 7:30 am to 3:30 pm
- Animal Control Officer: 7:30 am to 3:30 pm
- Kennel Custodian/Adoption Coordinator: 7:30 am to 3:30 pm
- Shelter Records Attendant: 8:30 am to 4:30 pm

Provided, however, that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of the department, to enhance the efficiency of the department, and to maximize services to the public. 35 hour work week.

(e) Transvan, CNAs

The regular work week for all Transvan drivers shall consist of five (5) consecutive days within a calendar week, beginning on a Monday and ending on a Friday. Each shift shall consist of seven and one-half (7.5) paid hours of work and an unpaid meal break of one-half hour ($\frac{1}{2}$) hour. One fifteen (15) minute paid break shall be allowed during the first and second halves of the shift. The timing of such breaks shall be determined by the department head or his designee. 37.5 hour work week.

Shifts for the Transvan drivers shall begin at 6:00 am, 7:15 am or 7:30 am; provided, however, that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of the department, to enhance the efficiency of the department or to maximize the delivery of services to the public.

Shifts for CNAs shall consist of five (5) consecutive days within a calendar week, beginning on a Monday and ending on a Friday. Each shift shall consist of seven (7) paid hours of work and an unpaid meal break of one (1) hour. One (1) fifteen (15) minute paid break shall be allowed during the first half of the shift and one (1) fifteen (15) minute paid break shall be allowed during the second half of the shift. The timing of such breaks shall be determined by the department head or his designee. 35 hour work week.

Shifts for CNAs shall begin at 7:45 a.m., 8:30 a.m. or 9:00 a.m.; provided, however that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of the department, to enhance the efficiency of the department or to maximize the delivery of services to the public.

(f) Food Services

The regular work week for all Food Services employees shall consist of five (5) consecutive days within a calendar week, beginning on a Monday and ending on a Friday. Each shift shall consist of seven and one-half (7.5) paid hours of work and an unpaid meal break of one-half (½) hour. One (1) fifteen (15) minute paid break shall be allowed during the first half of the shift and one (1) fifteen (15) minute paid break shall be allowed during the second half of the shift. The timing of such breaks shall be determined by the department head or his designee.

Shifts shall begin at either 5:30 a.m. or 6:30 a.m.; provided, however, that at the Employer's discretion, and upon the approval of the Mayor, flexible shifts may be implemented to accommodate the demands of the department, to enhance the efficiency of the department or to maximize the delivery of services to the public. 37.5 hour work week.

(g) Workforce Development

The regular work week for all Workforce Development employees consists of five (5) consecutive days within a calendar week, beginning Monday and ending on Friday. Each shift consists of seven (7) paid hours of work and an unpaid meal break of thirty (30) minutes. They will receive one (1) fifteen (15) minute break during the first half shift and one (1) fifteen (15) minute break during the second half of the shift. The timing of lunch and breaks shall be determined by the department head or his/her designee. Shifts shall be from 8:00 am to 3:30 pm year round. Summer hours consist of five (5) consecutive days within the calendar week Monday through Friday from 8:00 am to 3:00 pm with a paid thirty (30) minute lunch break.

The City Ordinance pertaining to wage rates for Workforce Solution Employees is included as part of an Addendum to this agreement.

Section 2. Flexible Work Hours.

The Employer retains the right to offer flexible hours to employees. Employees are not obligated to participate in any such offerings, and such offerings shall be made equitably on a rotational basis according to seniority.

Section 3. Designation of Union Representatives.

From among the employees employed in the City, the Union may designate and the City will recognize not more than two (2) representatives, exclusive of the grievant, and the Union attorney to serve as the Union's agents in grievance representation of employees; provided however that the City will recognize up to ten (10) representatives and the Union attorney for collective bargaining agreement negotiations. The City shall not be required to recognize any employee as a Union representative unless the Union has informed the City, in writing, of the employee's name, department, and designation as a Union representative. A maximum of fourteen stewards shall possess super seniority for layoff and recall purposes only. The Union shall provide the Employer in writing with an accurate list of said stewards.

Section 4. Leave for Union Business.

The City will pay properly designated Union representative (s) (but in no event more than two (2) representatives for a grievance and ten (10) representatives for collective bargaining agreement negotiations), at his straight-time rate of pay for scheduled work hours lost in attendance at meetings with the Employer pertinent to collective bargaining, grievance adjustment, or representing an employee at any step of the grievance procedure and arbitration. In no event will the City compensate a Union representative for work hours lost in preparation for collective bargaining agreement negotiations, grievance arbitration, interest arbitration, unfair labor practice hearings or any contested adversary proceeding between the City and Union (or any employee it represents). The Employer may refuse to grant leave under this section if, in the judgment of the Employer, the employee's absence would adversely impact the operations of the employee's department. Such leave shall not be unreasonably withheld.

Section 5. Inclement Weather.

When the outdoor temperature, as indicated from the official temperature, reported for Cranston, RI at the NOAA National Weather Service Website rises above 91 degrees Fahrenheit or falls below 19 degrees Fahrenheit, or the wind-chill factor falls below -4 Fahrenheit, such that employees covered under the City's collective bargaining agreement with LIUNA 1322 are excused from outside work, foremen and general foremen in the Highway Division and Parks and Recreation Department shall also be excused from outside work. The City retains the right to re-assign employees to alternate work if such weather conditions referenced above exist.

Foremen in the Highway Division and Foremen and General Foremen in Parks and Recreation, shall, at management's discretion, be required to work in inclement weather as needed to complete storm and other disaster related cleanup activities assigned to those departments, to

protect public health and safety. Note: If a highway General Foremen is filled it is a Teamster bargaining unit position.

The City's January 19, 2018 Inclement and Adverse Weather Policy shall be part of this agreement as "Exhibit A". Employees required to work during a statewide emergency declared by the Governor or City of Cranston emergency declared by the Mayor shall be paid one and one half times their regular hourly wage for all hours worked during said statewide or City emergency or any greater amount that is provided for in this Agreement.

Section 6. Break Restrictions.

Employees on authorized breaks as described above shall be free to leave their work area and may leave City premises, provided they are able to return to work in a timely manner, and subject to City policies.

ARTICLE 7 **OVERTIME AND CALLBACK**

Section 1. Overtime Rate of Pay.

Except in the case of compensatory time as provided below, for all hours actually worked in excess of those hours regularly scheduled as an employee's working hours, an employee shall be paid one and one half (1 ½) times his straight time rate of pay for such excess hours of work. Time off for sick, authorized holiday and vacation leave shall be considered as time actually worked when determining eligibility for overtime pay under this section except as follows:

- a. If the Department Head suspects abuse, they may ask for a medical note affirming that the employee was unable to work due to their own illness or the illness of a family member. If the employee is unable to provide such a note, the City may deduct the sick leave hours from the total hours worked for the week when determining eligibility for overtime pay.
- b. Notwithstanding an employee's failure to provide a medical note as requested in Section 1(a), time off for sick leave shall count as time actually worked when determining eligibility for overtime pay in the following situations:
 - i. If the overtime worked during the week was for a regularly scheduled meeting during the normal course of City business (e.g. a City Council meeting) or
 - ii. If the sick time was immediately preceded by mandatory overtime (e.g. emergencies requiring snow removal).

The straight time rate of pay shall be determined by dividing the employee's weekly salary by the number of hours regularly assigned to work in a work week. For those employees who are working snow removal operations; they will continue to receive time and one half (1.5) after working a minimum of eight (8) hours prior to their regular shift. This provision shall be considered inapplicable to job classifications subject to exemptions pursuant to the Fair Labor Standards Act.

Section 2. Compensatory Time.

(a) When an employee reports his hours of work, the employee shall elect either to be paid in monetary compensation for overtime hours, or to be compensated for such overtime hours in compensatory time off. Compensatory time shall be equal to one hundred and fifty percent (150%) of the hour(s) worked in lieu of receiving overtime pay (1 and 1/2 times the employees regular wage rate). Compensatory time shall be subject to a maximum accumulation of two hundred forty (240) hours. Employees with two hundred forty (240) hours of accrued compensatory time shall be compensated for any additional overtime worked by means of monetary compensation.

(b) Employees may request use of accrued compensatory time by submitting a written request to their supervisor at least one day in advance for compensatory time use of one day or less, and at least one week in advance for compensatory time use exceeding one day. Such requests shall be responded to as soon as reasonably practicable and shall not be denied unless granting the request would be disruptive to City operations.

(c) The City shall have the right, at any time, to discharge all or part of an employee's accrued compensatory time by paying the employee for such accrued compensatory time, at the employee's rate of compensation at the time payment is made.

(d) Upon discharge, retirement or resignation, employees shall be paid for accrued compensatory time at the employee's then-current rate of compensation.

Section 3. Call Back; Call Back Minimum.

The Employer shall determine when an employee shall be called back. In making such determination, the Employer shall consider seniority and qualifications, as well as the needs of the department and shall make reasonable efforts to distribute call back opportunities equitably. If an employee has concluded his regularly scheduled shift, left the workplace and is called back, he shall receive a minimum of four (4) hours' compensation at the overtime rate of pay set forth in Section 1.

The following procedures will apply to vacancies in Police Dispatch. There are two (2) forms of vacancies: scheduled call back and emergency call back.

(a) Scheduled call back is used when a vacancy is created by scheduled time off such as vacation, compensatory day, employee on long term illness, training, jury duty etc. To fill these vacancies an overtime list has been established. Any dispatcher may sign up on the overtime list for possible vacancies on specific days and shifts in the upcoming month. Preference is to be given to permanent full-time dispatchers to fill any and all vacancies. If a permanent full-time dispatcher has not signed up for the specific day and shift, the Chief of Police or his designee may fill the vacancy through the Detail system. In no event shall a dispatcher be called back to work two (2) consecutive days without a mutual agreement.

(b) Emergency call back is used when a vacancy is created by short term notification (less than 24 hours), such as sickness, family emergencies etc. To the extent possible, the OIC may approve and facilitate filling that eight (8) hour block in four (4) hour increments. Only in cases when this measure is not possible or unsuccessful, because there is no dispatcher or CPD officer(s) available to serve, the Dispatcher currently on duty shall fulfill the eight (8) hour assignment.

(c) In situations where a dispatcher vacancy cannot be filled, the most junior dispatcher from the previous shift (excluding those on overtime), shall be held over to fill the vacancy unless that same dispatcher was held over the previous day. If so, the next most junior dispatcher on that shift (excluding those on overtime) shall be held over to work the additional shift. Only as a last resort will the dispatcher on overtime be forced to stay for an additional shift.

(d) In the interests of health and safety for all concerned, Police Dispatchers will be limited to working sixteen (16) consecutive hours within any twenty-four (24) hour period.

(e) On all Cranston Police Holidays, according to the current collective bargaining agreement, Police Dispatchers will be allowed to go one below the scheduled dispatchers on all three shifts.

Section 4. Preference.

Full-time permanent employees shall be given preference over temporary, part-time, seasonal or intern employees to work call back hours.

ARTICLE 8
SALARIES AND WAGES

Section 1. Salaries and Wages.

(a) Each employee covered by this agreement shall be paid the salary or wage designated for his position in accordance with the City's pay plans in the salary or wage range applicable to each position for the fiscal years July 1, 2024 to June 30, 2027, with any step increase within the range for which said employee is eligible. Payday shall be every other Friday. In the event that a regular payday shall fall on a holiday, then payment shall be made on the working day preceding the holiday. Employees who do not receive their step increases when due shall receive an additional \$25 per pay period from the City (prorated to \$2.50 per working day) until paid. No amount shall be owed for the period the City has a good-faith reason for failing to pay the step increase. A good-faith reason shall not include a mistake, but must be due to reasonable dispute or question about the amount or timing of the step increase. Further, the City must have notified the Union of the question/dispute. The City's pay plans for the fiscal years referenced above are incorporated by reference herein and made a part hereof. The increases to the pay plans during the term of this agreement shall be as follows:

Fiscal Year Increase

- July 1, 2024 – June 30, 2025: 3.5%
- July 1, 2025 – June 30, 2026: 3.5%
- July 1, 2026 – June 30, 2027: 3.5%

(b) Dispatchers shall receive pay differential of \$0.30 per hour for second shift and \$0.60 per hour for third shift. For those Teamsters with a Pesticide license they will receive an additional \$0.50 per hour.

(c) Employees whose job duties require a Class B Commercial Driver's License (CDL) shall receive One Dollar (\$1.00) per hour differential for maintaining said license. Employees whose job duties require a Class A Commercial Driver's License shall receive a One Dollar and Forty cents (\$1.40) per hour differential for maintaining said license. Employees whose job duties require a Hoisting License shall receive a \$0.40 per hour differential for maintaining said license (this \$0.40 per hour differential is in addition to the CDL differentials included in this section). The employees shall be subject to all terms and requirements of applicable laws pertaining to such licensing. The City retains the right to verify eligibility for this incentive premium, including requesting written documentation of valid licenses at any time.

(d) Upon ratification of this Agreement, any employee receiving a differential payment for possession of a CDL, who demonstrates a documented pattern of unavailability to the City for operation of equipment that requires a CDL, shall be notified in writing of such documented pattern (a copy of which notice shall be provided to the Union) and upon such notice forfeit this differential payment. Such employee may appeal the loss of differential, which appeal shall be considered by the Chief of Staff or his or her designee and the employee's supervisor or department head, in a meeting with the employee's Union representative. If upheld on appeal, the forfeiture of differential payments shall continue until such time as the employee demonstrates availability to the City for operation of equipment that requires a CDL and the differential shall be restored immediately once said employee reports for work for the purpose of operating equipment that requires a CDL. So long as said employee possesses a CDL, he or she shall remain on regular overtime and call back lists and shall be offered opportunities to operate equipment requiring a CDL in accordance with this Agreement, and without regard to the forfeiture of the differential payment. Any dispute relative to the written notice and any forfeiture, including the duration of the forfeiture, shall be subject to the grievance process.

(e) All members of the bargaining unit who attain their 15th anniversary with the City will receive a retention incentive of an additional five hundred dollars \$500.00 dollars as of July 1, 2021 for a total of one thousand dollars (\$1,000) built into their 15 year final step. This stipend will be incorporated into the hourly rate of the employee's salary.

ARTICLE 9

HEALTH AND DENTAL INSURANCE

Section 1. Description Of Health and Dental Coverages; Co-Payment.

(a) The City agrees to offer a Preferred Provider Organization (PPO) plan for each member of the Union and his family or domestic partner. Each employee shall pay a percentage of the monthly working rate for the City for the plan chosen, deducted bi-weekly from the employee's paycheck. The co-share percentage will be maintained at 20% of the 2024, 2025, and 2026 working rate for the current term of this contract. However, the co-share percentage may be increased to up to 25% to match the co-share percentage negotiated between the City and any other bargaining unit during the term of this contract.

(b) The PPO plan will include the following: \$ 15.00 co-pays for office visits, and specialists, \$ 35.00 for urgent care visits, and \$100.00 co-pay for emergency room visits for each occurrence. However, the \$100 emergency room co-pay shall be waived if the member or his family or domestic partner is admitted to the hospital following the visit. Additionally, if there is no urgent care center open, the member may seek a waiver of the \$100 emergency room co-pay from the City, less the \$35.00 urgent care co-pay.

(c) The prescription drug plan will entail a \$7/\$15/\$40 co-pay (\$7 for generic, \$15 for preferred brand names, and \$40 for non-preferred drugs). Mail order prescriptions for a 90-day supply will be subject to two-and-a-half times (2.5x) the retail co-pay for a normal 30-day supply.

(d) As an alternative, the employee may participate in a high deductible, portable, individual health savings account plan (HSA), pursuant to changes in federal tax code made possible by the Medicare Modernization Act of 2003. An HSA is a financial account that an employee can use to accumulate tax-free funds to pay for qualified health care expenses. Under these plans, individuals or families participate in high deductible consumer-driven health plans (CDHPs). Employees may contribute pre-tax dollars into their individual HSAs to pay for medical expenses up to the deductible amount. Once the deductible is reached, the employee and/or his family is covered under the major medical provision established in the PPO plan referenced above at 100% co-insurance. Employees opting for an HSA family plan will have an annual deductible of \$4,000 of which \$2,100 will be deposited to the employee's HSA by the City. Employees who choose an HSA option under an individual plan will have an annual deductible of \$2,000 of which \$1,100 will be deposited to the employee's HSA by the City. Employees opting for the HSA individual or family plan will be offered the same negotiated prescription rates from the healthcare provider as those under the PPO plan referenced in Section B above; however, employees will be responsible for the full cost of prescription drugs until the annual deductible is met. Thereafter, the prescriptions are paid by the City as part of the 100% co-insurance.

(e) The City also agrees to provide individual or family dental coverage as specified in the attachment hereto, to a maximum of \$2,500 effective January 1, 2022. Employees will contribute 20% prorated and payable through pre-taxed payroll deductions at each pay period.

(f) The City also agrees to provide PPO coverage as referenced in Section A to full time students declared as dependents, up to age 26 as defined by RI Gen Law 27-20-45.

(g) The City agrees to provide the family Chiropractic Care Rider.

(h) Any employee of the bargaining unit who retires after July 1, 2021 and until the end of this agreement and is eligible to collect their pension; shall have the option to receive health and dental benefits according to the same terms and conditions as set forth in Article 9 of the Collective Bargaining Agreement for up to one (1) year after retirement. The failure of the employee to pay 20% of the health and dental costs shall result in the health and dental coverage being terminated.

Section 2. Compensation in Lieu of Coverage.

If an existing employee elects not to receive the family health and dental coverages described in Section 1 of this article, the Employer shall pay him or her a sum of \$5,500.00 for a Family Plan. If the existing employee elects not to receive the family plan but elects to keep the dental plan, the employer shall pay him or her a sum of \$5,100.00 and \$3,600 for an Individual Plan. For all new hires as of 1/1/2014 who elect not to receive the health and dental coverages described in section 1 of this article will receive \$1,000.

This payment shall be made to the electing employee in two equal lump sum installments, one during the first pay period in January of each year and the other during the first pay period in July of each year. An employee shall make his election allowed under this section in writing, addressed to the Personnel Director and deliver it to the Personnel Director's office. If an employee terminates his employment with the City, he agrees to pay to the City within forty-five (45) days of termination the pro-rata share of compensation in lieu of coverage.

ARTICLE 10 **LIFE INSURANCE**

Section 1. Nature And Face Value Of Coverage.

The Employer shall provide basic group term life insurance for each employee in the face amount of \$100,000 as soon as practicable after ratification. Subject to sufficient participation, as determined by the life insurance company, an employee may be allowed to purchase additional insurance coverage in \$5,000.00 increments at his sole expense.

Section 2. Retirement Coverage Options.

Upon retirement an employee, at his option, shall be entitled to maintain his basic life insurance coverage in place as of the time of his retirement at his sole expense at the City's rate. Any increments which an employee may have purchased in excess of the provided coverage may also be maintained at his sole expense subject to the conversion policy of the life insurance company.

ARTICLE 11
PENSION PLAN

Section 1. Pension Plan.

In accordance with the existing ordinances and other applicable municipal law, all employees covered by this agreement shall be members of the State Municipal Employees' Retirement System within the meaning of RIGL 45-21-1 et. seq. The Employer and employees shall comply with their respective obligations thereunder.

Pending the passage of State enabling legislation that allows the City of Cranston to so act, employees hired between the dates of July 1, 2005 and June 30, 2010 inclusively who are currently members of the State Municipal Employees Retirement Plan may choose to enroll in a defined contribution plan (i.e., a 403 (b) plan or equivalent thereof) established by the City in lieu of the State Municipal Employees Retirement Plan.

Additionally, pending the passage of the aforementioned legislation, all employees hired after June 30, 2010 shall be enrolled in a defined contribution plan (i.e., a 403(b) plan or equivalent thereof) established by the City in lieu of the State Municipal Employees Retirement Plan.

Under the defined contribution plan, the City of Cranston shall contribute 3% of the employees' annual compensation 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. Effective July 1, 2024, the City shall contribute up to 5% if the employee chooses to contribute the higher amount. Effective July 1, 2025, the City shall contribute up to 5.5% if the employee chooses to contribute the higher amount. The employee may contribute additional funds to their account as allowed by the Internal Revenue Code.

Section 2. New England Teamsters and Trucking Industry Pension Fund.

Section 1. This Pension Article shall supersede and prevail over any other inconsistent provisions or articles contained within this agreement.

Section 2. The Employer and the Union agree that, pursuant to a Withdrawal Agreement entered into between the Employer, the Union, and the New England Teamsters Pension Fund (the "Pension Fund") dated as of _____, the Employer shall withdraw from the Pension Fund as of midnight on _____.

Section 3. The Employer and the Union agree that, pursuant to the Reentry Agreement, dated _____, entered into between the Employer, the Union, and the Pension Fund,

the Employer shall reenter the Pension Fund as a New Employer pursuant to the terms and conditions of that Reentry Agreement, and except as provided in that Reentry Agreement, for the duration of the current Collective Bargaining Agreement between the Union and the Employer, and any renewals or extensions thereof, the Employer shall make payments to the Pension Fund for each and every regular employee of the Employer performing work within the scope of and covered by this Collective Bargaining Agreement, irrespective of his or her status as a member or nonmember of the Local Union, from the first hour of employment, as follows:

- (a) For each hour or portion thereof, figured to the nearest quarter (1/4) hour for which an employee receives pay or for which pay is due, the Employer shall make an hourly contribution of \$1.00 to the New England Teamsters Pension Fund from the first hour of employment in such week.
- (b) For the purpose of this section, each hour for which wages are paid or due, or any portion thereof, figured to the nearest quarter hour, as well as hours of paid vacation, paid holidays and other hours for which union pay is due or received by the employee, shall be counted as hours for which contributions are payable. In computing the maximum amount due any week, there shall not be any daily limit on the number of hours for any one day in such week, whether such hours are performed on straight time or overtime rates, but payments shall be made at the amount set forth above.
- (c) If a regular employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks for forty (40) hours per week. If an employee is injured on the job, the Employer shall continue to pay the required contributions at the rate of forty (40) hours for each such week until the Employee returns to work. However, such contributions of forty (40) hours shall not be paid for a period of more than twelve (12) months.

Section 4. Subject to the Reentry Agreement, the Employer agrees to and has executed a copy of the New England Teamsters Pension Fund Agreement and Declaration of Trust, dated April 11, 1958, and accepted such Agreement and Declaration of Trust, as amended, and ratifies the selection of the Employer's trustees, now or hereafter serving as such, and all action heretofore or hereafter taken by them within the scope of their authority under such Agreement and Declaration of Trust.

Section 5. The parties agree that the Pension Plan adopted by the Trustees of the New England Teamsters Pension Fund shall at all times conform to the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat its contributions made to the Fund as a deduction for income tax purpose.

Section 6. It is also agreed that all contributions shall be made at such time in such manner as the Trustees shall reasonably require; and further that the Trustees shall have the authority to have an audit of the payroll and wage records of the Employer for all employees performing work within the scope of and/or covered by this collective bargaining agreement for the purpose of determining the accuracy of contributions to the Pension Fund and adherence to the requirements of this Article of the collective bargaining agreement regarding coverage and contributions. Such audit may, at the option of the Trustees, be conducted by an independent certified public accountant or a certified public accountant employed by the New England Teamsters Pension Fund.

Section 7. If the Employer shall fail to make contributions to the Pension Fund by the twentieth (20th) day of the month following the month during which the employees performed work or received pay or were due pay within the scope of this collective bargaining agreement, up to and including the last completed payroll period in the month for which contributions must be paid or if the Employer, having been notified that its contributions to the Fund have been under reported and/or underpaid, fails within twenty (20) days after such notification to make any required self-audit and/or contributions found to be due, the Local Union shall have the right after an appropriate 72 hour notice to the Employer, to take whatever steps it deems necessary to secure compliance with this agreement, any provisions of this collective bargaining agreement to the contrary notwithstanding, and the Employer shall be responsible to the Employees for losses resulting therefrom. Also, the Employer shall be liable to the Trustees for all costs of collecting the payments due together with attorneys' fees and such interest, liquidated damages or penalties which the Trustees may assess or establish in their discretion. The Employer's liability for payment hereunder shall not be subject to the grievance procedure and/or arbitration if such is provided in this agreement.

Section 8. It is understood and agreed that once a payment or payments are referred to an attorney for collection by the Trustees of the New England Teamsters Pension Fund and/or the Local Union, the Local Union and its business agents or chief executive officer shall have no right to modify, reduce or forgive the Employer with respect to its liability for unpaid contributions, interest, liquidated damages or penalty as may be established or assessed by the Trustee in their discretion against delinquent Employers.

Section 9. The Employer and the Union expressly agree to all of the provisions of the aforesaid Reentry Agreement and incorporate the same into this Article by reference thereto. No oral or written modification of this Article regarding pension and retirement shall be made by the local Union or the Employer and, if made, such modification shall not be binding upon the Employees performing work within the scope of this Collective Bargaining Agreement and covered by this Article or upon the Trustees of the Pension Fund.

ARTICLE 12

HOLIDAYS

Section 1. Holidays Observed.

Effective January 1, 2006, the following holidays listed below shall be observed: New Year's Day

Martin Luther King, Jr. Day
Presidents' Day
Memorial Day
Juneteenth
Independence Day
Victory Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve Day, December 24th
Christmas Day, December 25th

When any of the above-listed holidays falls on a Saturday, it shall be observed on the preceding Friday. When any of the above-listed holidays falls on a Sunday, it shall be observed on the following Monday. In the event December 24th falls on a Saturday or Sunday, each employee covered by this agreement shall be granted another day off, as established by the Mayor. Police dispatchers' holiday pay will be calculated at one and one half (1.5x) times their normal daily rate.

Section 2. No Work on the Holiday.

An eligible employee, who is not required to work on the day observed as a holiday shall receive his ordinary straight-time pay for that day and no additional compensation.

Section 3. Work on a Holiday.

An eligible employee, who is required to work on a day observed as a holiday shall receive one and one-half (1.5) times his ordinary straight-time rate of pay for all hours actually worked on that day in addition to his ordinary straight time pay.

Section 4. Holidays During a Vacation Period.

If a holiday occurs during the scheduled vacation of an eligible employee, the employee will not receive any additional compensation for the work in which the holiday occurs.

Section 5. Eligible Employees.

Notwithstanding any of the provisions of this agreement, an employee who uses sick leave either the work day before or the work day after a holiday listed in Section 1, may, in the discretion of the Employer, provided there is evidence of abuse, be required to produce sufficient medical documentation, at his expense, verifying the illness claimed and inability to work to be eligible to receive holiday pay.

Section 6. Social Events.

The City shall allow reasonable time during working hours for one holiday party in December; for celebration of employee birthdays; and for employee retirement parties. Nothing herein shall obligate the City to provide food or refreshments, or to make any financial expenditure for any such social events.

ARTICLE 13

TEMPORARY SERVICE OUT OF CLASSIFICATION

Section 1. Working in a Higher Rated Classification.

If an employee has been assigned, directed and authorized by the Mayor, director of their department or their designee, to serve temporarily in a higher rated classification, then the employee shall be compensated at the rate of the higher classification for all time served in the classification retroactive to the first hour. Work performed out of classification shall be at the same step level the employee has attained in their classification.

In lieu of tracking each hour of work performed by an employee in a higher classification, the employee, Union and director, or their designee, may meet to determine a weekly differential amount based on the estimated number of hours the employee will be performing work at the higher classification. The agreed upon differential will be contained in a memorandum of agreement between employee, Union and City.

Section 2. Working in the Same or Lower Classification.

If, as a result of a vacancy, an employee is assigned, directed and authorized by the Mayor, director of their department or their designee, to temporarily perform the duties of the vacant job in the same or lower classification, then the employee, Union and department head shall meet to determine a weekly differential amount to be paid to the employee based on the estimated number of hours the employee will be performing work outside of their job duties. The agreed upon differential will be contained in a memorandum of agreement between employee, Union and City.

If the parties are unable to come to an agreement on the differential amount, the employee may refuse to perform the additional duties.

Section 3. Review of Differentials.

Every year, by February 1st, the employee receiving a differential pursuant to this Article, the Union, and the City, by and through its Personnel Director or their designee, shall meet to discuss the status of the differential pay, whether the amount remains appropriate, whether the vacant position, if applicable, will be filled, and whether the employee receiving the differential shall be entitled to be reclassified at a higher salary amount. However, in the first year of this contract, the parties shall have until April 1, 2025 to meet. If the parties agree to a new salary, the agreement will be contained in a memorandum of agreement between the employee, Union and City and the new salary shall be contained in the proposed budget to be submitted to the City Council.

Section 4. Status Quo for Employees Receiving Differential Pay as of June 30, 2024.

Any employee receiving differential pay as of June 30, 2024 will continue to receive such pay while they continue to perform duties outside their job descriptions. As of April 1, 2025, and February 1 each year thereafter, the employee, Union and City shall meet as provided in Section 3.

Section 5. Overtime.

Any additional pay provided under this Article shall be included in the employee's regular rate of pay for purposes of calculating overtime.

ARTICLE 14
SICK LEAVE

Section 1. Sick Leave Definition.

Subject to the provision of Article 17:

Sick leave shall be defined as leave with pay because of an inability to work caused by personal illness, non-work related injury, exposure to a contagious disease or enforced quarantine (when established and declared by the Department of Health or other competent authority for the period of such quarantine only).

In circumstances in which an employee's spouse, child or parent is ill, the employee may be granted paid sick leave, not to exceed six (6) days in a calendar year, if: (1) attendance upon said employee's spouse, child or parent is medically necessary; and (2) said employee is unable to make any other arrangements for the attendance upon said spouse, child or parent. To be eligible to receive sick leave under such circumstances, the employee may be required to submit sufficient medical documentation, at his expense, verifying the medical necessity for attendance upon said spouse, child or parent. The City may also require an affidavit substantiating the inability to make alternate arrangements. The six (6) days limitation may be exceeded with discretionary approval by the administration.

Section 2. Notification of Intended Absence.

Sick leave will not be allowed unless notification of illness or injury is given to the employee's department director, or his designee, by the employee, or his physician, at least two (2) hours prior to the beginning of the employee's shift if reasonably possible. The employee shall personally give notice, if possible.

Section 3. Physician's Certification; Violation of Provisions.

In the event that an employee must take sick leave pursuant to this article for a period in excess of three (3) consecutive days, then said employee may be required to submit a physician's certificate to his department director, or his designee, if so requested. Any employee who has used sick leave on five (5) separate occasions (regardless of the amount of time used on each such occasion) during a six (6) month period may be required to provide a physician's certificate to his department director, or his designee, if so requested, for each and every additional request for sick leave.

If the City has a good faith reason to question the validity of the physician's statement, or suspects abuse, the City may, after notice to the employee and the Union, require the employee to undergo an independent medical exam (IME) at the City's expense by a healthcare provider selected by the City to determine the nature and extent of the illness or disability, and to determine the employee's readiness to return to work in a full capacity.

In the event of a dispute between the member's and the city's designated physicians regarding the member's ability to work, the member will be examined by a third (**NEUTRAL**) physician at the city's expense. This neutral physician shall be selected by the member's primary care physician and the city's physician. The decision of the neutral third-party physician shall be final and binding.

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 an investigation and potential discipline up to and including termination as stated in Article 20 Employee Discipline.

Section 4. Sick Leave Accrual, Accumulation and Extension.

Sick leave shall be granted at the rate as follows:

- 0-5 years of employment: 18 days
- 5-10 years of employment: 25 days
- Greater than 10 years: 30 days

An employee may accumulate and carry over unused sick leave from year to year, but in no event shall the accumulation exceed one hundred eighty days (180). Sick time shall be granted on January 1st of each year for the upcoming year of employment. Employees in their first year of employment will receive a pro-rated version based on the number of months remaining in the year. Additionally, upon the termination of employment for any reason including but not limited to retirement, or lay-offs, the employee will have a pro-rated amount of days deducted from their total days for purposes of severance calculation as determined by the month of departure assuming the first of the month as the date of accrual. During the month of January in each year, the Employer shall cause to be published and dispatched to the employees covered by this Agreement their present entitlement under this clause. Employees with five (5) years of service or more may be granted up to an additional ninety (90) days sick leave for catastrophic illness or injury so as to require a prolonged period of treatment and recuperation (shall apply to one illness or injury). The city shall have the right to review and take into consideration an employee's past attendance before granting any extension.

Section 5. Payment of Unused Sick Leave.

Employees who have completed less than ten (10) years of service shall not be entitled to payment of unused, accumulated sick leave upon resignation, retirement or death prior to retirement. Employees who have completed ten (10) years of service in good standing shall be paid one-third ($\frac{1}{3}$) the value of their unused, accumulated sick leave, at the time of resignation, retirement or death prior to retirement to a maximum of forty (40) days. Employees hired after July 1, 2015 who have completed ten (10) years of service in good standing shall be paid one-third ($\frac{1}{3}$) the value of their unused, accumulated sick leave, at the time of resignation, retirement or death prior to retirement to a maximum of thirty-five (35) days. Employees who have completed twenty (20) years of service in good standing shall be paid one-half ($\frac{1}{2}$) the value of their unused, accumulated sick leave, at the time of resignation, retirement or death prior to retirement or death prior to retirement to a maximum of sixty (60) days. Employees hired after July 1, 2015 who have completed twenty (20) years of service in good standing shall be paid one-half ($\frac{1}{2}$) the value of their unused, accumulated sick leave, at the time of resignation, retirement or death prior to retirement or death prior to retirement to a maximum of fifty-five (55) days. Any and all buyouts of sick leave under this section shall be based on an accumulation of one hundred twenty (120) days.

Section 6. Partial Use of Sick Leave.

If any employee shall be sick or ill, or has a doctor's appointment for less than a full work day, his sick leave shall so be charged only to the extent of the time he was absent, to the nearest half hour. If the sick time is utilized for a doctor's appointment, a note confirming the visit from the doctor's office may be submitted to his/her supervisor upon their request prior to the appointment and upon returning to work.

Section 7. Light Duty.

In the event an employee under this Agreement is injured or becomes ill (whether or not job related) and cannot, for an extended period, perform their regular duties without restriction or able to return to full duty; the Department Director may request a Light Duty Assessment performed by the employee's physician. The results of the assessment shall be in writing on the physician's letterhead 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 by both the employee and the Department Director. 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 physician that are typically related to or supportive of the work performed by the bargaining unit. Light Duty work will occur during the employee's normal working hours/shift, however, the available Light Duty work hours shall be at the discretion of the

Department Director or designee. The Light Duty employee shall be paid for all hours worked at his/her contractual wage rate and receive all of the benefits of the Collective Bargaining Agreement except as otherwise provided herein. The Light Duty employee may not be assigned to another department to fill in for employee vacancies and is not eligible for overtime. The Employer agrees that Light Duty work shall encompass meaningful work within the Light Duty employee's job description.

ARTICLE 15 **VACATIONS**

Section 1. Eligible Employees.

An employee shall be entitled to paid vacation if the employee has successfully completed his probationary period. During the employee's first year of employment, he shall be entitled to ten vacation days, which may be taken only after completion of the probationary period.

Section 2. Vacation Allotment.

Vacation leave shall accrue on January 1 of each year to be taken during that calendar year. The amount of vacation to which an employee shall be entitled during any calendar year shall be determined by the number of years of continuous service with the City. In those years when an employee's anniversary date entitles them to additional vacation allotment, they may take such allotment at any time during that calendar year.

Years of Continuous Service Completed as of Jan. 1	Days of Vacation
1 year	10
2 years	12
3 to 4 years	16
5 to 9 years	19
10 to 19 years	24
20 years or more	25

Section 3. Scheduling.

The Employer shall retain the final right to approve, deny and schedule all vacations; such approval shall not be unreasonably withheld, and the Employer shall notify employees as soon as reasonably possible of the decision to approve or deny vacation requests. An employee shall submit to his department director or his designee, in writing, any vacation request, exceeding one (1) day, one (1) week in advance. Vacation requests may be made in hourly increments, and such requests of four (4) hours or more shall be made 48 hours in advance, to the extent practicable. In exigent circumstances, the Director/Supervisor may agree to a shorter time frame.

Section 4. Accumulation Cap And Carry Over.

An employee may accumulate a maximum of seventy (70) days and may not carry over vacation time in excess of seventy (70) days from one calendar year to the next.

Vacation allotment in excess of the accumulation limits stated above which is not used by the end of a calendar year will be lost and an employee shall not receive pay in lieu of vacation. An employee will be paid his accumulated vacation allotment, up seventy (70) days, at the time of termination of employment. It is further agreed that an employee with more than ten (10) years of service as of December 31st of the previous year may elect to be paid up to five (5) days' vacation leave for leave accrued in excess of eighteen (18) days; such payment shall be made in July. Compensation due will be made at the straight-time rate. For those employees that are out of work on long term Workers Compensation and have exceeded the maximum of seventy (70) vacation days; the excess will be cashed out at the end of the calendar year.

Section 5. Rate of Pay.

An employee shall be compensated for vacation at the straight-time rate of pay at the time the vacation is taken.

Section 6. Conflicts in Vacation Selection.

In the event of conflicts as to employees' selections of vacation periods, seniority rights shall govern.

ARTICLE 16
BEREAVMENT LEAVE

Section 1. Nature of Leave; Limitations.

In case of the death of a father, mother, husband, wife, son, daughter, mother-in-law, father-in-law, brother, sister, domestic partner, step-son, step-daughter, step-mother, step-father, stepbrother, or step-sister of an 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 distances exist, 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.

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.

In the 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.

In the case of the death of a relative other than those provided for in paragraphs above, such leave of absence with pay shall be for not more than one (1) day to permit attendance at the funeral of said person if the leave is first approved by the department head.

Notification of an employee's intent to exercise his right to bereavement leave as set forth above shall be made to an employee's department director or the Personnel Director as soon as practical. This chapter defines paid leave. Nothing shall hinder an employee from taking additional personal leave using their accrued time to mourn.

ARTICLE 17
PARENTAL AND FAMILY LEAVE

Section 1. Compliance with Federal/State Law.

To the extent it may be applicable, the Employer agrees to comply with governing state or federal parental and family medical leave legislation including the Family and Medical Leave Act of 1993, Pub. L. No. 103-03, Section 405(b) (2), 107 Stat. 6 (1993) and the Rhode Island Parental and Family Medical Leave Act, R.I.G.L. 28-48-1, et seq. 27. For those applying for FMLA, they

must complete the City's supplemental application with the medical documentation that is required by the federal law.

ARTICLE 18

MILITARY AND OTHER LEAVE

Section 1. Military Leave.

The Employer will comply with controlling provisions of federal law on military leave. An employee who is unable to report for regularly scheduled work because the employee is required to report for active duty with the United States National Guard or a reserve unit of the United States Military shall, for each day of the first fourteen (14) work days lost because of such duty, be compensated in an amount equal to the difference between eight (8) hours' pay at his straight time rate of pay, as specified in this agreement, and the amount earned for military service. An employee shall have the option to elect to receive accumulated vacation leave compensation in lieu of the compensation offset provision referred to above.

Section 2. Other Leave.

Upon written request to the Employer, an employee may be granted a leave of absence without pay not to exceed six (6) months and subject to one (1) renewal for reasons of personal illness, illness in the immediate family, disability, or for the purpose of furthering the employee's education or training where such leave can be demonstrated to be beneficial to the City. Such leave shall be granted only when it will not result in undue prejudice to the interest of the City as an employer beyond any benefits to be realized. No leave without pay shall be granted except upon written request of the employee.

Employees will be notified in writing within thirty (30) calendar days from receipt of the written request of the Employer's action on the leave request. The Employer may request substantiation of any leave of absence or request for leave of absence. At the expiration of such leave, the employee shall be returned to the same position from which he is on leave at the same pay of the then current pay rate of his classification. If the position held by the employee when he took the leave of absence is not available, the employee will be assigned to a similar position consistent with the terms and conditions of this agreement. The rate of pay for such job, however, will not be diminished as a result of such assignment.

Seniority shall continue and shall accrue during all authorized leaves of absence. In cases of leave for personal illness, illness in the immediate family or disability, employees may continue their health care coverage longer than ninety (90) days while on approved leave of absence by paying the monthly premium.

Section 3. Personal Leave.

Employees are entitled to five (5) personal days per year for the term of this agreement. Discharge of personal days must be scheduled and approved by the City and discharged during a calendar year. The City agrees to not unreasonably withhold such authorization.

FOR DISPATCHERS ONLY: Employees shall be permitted to use a personal day provided they give 24 hours' notice to the city. In the event their shift is not filled voluntarily, the junior dispatcher from the previous shift must be held. However, in the event the junior dispatcher is already working an overtime shift, the next most junior dispatcher from the previous shift will be held.

ARTICLE 19 **JURY DUTY LEAVE**

Section 1. Leave For Jury Service; Compensation; Notice.

An employee who is required to report for jury duty shall be entitled to leave with pay for scheduled work hours lost as the result of such service. For each hour of such leave taken, the employee will be compensated by the Employer in an amount equal to his straight-time hourly rate of pay, less the amount received by the employee as compensation for such jury service. An employee who reports for such service and is excused therefrom shall immediately contact his direct supervisor and report for work, if requested. In order to be paid by the Employer for such leave, the employee must submit to the Personnel Director written proof, executed by the administrator of the court (or other appropriate official), of having served, the duration of such service and the amount of compensation received for such service.

ARTICLE 20 **EMPLOYEE DISCIPLINE**

Section 1. Just Cause.

No member of the bargaining unit shall be disciplined in any manner or form without just cause. Any contested disciplinary action shall be processed through the grievance and arbitration procedures set forth in this agreement.

Section 2. Notice To Union.

The Employer shall notify the Union's Business Agent in writing within five (5) business days of the imposition of any form of discipline. The time for filing a grievance over such discipline shall begin to run upon the Union's receipt of such written notice. The Employer agrees that a Union representative must be present during any disciplinary meeting, hearing, or interview, and in the event that any employee requests to meet without Union representation in such a meeting, hearing, or interview, the employee shall be required to sign a waiver form provided to the City by the Union, and a copy of the signed waiver form will be provided to the Union.

Section 3. Expungement.

If a disciplined employee has not been further disciplined for any reason, then he may have such discipline expunged from his employment records after the expiration of the time period indicated below:

Form of Discipline Time Period:

- Written Reprimand One year from issuance.
- Suspension Three years from the final date of the suspension term (and upon expungement seniority shall be restored).
- Demotion Three years from the effective date of demotion

An employee's request for expungement will not be considered by the Employer unless it is submitted in writing to his department head and a copy of that notice is contemporaneously delivered to the Director of Personnel. Notice of expungement shall be in writing and copied to the affected employee and to the Union.

ARTICLE 21 **SENIORITY**

Section 1. Definition.

Seniority shall be defined as an employee's length of continuous service in any bargaining unit position covered by this agreement computed from the first date of full- time employment in the first position held within this bargaining unit. Seniority shall not accrue to a probationary employee until completion of the probationary period at which time seniority shall be retroactive to the first day of employment. Seniority shall apply, everything else being equal, for purposes layoff, bumping, recall, transfers and vacation preference.

The Employer agrees to furnish the Union a current seniority list in January of each year.

Section 2. Termination of Seniority.

An employee's seniority shall be terminated and his seniority rights forfeited for the following breaks in service:

- (a) Discharge, quit, retirement, or resignation;
 - (b) Failure to give notice of intent to return to work after a recall within ten (10) business days, or failure to return to work on the date specified for recall, as set forth in the written notice of recall; said specified return date shall be no less than ten days from notice of recall.
 - (c) Layoff for a period of eighteen (18) months or for a period equal to the employee's seniority, whichever is less.
 - (d) Failure to return at the conclusion of an authorized leave, provided there are no extenuating circumstances;
 - (e) Absence from work for three (3) consecutive working days without notice, provided there are no extenuating circumstances;
 - (f) Acceptance of employment with the City in a position outside the bargaining unit.
- An employee shall not accrue seniority for any period of time during an unauthorized leave of absence or a suspension for just cause.

Section 3. Seniority Pool.

Seniority pools for purposes of layoffs and bumping rights are hereby established as reflected in Exhibit B to this Agreement, which shall be modified by mutual agreement when positions are added or deleted. These have been updated in this agreement.

Section 4. Determination of Layoffs or Reductions in Force.

Consistent with Article 4, Section 1, the City shall determine the timing of any layoffs or reductions in force, the number of employees to be laid off, and which departments and seniority pools will be affected. None of the City's decisions with respect to the foregoing shall be subject to the grievance or arbitration procedures set forth in Article 28 and such decisions are therefore substantively non-arbitrable, with the sole exception being alleged clerical mistakes in determining which employees are laid off or recalled. The term "layoff" as used in this agreement includes, without limitation, any temporary or permanent non-disciplinary separation from employment based upon economic or operational circumstances. For example, but without intending to limit the generality of the foregoing definition, a "layoff" includes a separation from employment resulting from a reduction in force, reorganization, downsizing, or any other managerial prerogative exercised by the City, however described, characterized or denominated, which results in a decrease in the number of employees employed. An employee's resignation, quitting or employment abandonment shall not be considered a "layoff." An employee's discharge or

termination shall not be considered a "layoff" and this section shall not be construed to limit or abridge the City's right to discharge or terminate an employee for disciplinary or non-disciplinary reasons which constitute just cause.

Section 5. Bumping.

An employee who receives a notice of layoff may elect to bump an employee with less seniority in the same or lower grade in a seniority pool if:

- (1) The bumping employee has more seniority than the employee he will bump; and
- (2) He or she is deemed qualified to perform the functions of the employee to be bumped, after successfully completing a thirty (30) working day probationary period for training and break-in. The City shall have sole discretion to assess the bumping employee's fitness and qualifications to continue to serve in the position to which he bumped, and if such assessment results in the discharge of said bumping employee, it shall not be subject to the grievance or arbitration procedures set forth in Article 28 and is therefore substantively non-arbitrable; provided however, that said discharged bumping employee shall be placed on a recall list. If a bumping employee is discharged during the probationary period, then the employee he or she had displaced through bumping shall be reinstated forthwith.

Notwithstanding any contrary provision in this section, a non-classified employee may not bump any classified employee and a classified employee may not bump a non-classified employee. Further, no employee, regardless of status (i.e., classified or non-classified) may bump a division head. A division head may bump into a lower rated classification in accordance with this process. A division head may not bump another division head.

An employee separated from employment as a result of the bumping process described in this section may bump an employee in the same classification or seniority pool with the least seniority, subject to the qualification and probationary period requirement set forth above in subparagraph 2 of this Section. An employee bumping into a lower rated classification shall be placed in the salary step which his total year of service requires.

The Department Director or Division Head will provide for a job description at the onset of the probationary thirty (30) period and will, for the first five working days provide training.

Section 6. Recall.

If the City, in its sole discretion, determines to fill a vacancy in a seniority pool from which employees are laid off, such employees shall be recalled in the reverse order of layoff. The City will forward a notice of recall by certified mail to the last known address furnished by the employee to the City upon layoff. Notice shall also be forwarded to the Union. The employee must, within ten (10) business days of delivery or attempted final delivery of the notice of recall, notify the City of his intent to return to work on the date specified for recall and, thereafter, return to work on such date. An employee's recall rights hereunder shall be limited to a period of eighteen (18) months commencing on the date of actual separation from his previous job classification.

ARTICLE 22 **PROBATIONARY EMPLOYEES**

Section 1. Probationary Employees.

Any newly hired member of the bargaining unit shall serve a six (6) month probationary period, commencing on the first day of employment. During said probationary employment period, a probationary employee may be terminated for any reason, in the sole and exclusive discretion of the Employer, and shall have no redress through the grievance procedure.

Section 2. Sick Leave, Vacation Leave and Seniority.

(a) Newly hired probationary employees shall not accrue sick leave, vacation leave or seniority until the successful completion of the probationary period, at which point such entitlements shall accrue retroactive to the first date of employment.

(b) From the end of the probationary period going forward to the end of the calendar year, they will earn .83 days per month (retroactive to their hire date) until December 31st. On the January 1st following the date of hire, the employee will receive his/her 10 vacation days allocation for the new calendar year. If the employee is still in their probationary period on January 1, they will receive their 10 vacation days retroactive to January 1 on the completion of their probationary period, in addition to .83 days for each month employed prior to January 1. All members of the bargaining unit will receive their vacation accruals at the same time at the beginning of each calendar year.

Section 3. Insurance Benefits.

The Employer shall not be responsible for its cost for any and all insurance benefits prior to the first day of the employee's first full month of employment.

Section 4. Other Rights and Benefits.

Other than those conditions stated in Section 2 and 3 above, any and all rights and benefits provided by this agreement shall apply to probationary employees, unless the parties agree otherwise.

ARTICLE 23 **VACANCIES**

Section 1. Notification of Vacancies.

The City shall notify all Local 251 bargaining unit members with City of Cranston e-mails of all openings, vacancies and reassignments of bargaining unit work at least ten calendar days before applications are due.

Section 2. Filling Vacancies.

When and if the City elects to fill vacancies in classified positions, vacancies shall be filled with persons classified through competitive examinations. Any permanent vacancy shall be filled as soon as reasonably possible and any permanent vacancy within the clerical pool shall be filled within thirty (30) days of that position becoming vacant. Any temporary vacancy shall, whenever reasonably possible, be filled by a member of this bargaining unit.

Section 3 Right of Return.

A classified employee promoted to another position after taking a promotional examination shall have the right to return to his former position at any time within thirty (30) days after beginning work in the new position.

ARTICLE 24 **PROMOTIONS**

Section 1. Compliance with the Civil Service Rule and Regulations and City Charter.

Promotions shall be made in accordance with the Civil Service Rules and Regulations and City Charter. The City agrees to notify the Business Agent of the Union of any proposed changes to the Civil Service Rules and Regulations at least five (5) days prior to City Council action on such proposed changes.

Section 2. Applicability Of Seniority.

Credit for seniority shall be given for actual service only, excluding probationary period and rank or grades specified at the 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 70 the following points:

- One-half (1/2) point for each full year of service for the first ten (10) years.
- Three-quarters (3/4) point for each full year of service for the next ten (10) years.
- No additional credit for service in excess of twenty (20) years.

ARTICLE 25 **SCHOOLING AND SEMINARS**

Section 1. Approval; Reimbursement Limitations.

The City agrees to reimburse employees for schooling and seminars which are job related provided that prior approval is obtained from the department head and Chief of Staff. In order to be reimbursed, the employee must successfully complete the course or seminar. The maximum allowance for such schooling shall be \$750.00 per fiscal year; however, the city shall pay the full cost of any seminar or course specifically required to maintain a license or certification required as a condition of the employee's employment. Payment shall be made within a reasonable time after the course is completed. Authorization for said schooling or seminars shall not be unreasonably withheld.

ARTICLE 26 **UNIFORMS FOR POLICE DISPATCHERS, ANIMAL SHELTER PERSONNEL**

Section 1. Items Provided by the City.

(a) The City shall furnish Police Dispatchers with six (6) shirts, three (3) pair of pants, and one (1) belt on a yearly basis. The City shall furnish Animal Shelter Personnel with three (3) pair of work pants, three (3) short sleeve shirts and three (3) long sleeve shirts and one (1) pair of boots annually. Dispatchers and Animal Control Personnel can also purchase their uniforms (within specifications provided by the city) from any vendor and submit the receipts for reimbursement. The City may set a cap on the dollar amount of the uniforms equal to the current cost spent by the City through its vendors. Such caps must be increased as the vendor costs increase. The City shall furnish Foreman, General Foremen, all Highway Teamsters, the Rodent Control Officer, and Fleet Manager with a uniform allowance of \$750.00 annually in the 1st pay period of December.

(b) The City shall furnish Inspectors and Code Compliance Officers in the Department of Building Inspections with one set of Rain Gear (Coat, Pants, and Boots).

ARTICLE 27
LEGAL ASSISTANCE AND INDEMNIFICATION

Section 1. City's Obligations; Limitations to Assist or Indemnify.

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 or her duties as an employee of the City, 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 intentionally willful, malicious, tortious or criminal conduct. An employee against whom any criminal action is brought shall have the right to request legal assistance hereunder, which request shall be considered by the City on a case-by-case basis.

ARTICLE 28
GRIEVANCE AND ARBITRATION PROCEDURES

Section 1. Definition; Exemption; Exclusivity.

A grievance is a dispute between an employee, employees, or the Union and the Employer which involves the application, meaning or interpretation of the express 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 initial probationary period. The procedures set forth in this article shall comprise the sole and exclusive dispute resolution process for a grievance.

Section 2. Procedural Steps.

Step 1. Not later than ten (10) days, excluding weekends and holidays, after the event giving rise to the grievance, an employee, employees, or the Union must submit his grievance in writing to his department director. The department director or his designee shall respond in writing within five (5) days, excluding weekends and holidays, of the receipt of the grievance. Should the department director or his designee not respond within the time period set forth herein, it shall be presumed that the grievance has been denied and the grievance may proceed to the next step.

Step 2. If the grievance is not settled at Step 1., it shall be presented in writing by an employee, employees, or the Union to the 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 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 and the grievance may proceed to the next step.

Step 3. If the grievance is not settled at Step 2., it shall be presented 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 the grievance may proceed to the next step.

Section 3. Written Presentation.

All grievances presented in accordance with the procedures set forth in Section 2 shall include: the facts giving rise to the grievance; the provision(s) of the agreement, if any, alleged to have been violated; the name(s) of the aggrieved employee(s); and remedy sought. All grievances shall be signed and dated by a duly authorized Union representative. The Personnel Director or Mayor may request a meeting with the employee and his duly authorized Union representative.

Section 4. Time Limitations.

The time limitations set forth in Section 2 are of the essence of this agreement and the failure by an employee, employees, or the Union to comply with the time limits shall be deemed to constitute a waiver of the grievance. Notwithstanding the time limitations set forth in Section 2, the Employer and Union may extend them by mutual written agreement.

Section 5. Submission to Arbitration.

Any grievance, as defined in Section 1 of this article, that has been properly and timely processed through all of the grievance procedures set forth above and that has not been settled at the conclusion thereof, may be submitted to arbitration by the Union serving the Employer with a written demand for arbitration within fifteen (15) days, excluding weekends and holidays, after the response of the Mayor is due. The failure to file a demand for arbitration within the time limits set forth herein shall constitute a complete waiver of the employee's (s') and Union's right to demand arbitration.

Section 6. Arbitrator Selection.

The Union's demand for arbitration shall be submitted to the closest local office of the American Arbitration Association with a request that it furnish to the Union and the Employer a list of at least fifteen (15) qualified and impartial arbitrators. The arbitrator selection process shall be governed by the Voluntary Labor Arbitration Rules in effect as of the date of the demand for arbitration.

Section 7. Arbitrator's Authority and Jurisdiction.

The authority and jurisdiction of the arbitrator and his opinion and award shall be confined exclusively to the interpretation and/or application of the express provision(s) of this agreement. The arbitrator shall have no authority to add to, detract from, alter, amend or modify any provision of this agreement; to impose on either party a limitation or obligation not explicitly provided for in this agreement or to establish or alter any wage rate or wage structure. Without intending to limit the generality of the foregoing, the arbitrator shall be without power or authority to issue an award which; (a) violates or inconsistent with any of the terms of this agreement or applicable law; (b) exceeds his jurisdiction and authority under law and this agreement; (c) involves any matter which by law or under the terms of this agreement, is within the exclusive authority or prerogative of the Employer; or (d) involves any matter wherein the Employer's decision is final and binding under either the terms of this agreement or by applicable law.

Section 8. Binding Effect.

Subject to applicable law, the decision of the arbitrator shall be final and binding upon both parties.

Section 9. Fees and Expenses of Arbitration.

The fees of the American Arbitration Association and the fees and expenses of the arbitrator shall be shared equally by the Union and the Employer.

ARTICLE 29 **MISCELLANEOUS**

Section 1. Bulletin Boards.

The Employer shall provide bulletin boards in conspicuous places to be used for posting of Union notices, rules and regulations. The Employer agrees that all vacancies and new positions shall be posted on all bulletin boards in all departments.

Section 2. Classification.

No employee shall have their status changed and/or altered from classified to unclassified or unclassified to classified without prior notice to the Union occurring at least five (5) days prior to the change.

Section 3. Status and Grade.

The status and grade of any employee shall not be changed and/or altered without prior notice to the Union occurring at least five (5) days prior to the change.

Section 4. Lounge Areas.

- (a) The City shall maintain the availability of the present City Hall lounge.
- (b) The City shall maintain a separate lunch area within the Senior Center building for the use of Senior Center employees.

Section 5. Vending Machines.

Profits from the vending machines in the lounge in City Hall, if any, shall be remitted to the Union's Sunshine Club.

Section 6. Use of Personal Vehicles for City Business.

Any employee required to use his or her personal vehicle for official City business shall be compensated at the rate established by the U.S. Internal Revenue Service (IRS) and in effect as of July 1st of each year of this agreement, after submission and approval of a written request for mileage reimbursement.

Section 7. Smoking in City Vehicles.

Smoking in city vehicles is prohibited, pursuant to RIGL 23-20.10-4.

Section 8. Use of City Vehicles.

Employees using City vehicles shall be allowed fifteen (15) minutes of paid time prior to the end of their shift to return the City vehicle to its usual garaging location.

Section 9. Emergency Phone Calls.

Employees shall have the right to make and receive necessary or emergency personal telephone calls. Employees shall not abuse the right to make telephone calls hereunder, and such telephone calls shall not interfere with City operation.

Section 10. Use of City Owned Computers, Telephones and Similar Devices.

Employees who have access to any city-owned device or technology are permitted to use any such device or technology solely for the conduct of official city business and any other use is prohibited. Unlawful or inappropriate use of the internet (including without limitation, any use of the internet that is unlawful or offensive, involves obscene or pornographic material), improper use of confidential, copyrighted or otherwise protected information, and the personal use of social media platforms are strictly prohibited.

Inappropriate use of email, including the use of City email services for personal or political purposes and the distribution of email messages involving inappropriate, vulgar, profane, or offensive language or images is strictly prohibited. Employee use of technology and devices, including file servers and email service may be monitored to ensure compliance with these restrictions.

ARTICLE 30 **CONTINUATION**

Section 1. Continuation.

To the extent permitted by law, notwithstanding anything herein contained, the within agreement shall remain in full force and effect until a successor agreement is agreed to by the parties hereto.

ARTICLE 31 **ENTIRE UNDERSTANDING**

Section 1. Entire Understanding.

The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the Employer and the Union, for the life of this agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other

shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this agreement.

Section 2. Modifications.

Any modifications or changes to this agreement must be reduced to writing and executed by duly authorized representatives of the Employer and Union.

ARTICLE 32
DURATION OF AGREEMENT; SEPARABILITY

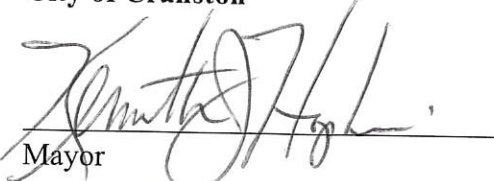
Section 1. Duration Of Agreement.

This agreement is effective from July 1, 2024 - June 30, 2027.

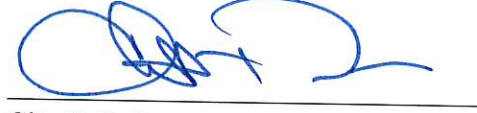
Section 2. Separability.

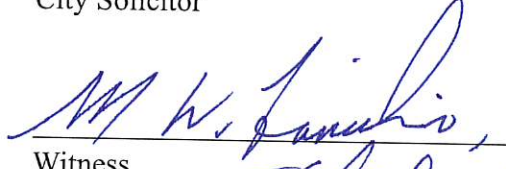
If any term or provision of this agreement is, at any time during the life of this agreement, adjudged by a court or administrative body of competent jurisdiction to be in conflict with any law, such term or provision shall become invalid and unenforceable, but such invalidity or unenforceability shall not impair or affect any other term or provision of this agreement.

City of Cranston


Mayor

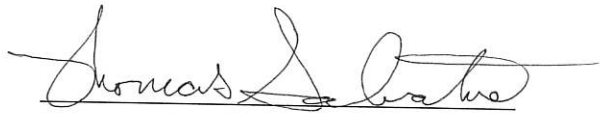

Finance Director

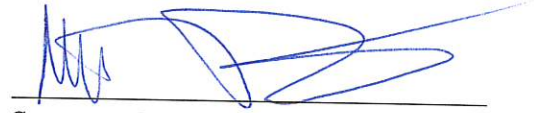

City Solicitor

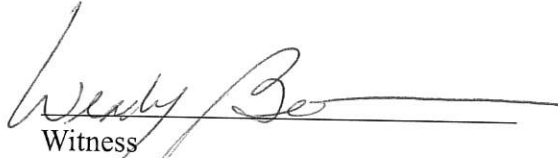

Witness
as to City Representatives

General Teamsters Local 251


Business Agent


Contract Coordinator


Secretary-Treasurer


Witness

PAY PLANS

CLASSIFIED - CLERICAL

City Clerk 1105

Assistant Clerk/Clerk Comm. Grade 25

Senior Clerk 1/11 Grade 14

Senior Clerk Grade 13

Senior Clerk Grade 14

Senior Clerk Grade 13

Municipal Court 1107

Administrative Court Assistant Grade 21 Clerk Grade 10

Canvassing 1108

Canvassing Aide Grade 21 (Unclassified per Charter)

Data Entry & Maintenance Grade 20 (Unclassified per Charter)

Bilingual Elections Specialist Grade 17 (Unclassified per Charter)

Economic Development 1110

Economic Development Aide Grade 22

Building Inspections 1111

Senior Clerk Grade 14

Permit Technician Grade 19

Finance 1112

Chief Finance Clerk Grade 25

Controller/Auditor 1113

Payroll/Benefits Clerk Grade 22

Payables/Pension Clerk Grade 17

Senior Clerk Grade 13

Tax Assessor 1114

Principal Clerk Grade 17

Senior Clerk Grade 13

Principal Clerk Grade 17

Purchasing 1115

Purchasing Clerk Grade 15

Treasurer 1117

Senior Cashier Grade 20

Cashier Grade 17

Cashier Grade 17

Cashier Grade 17

Cashier Grade 17

Police Department 1202

Principal Clerk Grade 17

Senior Clerk Grade 13

Senior Clerk Grade 13

Senior Clerk Grade 13

Senior Clerk Grade 13

Clerk Grade 10

Data Entry Transcriptionist Grade 16

Data Entry Transcriptionist Grade 16

Principal Clerk Grade 17

Principal Clerk Grade 17

Senior Clerk Grade 13

Senior Clerk Grade 13

Public Works 1300

Senior Clerk Grade 14

Highway 1302

Principal Clerk Grade 17

Building Maintenance 1304

Data Entry Clerk Grade 14

Fleet Maintenance 1304

Senior Clerk Grade 13

Parks & Recreation 1400

Principal Clerk Grade 17

Senior Services 1600

Clerk Grade 10

Principal Clerk Grade 17

Bookkeeper Grade 17

Community Development

7000 CDBG Program Assistant Grade 22

Resource Specialist Grade 22

CLASSIFIED - TECHNICAL

Controller/ Auditor 1113

City Controller Grade 43 (Subject to CBA decisions)

City Internal Auditor Grade 38 (Subject to CBA decisions)

Tax Assessor 1114

Assessment Aide Technician Grade 26

IT 1116

Network Server Technician Grade 30

Programmer Grade 26

GIS Program Manager Grade 33

Communications Tech Grade 17

Treasurers' Office 1117

Senior Tax Revenue Agent Grade 34

Planning 1109

Principal Planner Grade 32

Senior Planner Grade 29

Planning Technician Grade 19

Building Inspections 1111

Alternate Building Official Grade 30

Field Inspector/ Residential Plan Reviewer Grade 26

Mechanical/ Plumbing Inspector Grade 28

Electrical Inspector Grade 26

Plan Review/Zoning Inspector Grade 26

Inspector of Minimum Housing Grade 21

Inspector of Minimum Housing Grade 21
Building Inspector Grade 26
Minimum Housing Inspector Grade 21

Police Department 1202

Civilian Records Chief Clerk Grade 31
Assistant Radio Officer Grade 28
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19
Radio Dispatcher Grade 19

Public Work 1300

Coordinator for Rodent Control Grade 26

Engineering 1303

Chief Engineer Grade 38
City Surveyor Grade 31
Senior Engineering Technician Grade 26

Senior Services 1602

Social Worker Grade 16
Adult Day Care CNA Grade 10
Adult Day Care CNA Grade 10

Senior Services 1603

Caseworker/Manager Grade 19

Senior Services 1604

Assistant Dispatcher/Coordinator/Driver Grade 5
Bus Driver Grade 3

Bus Driver Grade 3
Bus Driver Grade 3
Bus Driver Grade 3

Senior Services 1605

Chef Grade 5
Assistant Chef Grade 2
Cook Grade 1
Assistant Chef Grade 2

Sewer 8000

Environmental Scientist Grade 32

CLASSIFIED - OPERATIONAL

Tax Assessor 1114

Deputy Tax Assessor Grade 30

Purchasing 1115

Purchasing Agent Grade 36

Police Department 1202

Dog Office/ Shelter Operator Grade 22
Dog Office Grade 20
Dog Office Grade 20
Kennel Custodian Grade 18

Highway 1302

Highway Superintendent Grade 32
Foreman Grade 9
Foreman Grade 9
Foreman Grade 9
Foreman Grade 9

Fleet Management 1307

Fleet Manager Grade 32

Parks & Recreation 1400

Recreation Program Assistant Grade 25
General Foreman Grade 28

Foreman Grade 9

Senior Services 1600

Assistant Director Grade 25

Senior Services 1601

Programs Coordinator Grade 20

Senior Services 1602

Adult Day Care Director Grade 30

Senior Services 1603

Social Service Director Grade 25

Senior Services 1604

Dispatcher/Coordinator Grade 22

Assistant Dispatcher/Coordinator/Driver Grade 5

Bus Driver Grade 3

Bus Driver Grade 3

Bus Driver Grade 3

Bus Driver Grade 3

Senior Services 1605

Food Service Manager Grade 25

Senior Services 1606

RSVP Director Grade 23

Community Development 7000

Finance and Compliance Officer Grade 32

Network RI 7010

Career Employment Counselor Grade 25

Career Employment Counselor Grade 25

Sewer 8000

Environmental Program Manager Grade 34

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into this 14th day of August 2025, by and between by and between the City of Cranston ("City"), and Local Union 251, General Teamsters, Municipal Employees of Cranston ("Union");

WHEREAS, the City and the Union are parties to a collective bargaining agreement for the period July 1, 2024, through June 30, 2027 ("CBA");

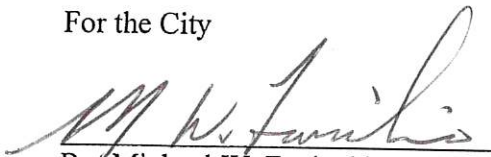
WHEREAS, the parties wish to adjust the wages of Workforce Solutions of Providence/Cranston employees, such that they are commensurate with the equivalent classification in Providence;

NOW, THEREFORE, for good and valuable consideration, the exchange of which is hereby acknowledged by the parties, it is hereby agreed as follows:

1. Union members employed by the ("City") at Workforce Solutions of Providence/Cranston ("Employees"), shall be paid the same wage rates, including all bonuses, as the equivalent Providence classification.
2. The Employees shall receive wage increases on the same effective date that the equivalent Providence classification receives its wage increase.
3. All rights, benefits, privileges, duties, and obligations existing under the ("CBA") remain in effect. No other term or condition in the ("CBA") shall be amended or altered by this Agreement. Any other amendment or change to any term of the ("CBA") shall require a separate written agreement between the parties.
4. The parties acknowledge and agree that this Agreement is subject to ratification by the Cranston City Council. Failure by the Cranston City Council to ratify this Agreement shall render the entire Agreement null and void.

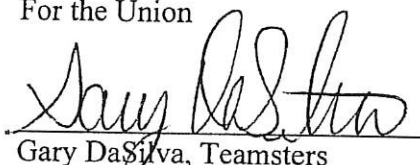
WHEREFORE, the parties, by their duly authorized representatives, have executed this Memorandum of Agreement on the date(s) set forth below.

For the City


By: Michael W. Favicchio
Its: Director of Personnel


Tom Zidelis, Finance Director

For the Union

 8/18/25
Gary DaSilva, Teamsters
Assistant Business Agent