

**MASTER AGREEMENT**  
**BETWEEN**  
**STATE OF RHODE ISLAND**  
**AND**  
**RHODE ISLAND COUNCIL 94, AFSCME**  
**AFL-CIO**

**July 1, 2008 through June 30, 2012**

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## **MEMORANDUM OF AGREEMENT**

This Master Agreement is hereby entered into this 16<sup>th</sup> day of October, 2008 by and between the State of Rhode Island, hereinafter referred to as the State, and Rhode Island Council 94, AFSCME, AFL-CIO, hereinafter referred to as the Union.

### **PURPOSE**

It is the purpose of this Agreement to carry out the policy of the State of Rhode Island by encouraging a more harmonious and cooperative relationship between the State and its employees by providing for procedures which will facilitate free and frequent communication between the State and its employees. By means of this Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present high standards of service to the people of the State of Rhode Island, and agree further that high morale and good personnel relations through a stabilized Union relationship are essential to carry out this end.

### **ARTICLE 1**

#### **RECOGNITION**

1.1 The State hereby recognizes the Union for the purposes of this Master Agreement as the sole and exclusive bargaining agent for all State employees with regard to wages, hours, and working conditions for whom Rhode Island Council 94, AFSCME, AFL-CIO are currently certified to represent by the decision of the State Labor Relations Board, and those State employees who are in bargaining units that are recognized by mutual agreement or upon certification

by the State Labor Relations Board.

Upon such recognition, such new units shall automatically be covered by the terms of this Master Agreement and negotiations for mini-contracts shall begin immediately upon such recognition. Upon termination of the Council 94 certification for any bargaining unit, the provisions of this Master Contract shall be automatically terminated. The terms of this Master Contract are non-transferable and non-assignable. The following is a list of the certificate numbers currently represented by Council 94:

EE-1690	EE-1704	EE-1714	EE-1715	EE-1766	EE-1767
EE-1778	EE-1789	EE-1794	EE-1804	EE-1805	EE-1825
EE-1847	EE-1848	EE-1896	EE-1899	EE-1926	EE-1993
EE-2048	EE-2057	EE-2060	EE-2069	EE-2089	EE-2098
EE-3095	EE-3113	EE-3114	EE-3133	EE-3144	EE-3146
EE-3149	EE-3152	EE-3157	EE-3163	EE-3221	EE-3260
EE-3324	EE-3328	EE-3332	EE-3333	EE-3337	EE-3338
EE-3342	EE-3373	EE-3402	EE-3403	EE-3406	EE-3417
EE-3418	EE-3446	EE-3504			

## **ARTICLE 2**

### **NON-DISCRIMINATION CLAUSE**

2.1 The State and the Union agree not to discriminate against any member of the bargaining units covered by this Agreement because of race, religion, creed, color, sex or sexual orientation, age, physical handicap, marital status, country of ancestral origin, political beliefs, or affiliations and/or membership in any lawful organization.

2.2 The State agrees that no employee shall be discriminated against, intimidated or coerced in the exercise of their right to bargain collectively through the Union, or on account of their membership in, or activities on behalf of the Union.

2.3 The Union shall not discriminate against any employee in the administration of this agreement because of non-membership in the Union.

2.4 The State and the Union agree to establish a committee consisting of representatives from both sides to continue to explore affirmative employment action, diversity training and, if possible, to enter into a Letter of Understanding.

2.5 Nothing in this Agreement shall be construed so as to prevent compliance with any obligation imposed by the Americans With Disabilities Act of 1990.

### **ARTICLE 3**

#### **UNION SECURITY & DUES DEDUCTION**

3.1 The State Controller shall deduct Union dues from the wages of all members within the respective bargaining units.

3.2 In those bargaining units in which the Union has been certified as the exclusive bargaining agent, only the dues for the sole and exclusive bargaining agent shall be deducted. Membership in the Union may be determined by each individual employee.

3.3 All non-members of the exclusive bargaining organization shall pay to the exclusive organization a service charge as a contribution toward the negotiation and administration of the collective bargaining agreement in an amount equal to the regular

bi-weekly membership dues of said organization.

3.4 The State Controller shall forward all deductions covered by this agreement to Rhode Island Council 94, AFSCME, AFL-CIO on a bi-weekly basis.

3.5 The State Controller shall deduct back dues from any arbitration award in the case of a suspension or discharge which has been overturned by an arbitrator, and shall remit the amount to Council 94, AFSCME.

3.6 The State recognizes the Union's ability to increase dues lawfully and in accordance with its constitution and by-laws, and upon written representation by the Union that dues have been lawfully increased and in accordance with its constitution and by-laws, the State agrees to adjust the amount of dues deduction accordingly, provided that such an adjustment is consistent with the authorization of the employee as required by law.

The Union shall indemnify and save the State harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the State in reliance upon the Union's representation that its dues have been lawfully increased and in accordance with the Union's constitution and by-laws or for the purpose of complying with any of the provisions of this Article.

3.7 The appointing authority shall give written notice to the Treasurer of the Union of all new employees within the respective bargaining units who become eligible for membership in the Union. Said notice shall be given monthly and shall include the employee's

name, address, social security number, date of hire, classification, work assignment and location.

## **ARTICLE 4**

### **MANAGEMENT RIGHTS**

4.1 The Union recognizes that except as specifically limited, abridged or relinquished by the terms and provisions of this agreement, all rights to manage, direct or supervise the operations of the State and the employees are vested solely in the State.

For example, but not limited thereto, the employer shall have the exclusive rights subject to the provisions of this agreement and consistent with the applicable laws and regulations:

- A. To direct employees in the performance of the duties of their positions;
- B. To hire, promote, transfer, assign, and retain employees in positions within the bargaining units and to suspend, demote, discharge, or take other disciplinary action against such employees;
- C. To maintain the efficiency of the operations entrusted to it;
- D. To determine the methods, means and personnel by which such operations are to be conducted;
- E. To relieve employees from duties because of lack of work or for other legitimate reasons;
- F. To take whatever actions may be necessary to carry out its mission in emergency situations, i.e. an unforeseen circumstance or a combination of circumstances which

calls for immediate action in a situation which is not expected to be of a recurring nature.

## **ARTICLE 5**

### **HOURS OF WORK**

5.1 It is hereby agreed that there shall be three basic work weeks as follows:

1. A 35 hour work week (5 consecutive days of 7 consecutive hours), exclusive of unpaid lunch periods.
2. A 40 hour work week (5 consecutive days of 8 consecutive hours each), exclusive of unpaid lunch periods.

A non-standard work week (5 consecutive days of at least 7 consecutive hours each), exclusive of unpaid lunch periods.

Non-Standard, non-exempt work week: Employees so classified by the Personnel Administrator who work more than forty (40) hours in a work week shall receive overtime pay at time and one half for all hours worked in excess of forty (40) hours. Employees so classified are listed in Appendix A. The number of hours in an employee's regular work week will not be increased as a consequence of this paragraph. Nothing in this agreement shall be construed to change existing work weeks.

Basic work weeks which include Saturday or Sunday or both Saturday and Sunday will be limited to new or vacant positions. If the number of bidders are insufficient to fill such positions, involuntary changes in scheduled work hours will be subject to the provisions of Section 5.2 of this Article.

5.2 It is recognized that there are now other work schedules

peculiar to certain classes of positions, which are recognized by the State and the Union, and such exceptions shall remain in full force and effect. In the event it becomes necessary to change the scheduled work hours in any area, the State shall notify the Union's Executive Director, and the parties hereto shall make every effort to agree mutually on the hours for such schedules and fix the hours subject to the grievance procedure and arbitration provisions of this Agreement. In the event that a new schedule for hours of work is agreed upon, that schedule shall be posted and bid upon in accordance with the seniority provisions of this Agreement. If the hours are not agreed to, then the issue shall be submitted to expedited arbitration.

5.3 Employees who work at least sixteen hours a week shall be entitled to fringe benefits on a pro-rata basis in accordance with the present practice.

5.4 Employees shall be granted a fifteen minute coffee break during the first half and the second half of their work day. All employees shall be granted a meal period of not less than one-half hour duration nor more than one hour duration during each work day to be determined by the work day schedule that applies.

5.5 Shift hours, upon being scheduled will be posted. Wherever time clocks are used in any bargaining unit, they must be used by all personnel in a classification within a bargaining unit or no one.

5.6 No employee who has performed work before or after scheduled shift hours will have the right or will be required by

the State, by reason thereof, to take time off to equalize their working hours.

5.7 When an employee is required in writing by the appointing authority or their designee to work in a higher class of position for a period of more than three consecutive working days, such employee shall receive the lowest salary rate of that higher class, which will provide a pay increase of at least one step over their present rate retroactive to the first day of such assignment. Written authorization or direction to an employee to work in a higher class of position shall be given to the employee within twenty-four hours of said direction, and an employee may refuse such assignment if said employee does not receive such written notice or authorization.

## **ARTICLE 6**

### **SALARY SCHEDULE**

#### 6.1 WAGES.

##### Pay Reduction

All employees shall receive a one day pay reduction (equivalent to ten percent (10%) of the bi-weekly total salary rate, excluding overtime) which will be effective for one (1) payroll period during June 2009 as designated by the State.

Employees so affected will be entitled to accrue one (1) additional day of paid leave during that payroll period. This leave will accrue to part-time employees on a pro rated basis.

Employees may request to discharge this additional paid leave during any payroll period following the payroll period in which it

was earned and/or elect cash payment for that one day in the fiscal year beginning July 2010 and until June 30, 2012. Any hours not discharged or paid as of June 30, 2012 will be lost.

Balances of accrued vacation, sick and "deferred vacation" leave shall be paid at the pre-reduction rate of pay to employees who terminate or retire from State service during this salary reduction period.

Employees completing their in-service training incentive credits during the salary reduction period will be awarded the appropriate salary adjustment based on the pre-reduction rate of pay.

The State may waive the right to a pay reduction if there is sufficient funding.

- A. There shall be an across-the-board base wage increase of 2.5% effective July 1, 2009.
- B. There shall be an across-the-board base wage increase of 3.0% effective July 1, 2010.
- C. There shall be an across-the-board base wage increase of 3.0% effective July 1, 2011.

6.2 An employee appointed from an employment or promotional list shall receive a one-step increase at the satisfactory completion of the probationary period which shall be one-hundred thirty days worked and shall receive an additional one-step increase each year thereafter in their classification until they have reached the maximum of their grade.

6.3 An employee with temporary status shall receive a one-step increase after six months of service, which shall be

one-hundred thirty days worked, and after each year of service thereafter in their classification, until they have reached the maximum of their grade.

6.4 Each employee shall be granted a longevity increase according to the following formula:

***Percentage Increase***

<i>Years of Service</i>	<i>On Base Rate</i>
5	5%
11	10%
15	15%
20	17.5%
25	20%

6.5.a Each employee, who has successfully completed a four-course curriculum approved in advance by the Personnel Administrator, shall be entitled to a one-step pay increment next above their current base step (or if the employee is at the maximum of the grade, an increment equal in the amount to the difference between the last step in the pay range and that step immediately prior to it.)

6.5.b

1. Persons employed prior to July 1, 2001 may retain the increment provided for in 6.5a but shall be eligible for only one such increment, under the Incentive In-Service Training Program, during the course of his/her employment with the State.

2. A person employed prior to July 1, 2001 may become

eligible for multiple increment payments under Paragraph 3 by submitting to the Department of Administration's Office of Training and Development a written form giving up career increment retention under Paragraph 1.

3. Persons first employed on or after July 1, 2001 shall be eligible to earn an unlimited number of additional increments during their careers, subject to the following:

a. Each earned increment shall be retained for not more than four (4) years; and

b. Each employee shall be eligible to earn additional increments, under the Incentive In-Service Training Program, by commencing additional training three years or more after final payment of the previously earned increment.

6.6 The following schedule sets forth the pay plan, including step increases for each grade in the pay plan. Classification title and grade levels shall be as set forth in Appendix B, Salary Schedules and Grade Levels.

6.7 Employees who work the second or third shift will be paid on Thursday, if possible.

6.8 Overpayments/Fast Track Arbitration

a) In the event an employee is overpaid for any reason, the State shall provide documentation concerning the overpayment to the employee and, upon request of the employee, to the president of his/her local union. The amount of the overpayment shall be repaid to the State by payroll deduction. If the amount of the overpayment

is less than 15% of the employee's net bi-weekly pay, the State may recoup the entire payment in one lump sum. If the overpayment exceeds 15% of the employee's bi-weekly pay, the State may recoup the over payment in installments not to exceed 15% of the employee's net bi-weekly pay.

b) Any dispute between the State and the Union or between the State and any employee, regarding the amount of any overpayment of wages, shall be submitted to fast-track arbitration in accordance with Article 26.7. The arbitrator shall decide issues of fact and, if applicable, the appropriate remedy. If the arbitrator orders the employee to reimburse the State, the reimbursement shall be by payroll deduction in amounts ordered by the arbitrator.

c) In the event that the State and employee agree as to the amount of wages the employee was overpaid, but disagree as to the reimbursement schedule, the payroll deduction reimbursement schedule shall be submitted to fast-track arbitration in accordance with Article 26.7 on a last best offer basis.

## **ARTICLE 7**

### **SHIFT DIFFERENTIAL**

7.1 The "evening tour of duty" shall mean those hours worked between the hours of 3:00 p.m. and 12 midnight. The "night tour of duty" shall mean those hours worked between the hours of 11:00 p.m. and 8:00 a.m. Employees whose scheduled hours are 7 a.m. to 3 p.m. or 8 a.m. to 4:30 p.m. shall not receive shift differential for the 7 a.m. to 8 a.m. hour or the 3 p.m. to 4:30 p.m. hour and one half.

7.2 All employees, who are permanently assigned to work sixteen or more hours of a forty hour work week or fourteen or more hours of a thirty-five hour work week during the "evening tour of duty" or during the "night tour of duty" shall be compensated an additional seventy cents an hour over the rate prescribed for the classification in which their work is performed for all hours of the work week.

7.3 Any full-time employee, who is assigned to work during the "evening tour of duty" or the "night tour of duty" for less than the sixteen hours or fourteen mentioned in Section 7.2 of this Article, shall be compensated for the hours actually worked at the rate of shift differential provided herein.

Any employee assigned to the first shift and required to work on the second shift, in addition to working their daily assigned work shift, shall be compensated for the hours worked on the second shift at the rate of time and one-half their normal hourly rate without regard to any added shift differential pay.

Any employee assigned to the day schedule, who is required to change that schedule to work an evening or night tour of duty in place of that employee's regularly scheduled hours, shall receive shift differential pay for such evening or night tour of duty hours actually worked.

Any employee who normally works an assigned "evening tour of duty," who is requested to work the day shift following the completion of their "evening tour of duty" will be compensated for those additional hours of work assigned by receiving time and

one-half for those additional hours worked at the employee's base rate of pay, if overtime payment requirements have been met.

7.4(a) Employees working in the classification of Certified Nursing Assistant (CNA), in Group Homes, the Veterans Home, and State hospitals, shall be paid a stipend of \$\_\_\_\_\_ per hour for all hours worked on Saturdays and Sundays, effective July 1, 2006.

7.4(b) The Union and the State shall negotiate changes to the seniority provisions applicable to CNAs in order to permit all CNAs working at Group Homes, the Veterans Home, and State hospitals to be assigned to schedules which allow regular weekend days off. In the event that the Union and the State fail to reach agreement on a modification of the seniority provisions to allow this, the stipends referred to above shall not go into effect.

7.4(c) Article 7.4 (a)-(c) shall be null and void if the legislature enacts patient staffing limits applicable to CNAs at the Group Homes, Veterans Home, and State hospitals.

## **ARTICLE 8**

### **OVERTIME**

8.1 It is agreed that when it becomes necessary for the efficient conduct of the business of the State, an appointing authority may direct or authorize overtime work.

8.2 Overtime work shall be defined as the required performance of work in excess of the established work week.

8.3 Compensation for overtime work shall not be paid to employees in the non-standard category.

8.4 Time and one-half shall be paid in each and any of the following instances, and each instance shall not be dependent on any other instance, but there shall be no pyramiding or duplication of overtime.

All work performed in excess of forty hours and, in those classes of position in which it is applicable, all work performed in excess of thirty-five hours in any week, with the following exception:

When funds become unavailable within a department to pay cash for work performed between thirty-five and forty hours for employees in a thirty-five hour work week, compensatory time shall be credited to the affected employee at the rate of one and one-half times such hours. However, in any event, an employee may elect to take compensatory time in lieu of cash for the hours between thirty-five and forty.

8.5 Whenever an employee is required to work on a holiday designated in this agreement, which falls on their regularly scheduled workday, they shall be credited with the number of hours in their official work schedule for that day, plus the number of hours actually worked at the rate of one and one-half times.

\*8.6 Overtime work is to be made a matter of record and distributed fairly and equitably among employees eligible for and capable of performing the work in their respective division and class of position. A record of overtime work will be furnished to the Union at the close of each pay period.

\*8.7 Hours which are paid for, but not actually worked, except sick leave in accordance with R.I.G.L. 36-4-63, shall be counted as hours worked for purposes of overtime compensation.

(\*see Letter of Understanding Sick Leave Bill)

\*8.8 Overtime shall be offered to employees eligible for overtime on the basis of their seniority in their classification within the division in which they are employed. An employee offered overtime will be excused at their request, provided authorized personnel are available and willing to meet the need; and any employee so excused shall not be offered overtime work again, until their name comes up again in the seniority rotation. In the event that an insufficient number of employees within the classification and division in which overtime work is assigned voluntarily accept the assignment, the State may direct and require employees within the classification and division to perform the work. Such required overtime assignments shall be made in the reverse order of seniority. A record of overtime work will be furnished to the Union at its request.

(\*see Letter of Understanding Sick Leave Bill)

8.9 No employee shall be required to work more than sixteen consecutive hours except in a State emergency.

8.10 Employees who accrue compensatory time must use such compensatory time within the fiscal year accrued. Unused compensatory time will be automatically paid to employees at the end of each fiscal year. This section will not apply to compensatory time on the books as of June 1, 1996.

## ARTICLE 9

### HOLIDAYS

9.1 The following shall constitute the official holidays for the purpose of this Agreement:

New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Victory Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Election Day (any day on which a general election of State officers is held), Christmas Day and any day which the Governor or the General Assembly designate as a holiday.

9.2 If a holiday falls on a regularly scheduled work day, the employee shall be entitled to the day off and shall be credited with the number of hours in their official work schedule for the day.

9.3 Whenever an employee in a standard work week (35 hours or 40 hours weekly) or non-standard employee is required to work on a holiday which falls on their regularly scheduled work day, they shall be credited with the number of hours in their official work schedule for that day, plus the number of hours actually worked. The Hours actually worked shall be compensated at the rate of one and one-half times. This provision as it applies to non-standard employees shall be effective upon ratification of the contract. The parties agree that for the purpose of overtime pay under Section 9.3 of this Article the Christmas, New Years, Fourth of July, and Veteran's Day holidays shall be observed on Saturday or Sunday in those years when such holidays fall on Saturday or Sunday rather than on Monday as provided for by R.I.G.L. 25-1-1 et seq.

The parties further agree, that when such holidays fall on Saturday or Sunday employees who would have otherwise received overtime holiday pay for working on Monday, if the holiday were being celebrated on that day, shall not receive such pay but shall receive their regular rate of pay for that day.

This provision shall not apply to employees whose regularly scheduled work week is Monday through Friday.

9.4 If a holiday falls on one of an employee's regularly scheduled days off, they shall be credited with the number of hours for one day in their official work schedule. The hours so credited for this day shall not be used in the computation of overtime.

9.5 If a holiday falls on a regularly scheduled work day within an employee's vacation period, the employee shall not be charged annual leave for their absence on that date.

9.6 In the event that any holiday listed in Section 9.1 is eliminated by legislative action and a new holiday is not substituted for the holiday that was eliminated during the same legislative session, the State agrees to add one additional day of Personal Leave.

## **ARTICLE 10**

### **INCLEMENT WEATHER/EMERGENCY**

10.1 In the event that the Governor or designee determines that an emergency situation exists and as a result makes a public declaration that an emergency exists or that State offices are closed, the following provisions shall apply:

1. The Department of Administration shall determine the

designated starting time of the emergency.

2. Employees who are either allowed to leave their work place early or are excused from traveling to work shall be allowed to discharge vacation leave, personal leave or sick leave. An employee who elects to discharge sick leave may discharge up to a maximum of two (2) sick days per calendar year for such events.
3. Employees who are required to remain at their place of work or to travel to work shall be compensated at the rate of time and one half for each hour worked commencing at the designated starting time of the emergency as determined by the Department of Administration.
4. Deletion of the prior language in Article 10 shall not negate the practice of granting time off for annual employee outings.
5. In the event that employees are either allowed to leave their work place early or are excused from traveling to work in accordance with this Article, Section 10.1.3 shall only apply to employees at the affected work place.

## **ARTICLE 11**

### **SENIORITY**

11.1 The parties agree to recognize seniority as defined in the following manner:

Primary Seniority is the length of service within a class of

position.

Secondary Seniority is the length of service in which an employee has worked in the next lower rated position in the classification hierarchy.

State Seniority is the length of service in which an employee has worked for the State.

11.2 It is hereby agreed that the parties hereto recognize primary seniority in all cases of shift preference, days off, floats, relief assignments, vacation time, holiday time, job assignments and location assignments within the same bargaining unit (except for temporary assignments of sixty days or less within the Division of Taxation.)

11.3 Where there are no bids under Section 11.2 from within a bargaining unit, the appointing authority shall appoint a member of any bargaining unit represented by Council 94 who bid for a lateral transfer, and this appointment shall be from the top three primary seniority employees so bidding.

Employees who are transferred as the result of a bid for a transfer under this section shall not be eligible to again be so transferred until four months has expired from the date of the latest transfer. The limitation of four months, however, shall not apply to employees in classifications that may require work in a schedule other than the normal seven or eight hour day and the Monday through Friday daily work schedule.

11.4 All new and vacant positions to which recruitment is to be initiated shall be posted on bulletin boards in all work areas

within the bargaining units for a period of seven (7) calendar days and notice of such vacancies shall be sent to the Union at the time of the posting. In addition, all new and vacant positions to which recruitment is to be initiated shall be posted at special predesignated posting sites selected upon recommendation of the Union and approval by the Director of Administration so as to maximize awareness by employees. The list of said vacancies shall also be sent to the Executive Director of Council 94 at the time of posting. Employees who apply for such vacancies shall make a request in writing to the Personnel Office or appropriate administrative officer of the unit where the vacancy exist not later than three days after the posting period has ended. The Union recognizes the right of the State to consider Affirmative Action factors when hiring new employees for any position once Section 4 (a) - (g) of this section are complied with. The Union also agrees that Affirmative Action factors may be taken into account when making a selection among bargaining unit employees when reviewing those employees eligible under this section.

11.4.a All new and vacant positions shall be filled from the top six employees represented by Council 94 on the certified promotional list.

11.4.b Where there are less than six employees from within Council 94 on the certified promotional list the State will select an employee represented by Council 94 who is on the list.

11.4.c Any employee hired after January 1, 1978 and holding temporary or provisional status in a class for which said employee

must take a civil service examination may be appointed from any list of eligibles certified by the State Division of Personnel for the class of position in which they are employed, provided said employee is reachable on the list certified.

11.4.d Where no list exists for certification, all new and vacant positions shall be filled from within the bargaining unit wherein the new or vacant position exists from the top three state seniority employees, or if there are less than three eligible employees therein, then from the top three state seniority employees from within any other bargaining units covered by the Master Agreement. Whenever there are less than three eligible applicants from within any bargaining units covered by the Master Contract for a vacancy, the State may repost such vacancy.

11.4.e All non-competitive positions, to which the parties agree, shall be filled by the top state seniority bidder from within the bargaining unit. If no bids are made from within the bargaining unit, then by the top state seniority employee who is a member of a bargaining unit represented by Council 94 who has submitted a bid.

11.4.f If no bids are submitted from any member of a bargaining unit represented by Council 94, then the State has the right to fill from outside the bargaining units covered by this Master Agreement.

11.4.g Under the provisions of this Article, the State agrees to supply the Executive Director of Council 94 every certified list and amended certified list used for all positions

covered by this Master Agreement and the name of the employee who was appointed to the new or vacant position.

11.5 The appointing authority shall prepare and forward to the Union office of the appropriate bargaining unit a seniority list of employees by class of positions and shall notify the Union of additions and deletions each month. Seniority lists shall be updated each six months.

11.6 Employees performing work in the bargaining unit shall not be required to perform work in any agency outside their career field classification, except in an emergency which is defined herein.

LAY-OFFS:

11.7 Whenever the State decides on a layoff of persons covered by this Agreement, including a layoff due to job abolishment, such layoff must be reviewed and approved by the Director of Administration or by the Chief Executive Officer of an independent statutory authority, such as the Judiciary. All such layoffs shall be managed by the Office of Personnel Administration. Notification to the Executive Director of AFSCME, Council 94 will be sent fifteen (15) calendar days prior to sending any layoff notice. The following rules will apply to selection for layoff, bumping, and recall:

1. "Seniority" under these rules always means State seniority.
2. Two weeks' notice of layoff shall be given to any employee so affected.

3. The least senior employee in a class selected for layoff in a department, division, agency, or bargaining unit will be identified for a layoff.
4. Bumping rights hereunder apply to an equal or lower class, but not to a higher class.

11.7.a Any employee who receives notice of a layoff shall have the right to accept the layoff and be placed on the recall list, or to exercise the following bumping rights:

1. Initial Layoff Notice Plus:

There will be a maximum of three (3) bumps following the least senior employee in a class in a department, division, agency, or bargaining unit being identified for layoff.

2. Priority in Bumping:

- a. FIRST BUMP:

Employees will have the right to bump the least senior employee in any class an employee chooses, including their own, for which such employee is qualified and able to perform in any bargaining unit covered by the Master Contract. The employee so bumped will be required to accept a vacancy within the same class, in the same bargaining unit, if available.

- b. SECOND BUMP:

If no such vacancy is available, that employee will also have the right to bump the least senior

employee in any class for which such employee is qualified and able to perform in any bargaining unit. The employee so bumped will be required to accept a vacancy within the same class in the same bargaining unit, if available.

c. THIRD AND FINAL BUMP:

The final bumpee in any bumping series will be the least senior (by State seniority) employee covered by the Master Agreement, in a position, which the bumping employee is qualified and able to perform such work. The employee so bumped will be laid off and placed on the recall list unless there is a vacancy in such class, in which case the employee will be placed in such vacancy.

11.7.b Special Provisions:

1.A. Employees will bring their current status with them into whatever classification they are eligible to bump. Employees who do not have permanent status, and who bump into a different classification will be required to serve a ninety (90) day probationary period. Progress reports will be issued after the first thirty (30) days, sixty (60) days and ninety (90) days.

1.B. If an employee successfully completes this probationary period, the examination will be waived to the extent permitted by law.

1.C. If an employee fails a probationary period, such

failure may be grieved by the Union. Absent mutual agreement between the employer, the Union, and the employee, the employee must serve at least sixty (60) days of the ninety (90) day probationary period, the State will have the option of offering to place such employee in any vacant position which the State deems available and appropriate for such employee in an equal or lower class, which vacancy has been posted. The failure to offer any such vacancy shall not be subject to the grievance and arbitration procedure. If the State makes an offer which is accepted by such employee, with the consent of the Union, the failure of the State to offer such vacancy to any other employee shall not be subject to the grievance and arbitration procedure.

2. Vacancies so filled in accordance with subsection 11.7A (1a), (1b), or (1c) which have not been previously posted will be posted on a closed bid for lateral transfers within the bargaining unit only using primary seniority. Such closed bids will be made within ninety (90) days.

3. If the least senior employee in any classification is a part-time employee working fewer than 35 hours per week, the bumping full-time employee may bypass such person and bump the least senior full-time employee in the same classification.

4. Employees covered by 36-4-59, 36-5-7, or 36-5-8 who

have their position eliminated will retain the right to remain in State service in a comparable position with no reduction in salary or status. The State will offer alternative assignments if available.

If the employee chooses not to accept such assignments, the employee will be subject to the same bumping rules as listed under this section, without loss of salary or status.

#### 11.8 Recall Rights

A. Employees affected by a layoff action, including employees who bumped, will be placed on an appropriate recall list and shall be recalled in order of State Seniority.

B. An employee will have recall rights to a position in the same class in the bargaining unit which management intends to fill, from which the employee was laid off and exercised bumping rights. Any employee who refuses a recall to an unrestricted position will be removed from the recall list.

C. In addition, an employee who has been actually laid off and is on the recall list will have recall rights to any other position for which such employee is qualified and able to perform, in an equal or lower class, provided such employee has indicated in advance a desire and willingness for the job in "parameters" established at time of layoff, and subject to completion of a ninety (90) day probationary period in the manner specified in subsection 5 in any class in which an employee has never had permanent status, with recourse to

expedited arbitration. An employee who refuses three (3) recall offers to unrestricted positions shall forfeit all recall rights.

D. No appointment may be made to any position covered by the Master Agreement in a class affected by a layoff set forth in the preceding paragraphs while an employee who has been laid off is available for recall and remains on the recall list.

E. The parties agree to make expedited arbitration without going through grievance procedure, the exclusive procedure for resolving disputes over layoff, bumping, and recall.

F. Recall notices shall be sent by certified mail, return receipt requested. Unpaid sick leave and personal leave accruals as of the date of layoff will be frozen for three (3) years from date of layoff.

11.9 Employees appointed from employment or promotional lists shall serve a probationary period of six months, during which time, the appointing authority shall report to the Personnel Administrator every sixty days concerning the work of the employee; and at the expiration of the probationary period, unless the appointing authority files with the Personnel Administrator a statement in writing that the services of the employee, during the probationary period, have not been satisfactory and that it is desired that they not be continued in the service, they shall receive permanent status in their classification. Each new employee, not appointed from a list, shall be considered a temporary employee and also shall serve a probationary period of

six months.

11.10 The six months probationary period shall mean one-hundred thirty days worked in the class of position.

11.11 All new and vacant positions shall be filled within three pay periods after the bidding procedure is completed, and an employee has been selected for the position in question.

11.12 Seniority shall be considered broken for the following reasons only:

- (a) When an employee has been discharged for just cause;
- (b) When an employee voluntarily terminates their employment;
- (c) When an employee fails to respond to a recall notice;
- (d) When an employee fails to notify the departmental director of their absence from work within five working days, unless extenuating circumstances prohibit such notice;
- (e) When an employee fails to renew a leave of absence;
- (f) When an employee engages in other work without authorization while on leave of absence;
- (g) When an employee is laid off in excess of three consecutive years.

11.13 The union recognizes the State's right to reorganize. The following parameters shall be followed by the parties when a reorganization is necessitated by an Executive Order or legislation.

1. The State shall notify the Executive Director, and the President(s) of the affected bargaining unit(s) at least fifteen (15) calendar days in advance of notification to

bargaining unit(s) members of its intention to reorganize.

2. The Union and the State shall meet immediately to review and discuss the State's plan for such reorganization and proposed alternatives or changes. The parties will attempt to develop a mutually acceptable procedure for dealing with bargaining unit members affected by the State's reorganization plan within thirty (30) days of the initial contact with the Executive Director of AFSCME Council 94. If no agreement is reached, the reorganization plan will proceed pursuant to this Article. The Union cannot grieve the inability of the parties to agree to a reorganization plan.

3. That plan shall include a thirty day notification to the affected employees.

4. Affected employees shall be given the right to bid on new assignments by primary seniority.

5. Affected employees who have no available assignments within their classification will be offered vacant positions which the State intends to fill and which have been posted by state seniority in other classifications which they are qualified and able to fill, including positions of equal pay and positions in lower classes without loss of pay.

6. Any employees affected by reorganization that do not exercise seniority to fill any such available comparable assignment or vacancy without loss of pay will be allowed to bump the least senior employee not directly involved in the reorganization in classification within the bargaining unit.

If the employee cannot bump the least senior employee in class, the employee will bump the least senior employee in any class, in the bargaining unit, which such employee is qualified and able to fill. The employee bumped shall take whatever comparable assignment or vacancy is available without loss of pay, by State seniority. The rights of the bumping employee and of the bumpee shall be to a position in an equal or lower class, but not in a higher class.

7. In cases where an entire operation is moved from one location to another, all affected employees will be redeployed.

8. In the event that the number of employees affected by reorganization exceeds the number of available assignments or vacancies, any layoffs will be governed by Articles 11.7 and 11.8.

9. Assignment of bargaining unit work: No grievance shall be filed or supported by the Union alleging that bargaining unit work previously performed within a Council 94 bargaining unit has been assigned outside of such bargaining unit pursuant to the implementation of a reorganization, unless it is in conjunction with a request for a union representation issue as a result of such reorganization. Such grievance would be held in abeyance by the parties until an official decision is issued by the Labor Board or the inter union dispute is resolved through an alternative dispute resolution procedure. In no event shall the union seek nullification of

the reorganization as a remedy for such grievance. This section shall be operative only with regard to labor organizations whose collective bargaining agreements contain similar language. Nothing in this Section 9 shall prevent the Union from subsequently pursuing issues under Article 38 based on nullification of the reorganization plan or other such drastically changed circumstances.

10. Reclassification of existing bargaining unit classifications must be done through negotiations between the parties.

11. Any changes in shifts and/or days off only, shall not constitute a reorganization under this Article and must be done under Article 5 of this Agreement.

## **ARTICLE 12**

### **VACATIONS**

12.1 No employee shall receive any vacation until such employee has completed thirteen bi-weekly pay periods, but vacation credits shall accrue during such time. The following vacation days are credited on January 1 of each year:

Employees with 6 mos. to 10 yrs.            2 days on January 1.

Employees with 10 yrs. to 20 yrs.        4 days on January 1.

Employees with 20 yrs. and over        9 days on January 1.

The remaining entitled vacation is accrued throughout the year.

12.2 It is agreed that all employees covered by this Agreement shall receive a vacation with pay according to the following

schedule:

<u>Years of Service</u>	<u>Schedule</u>
1) At least 6 months but not more than 5 years	10 working days
2) At least 5 years but not more than 10 years	15 working days
3) At least 10 years but not more than 15 years	18 working days
4) At least 15 years but not more than 20 years	20 working days
5) At least 20 years but not more than 25 years	26 working days
6) 25 years or more.	28 working days

12.3 When the service of an employee shall be terminated by resignation, death, dismissal or otherwise, if such employee shall not have used actual vacation time equal to their vacation credits, such employee or their estate shall, upon such termination, be entitled to receive full pay for each hour of vacation to their credit as of the date of termination.

12.4 Appointing authorities shall assign vacation leave with justice and equity, and once assigned, such leave shall be posted by the State.

12.5 Each employee shall be allowed to take at least two consecutive weeks of vacation at some time during the calendar year.

12.6 Should a question arise between employees as to when

their vacation will be taken, the senior employees shall have preference.

12.7 Employees may be allowed to carry over from one year to another not more than the vacation time accrued and credited in two years. Provided however an employee shall only be allowed to be paid for one year of accrual under Article 12.3.

12.8 A record of all vacation time due shall be made available to any employee covered by this Master Agreement in all departments at least every two weeks (one week after payroll). A record of all vacation time due shall be given to all employees covered by this Master Agreement every three months.

## **ARTICLE 13**

### **SICK LEAVE**

13.1 Sick leave with pay shall be granted to employees covered by this agreement. Sick leave with pay is hereby defined to mean a necessary absence from duty due to illness, injury or exposure to contagious disease and may include absence due to illness or death in the immediate family of the employee (per death) or necessary attendance upon a member of the immediate family who is ill, subject to the provisions of Section 5.0623 of the Personnel Rules in effect at this time. The definition of "Immediate Family" for the purpose of sick leave and bereavement leave, shall include domestic partners of the same or opposite sex who have lived in the same household for at least six (6) months and have made a commitment to continue to live as a family.

13.2 Employees, whose basic work week is thirty-five hours or

in the non-standard category, shall accrue four hours for each bi-weekly period of service; employees, whose basic work week is forty hours, shall accrue five hours for each bi-weekly period of service.

13.3 When the total accumulation shall amount to 875 hours (125 days) for an employee assigned to a thirty-five hour schedule or a non-standard schedule and 1000 hours (125 days) for an employee assigned to a forty hour work schedule, no further credit shall accrue until the total shall have been reduced to less than the maximum.

13.4 When the service of an employee shall be terminated by retirement (mandatory, voluntary or involuntary), or death, such employee or their estate shall be entitled to receive full pay for each hour of accrued sick leave to their credit as of the date of termination, according to the following formula:

A 35 hour a week employee or a non-standard employee shall be entitled to receive a full pay for 50% of all accrued sick leave over 390 hours, up to and including 630 hours and 75% pay for all accrued sick leave over 630 hours, up to and including 875 hours. A 40 hour a week employee shall be entitled to receive full pay for 50% of all accrued sick leave over 468 hours up to and including 720 hours and 75% pay for all sick leave over 720 hours, up to and including 1000 hours.

13.5 The appointing authority may require a physician's certificate or other satisfactory evidence in support of any request for sick leave with pay, but must require a physician's

certificate or other satisfactory evidence for each sick leave with pay covering an absence of more than three consecutive working days.

13.6 In the event of death in the employee's family, the employee shall be entitled to absence with full pay "per death" not chargeable to the employee's sick leave accumulation for:

- (A) four (4) days in the case of the death of a spouse (including domestic partner), child (including foster child or stepchild who resides with the employee), mother, father, brother, or sister;
- (B) three (3) days in the case of the death of a mother-in-law, father-in-law, grandmother, grandfather, grandchild or any other relative living in the employee's household;
- (C) one (1) day in the case of the death of an aunt, uncle, sister-in-law or brother-in-law.

If more than the above days of bereavement leave are needed, such additional time must be charged to annual or personal leave. Sick leave requests must be in accordance with the provisions of Article 13, Sick Leave.

13.7 A pregnant employee, so certified by the employee's physician shall be entitled to use accrued sick leave for any time said employee is unable to work, for medical reasons.

- (A) At the expiration of maternity leave, the employee shall be returned to the position from which said employee is on leave at the same step of the then current range for

said employee's class of position.

- (B) It is agreed that pregnant employees, who have exhausted their sick leave accruals or who decline to utilize their sick leave, shall be granted a maternity leave without pay. A pregnant employee shall submit written notification to the appointing authority of the anticipated duration of the maternity leave at least two weeks in advance, if possible, of the commencement of the leave period. Leave shall be granted for a period of not less than three months nor more than twelve months and may be extended by mutual consent; and an early return by the employee may be made upon completion of a minimum of three months and written notice of thirty days to the appointing authority.
- (C) A pregnant employee shall not be required to commence maternity leave prior to childbirth, unless unable to satisfactorily perform the job duties, and continuance at work does not deprive co-workers of their contractual rights.

13.8 Whenever an employee shall be absent from their duties and receiving compensation as provided in the Worker's Compensation Laws, they shall be granted sick leave in accordance with the rules applicable thereto, in an amount not to exceed their regular compensation. Deductions from accumulated credits shall be applied only to that part of their salary which is paid as an addition to Worker's Compensation payments, and the total of the two shall not

exceed the regular salary for a given pay period. Annual leave credits may be applied in the same manner. When such absence shall not be covered by sick leave or annual leave, it shall be deemed to be leave without pay.

Provided, however, that if it shall be determined during the Worker's Compensation proceedings that the injury resulted from a physical assault, arising out of the regular course of employment, the employee's leave shall not be reduced for the first twenty-six weeks of the disability arising from such an assault. During the twenty-seventh week and thereafter, for the duration of the employee's disability, deductions from accumulated credit shall be applied as indicated above.

13.9 Any employee whose employment requires exposure to X-rays, shall be granted special sick leave credits, not to exceed 120 hours in a calendar year, if such employee is a forty hour employee or 105 hours in a calendar year, if such employee is a thirty-five hour or non-standard employee. Such sick leave credits shall be available and sick leave granted upon the approval of the Personnel Administrator on the written recommendation of the appointing authority. Such recommendations shall be based upon a determination by blood tests or other approved method and supported by a statement from a qualified physician that the health of the employee required such sick leave to permit recuperation from exposure to such occupational hazards.

13.10 Sick Leave Bank:

**A.** The State and the Union agree to establish a Sick

Leave Bank Committee who shall be responsible to administer a Sick Leave Bank in each bargaining unit covered by the Master Agreement. A separate sick leave bank may be established in a particular department by mutual Agreement.

B. Each Sick Leave Bank Committee shall be composed of six members, three (3) of whom shall be appointed by the President of the Union and three (3) by the State. The Sick Leave Bank Committee shall establish the rules and procedures to be used by employees who have contributed to the Sick Leave Bank. Each Sick Leave Bank Committee may decide, by majority vote, to permit sick leave bank donations to be made on an as needed basis. Decisions of the Sick Leave Bank Committee to grant sick leave bank days shall be by majority vote, shall be final and shall not be subject to the grievance and arbitration provisions of the contract.

C. The following provisions must be included in the rules and procedures adopted by the Sick Leave Bank Committee:

1. The Committee must review the sick leave utilization of any member of the Sick Leave Bank who applies for sick leave from the bank. Sick leave will not be granted to an applicant with evidence of prior sick leave abuse in his or her personnel file or attendance record. Prior

utilization of sick leave does not by itself indicate sick leave abuse.

2. The Committee must require adequate evidence of catastrophic illness or injury, which is not job-related, of an employee only (not any family member).

3. The maximum amount of sick leave that the Committee may grant shall be 480 hours per employee assigned to a forty (40) hour work week and 420 hours per employee assigned to a thirty-five (35) hour work week. Hours granted shall not exceed the total hours available in the Bank.

4. Employees must make contributions to the Sick Leave Bank on January 2 of each calendar year. Any employee who does not make a contribution to the Bank shall not be eligible to apply to the Bank for any sick leave.

5. Members of the bargaining unit who wish to be eligible to apply to the Bank for sick leave shall contribute eight (8) hours of sick leave if assigned to a forty (40) hour work week and seven hours of sick leave if assigned to a thirty-five (35) hour work week.

6. An employee who applies to the Sick Leave Bank must have used all available accrued and accumulated leave including vacation and personal

leave.

7. Part-time employees may participate on a pro rated basis.

D. Any unused sick leave remaining in the Sick Leave Bank on December 31 shall not be carried forward into the next year.

E. If during the calendar year the Sick Leave Bank falls below three hundred fifty (350) hours, the Sick Leave Bank Committee may solicit additional contributions of one additional day (8 hours or 7 hours) from those employees who made a contribution on January 2 of that calendar year.

## **ARTICLE 14**

### **HEALTH & WELFARE**

14.1 The State will maintain the current health benefits through June 30, 2012, through a product provided by Blue Cross, United Health Care, or a substantially equivalent package of benefits delivered through a PPO, except as modified as set forth herein.

14.2 The parties shall consider modest health care plan design changes, to be effective July 1, 2006, that will provide additional savings in the overall cost of the premium which would allocate slightly more costs to the direct users, which at a minimum shall implement increases in Emergency Room co-pays from \$25.00 to \$30.00 and Urgicare co-pays from \$10.00 to \$15.00.

Effective November 23, 2008, the following co-pays shall be in

effect:

- (1) Primary Care office visit co-pay is \$10 (includes internal medicine, family practice, pediatrics and geriatrics);
- (2) Emergency room co-pay to increase to \$100;
- (3) Urgent Care co-pay to increase to \$35;
- (4) Specialist office visit co-pay to increase to \$20 (includes all physicians other than primary care physicians).

#### 14.3 Insurance

(a) Effective June 26, 2005, employees shall contribute toward the cost of health care coverage in the amount equal to 2.5% of base wages and 0.5% of other wages. Said amounts shall be via payroll deductions.

(b) Effective the pay date, Friday, August 8, 2008, eligible employees shall contribute toward the cost of health care coverage based on a percentage of premiums for either the individual or family plan as set forth below for medical insurance, dental benefits and/or vision/optical benefits. Said co-share percentages shall apply based on the employee's annualized total rate and shall be via payroll deductions.

For full time employees:

Effective the pay date Friday, August 8, 2008:			
Individual Plan		Family Plan	
Less than \$45,000	12%	Less than \$25,000	8%
\$45,000 to less than \$75,000	15%	\$25,000 to less than \$35,000	11.5%
\$75,000 to less than \$90,000	18%	\$35,000 to less than \$45,000	12%
\$90,000 and above	25%	\$45,000 to less than \$75,000	15%
		\$75,000 to less than \$90,000	18%
		\$90,000 and above	25%

Effective July 1, 2009:			
Individual Plan		Family Plan	
Less than \$45,000	15%	Less than \$45,000	13.5%
\$45,000 to less than \$90,000	20%	\$45,000 to less than \$90,000	20%
\$90,000 and above	25%	\$90,000 and above	25%

Effective July 1, 2010:			
Individual Plan		Family Plan	
Less than \$46,350	17.5%	Less than \$46,350	14%
\$46,350 to less than \$92,700	20%	\$46,350 to less than \$92,700	20%
\$92,700 and above	25%	\$92,700 and above	25%

Effective July 1, 2011:			
Individual Plan		Family Plan	
Less than \$95,481	20%	Less than \$47,741	15%
\$95,481 and above	25%	\$47,741 to less than \$95,481	20%
		\$95,481 and above	25%

Effective the pay date, Friday, August 8, 2008, eligible part time employees (scheduled hours <35.0 for a 35.0 hour position or <40.0 for a 40.0 hour position) shall contribute toward the cost of health care coverage based on a percentage of premiums for either the individual or family plan as set forth below for medical insurance, dental benefits and/or vision/optical benefits. Said co-share percentages shall apply based on the employee's annualized total rate and shall be via payroll deductions.

Effective the pay date, Friday, August 8, 2008:	
Individual or Family Plan	
Less than \$55,000	15%
\$55,000 to Less than 90,000	20%
\$90,000 and above	35%

Effective July 1, 2010:	
Individual or Family Plan	
Less than \$90,000	20%
\$90,000 and above	35%

Co-share payment increases in fiscal years 2010, 2011 and 2012, to the extent that they result from premium increases, rather than increases in the co-share percentages, shall be capped at 10% each year.

Due to the delay in implementing the Plan Design changes, the co-share contributions shall be based upon the pre-October 1, 2008 working rates thru November 22, 2008.

14.4 The employee waiver will be increased from \$1,300 to \$2,002 effective January 1, 2002.

Effective July 1, 2011, the employee waiver shall be reduced by 50% to \$1001.

14.5 Employee Drug Co-Pay The employee drug co-pay shall be as follows:

Date	Generic	Formulary	Non-formulary
Jan. 1, 2004	\$5.00	\$12.00	\$30.00

The State will explore the feasibility of offering a drug mail order program, which will be less expensive for both the State and the employees.

Effective November 23, 2008, the following co-pays shall be in effect:

The drug co-pay for a 31-day supply shall be as follows:

Tier 1	Tier 2	Tier 3
\$5.00	\$20.00	\$40.00

There is no separate co-pay arrangement for 60-day supplies or 100 units.

Effective November 23, 2008, the following change shall be in effect:

- (1) Mail order network pharmacies: 3 month supply of a prescription drug for 2 co-payments. Maximum fill is 3 month supply.

14.6 The State will provide a vision/optical care program for the employee.

14.7 Dental Program: The State will provide a dental plan for the employees and their family. The coverage shall be \$1,200 under

the dental program to be effective upon the expiration of the current dental program.

Effective January 1, 2009, the following dental change shall be in effect: Dental plan crown coverage shall be changed to 80%.

#### 14.8 Flex Plan

Effective July 1, 2008, the State will offer a medical flexible spending account plan in addition to the dependent care flexible spending account plan. Flexible spending accounts permit employees to payroll deduct a portion of their pay on a pre-tax basis for the payment of qualified medical and dependent care expenses.

#### 14.9 Wellness Incentive

Employees participating in the State's medical plan and who meet the wellness criteria established by the State, in consultation with the Union, shall receive a reduction in medical insurance co-share payments up to a maximum of \$500 per year. The earned reductions in medical insurance co-share payments shall be awarded to active employees in FY 2009 or the fiscal year following the employee's participation in the wellness activities.

The Wellness Incentive program will integrate preventative and wellness behaviors into the medical plan. Examples of possible activities include completion of the Health Assessment, obtaining a primary care physician, wellness coaching programs, preventive screenings, non-smoker or completion of smoking cessation program, and/or participation in a program that measures key points in assessing an individual's overall health.

## **ARTICLE 15**

### **RETIREMENT**

15.1 It is agreed by the parties hereto that all employees covered by this Agreement shall be the recipients and beneficiaries of all retirement benefits contained in the General Laws of the State of Rhode Island as amended from time to time, as well as of any rules and regulations or determinations made by the State Retirement Board as set forth in Title 36, Chapter 8 of the General Laws of the State of Rhode Island as it pertains to said Board's establishment of rules and regulations for the administration and transaction of the business of the retirement system.

## **ARTICLE 16**

### **GROUP LIFE INSURANCE**

16.1 It is agreed that all employees shall be eligible to participate in the State Employees' Group Life Insurance Program, as established by 36-12-6 of the General Laws of 1956, as amended.

16.2 The following provisions of the insurance program are set forth herein:

- a) Each new employee will be automatically covered, unless such employee designates in writing that they desire not to be insured.
- b) Each covered employee will be provided with an amount of group life insurance equal to the amount of their annual compensation taken to the next higher multiple of one thousand dollars, plus an

equal amount of group accidental death insurance with dismemberment coverage.

- c) Each such amounts of insurance will be reduced by one percent thereof at the end of each calendar month following the date the employee attains the age of sixty-five years until the amount of such insurance reaches twenty-five percent of the coverage in force immediately prior to the employee's sixty-fifth birthday.
- d) The cost to the employee of such insurance shall not exceed the rate of twenty-five cents bi-weekly for each one thousand dollars of their group life insurance.
- e) Upon an employee's termination from state service, the policy may be converted to an individual policy of life insurance at standard rates.

## **ARTICLE 17**

### **LEAVE WITHOUT PAY**

17.1 It is agreed that, upon written application, an employee with permanent status may be granted a leave without pay, not to exceed six months, subject to renewal for reason of personal illness, disability, educational improvement or other purpose deemed proper and approved by the appointing authority and Personnel Administrator. Approval of such leaves shall not be unreasonably withheld.

17.2 At the expiration of such leave, the employee shall be

returned to the position from which they are on leave at the same step of the then current range for their class of position.

17.3 Duly elected Union representatives to Union conferences or conventions shall, upon request, be granted up to ten work days per year of leave without pay, not to exceed eighty employees.

17.4 All employees who on or after January 1, 1996 transfer to a different class or are promoted will be entitled a leave of absence from their previous positions for six (6) months.

17.5.(a) The State need not repost a position which has been filled once the prior incumbent on leave no longer has the right to return to his/her prior position.

17.5.(b) Where a posting is for a position subject to a leave, the posting shall state the nature of the leave and to include the provisions of 17.5 (a).

## **ARTICLE 18**

### **JURY LEAVE**

18.1 Every employee covered by this agreement who is ordered by appropriate authority to report for jury duty shall be granted a leave of absence from their regular duties during the actual period of such duty and shall receive their jury duty pay or their regular pay, whichever is the greater.

18.2 Every employee covered by this agreement, who is subpoenaed to appear in Court on State business on a day off or during vacation, shall be compensated for the time expended.

Any employee who expends time in accordance with this section shall be paid at the rate of time and one-half. A minimum of four

hours shall be allocated to each employee, regardless of the time expended less than four hours.

## **ARTICLE 19**

### **MILITARY LEAVE**

19.1 Every employee covered by this agreement who has left or shall leave his/her position by reason of entering the armed forces of the United States (whether through membership in the Reserve of the United States Military or Naval Forces or in Rhode Island National Guard or Naval Reserve, or by reason of enlistment, induction, commission, or otherwise) is entitled to and is hereby granted military leave of absence from said position, commencing with the time of leaving said position for said purpose and continuing throughout the duration of said absence required by the continuance of service in the armed forces. Such leave of absence shall be deemed to have expired six months after the date of discharge from or authorized separation from active duty as a member of the armed forces. Re-enlistment or other continued service in the armed forces resulting from a choice by the employee shall serve to cancel such leave.

19.2 For the first sixty (60) calendar days of such absence, each such employee who have been employed for one-hundred eighty or more calendar days within the twelve months next preceding such entrance into the armed forces shall be paid by the State the difference between the employee's State salary and military base pay.

19.3 Employees who are called up to military duty in defense

of our Nation and mobilized in excess of sixty (60) days shall be paid the difference between the employee's State salary and military base pay for as long as the employee remains deployed on active duty. If the employee provides documentation of his/her military base pay rate, the State shall provide for payments under this Section on an on-going basis through direct deposit or other payment method. The employee shall notify the State at the conclusion of the period of mobilization, so that adjustments may be made to reflect actual military base pay received. Re-enlistment or other continued service in the armed forces resulting from a choice by the employee shall cancel such payments.

19.4 In no case shall such employee receive more than the amount the employee would have received had the employee not been absent from his/her position. No employee shall be allowed to receive pay more than once under this Article for Military Leave for training purposes in a three (3) year period.

19.5 Employees on paid leave, described in paragraphs 19.2 and 19.3 above, shall accrue such sick leave and annual leave credits as would have accrued while working in said position.

19.6 Employees on military leave shall be granted yearly salary increases and longevity increases when due in accordance with the conditions of eligibility outlined in these regulations.

19.7 At the conclusion of such military leave of absence, the employee shall be returned to his/her position, subject, however, to any law or rule which may hereafter be enacted affecting such right of return or defining the conditions under which such return

may be made. At the conclusion of each calendar year during such absence, annual leave and sick leave accumulations shall be carried over to the credit of the employee.

## **ARTICLE 20**

### **MILITARY TRAINING LEAVE**

20.1 Employees covered by this agreement who, by reason of membership in the United States Military, Naval or Air Reserve of the Rhode Island National Guard or Naval Reserve, are required by the appropriate authorities to participate in training activities or in active duty as a part of the State military force or special duty as a part of the Federal military force, shall be granted military training leave with pay not to exceed fifteen working days in any one calendar year. Should the employee be required to participate in such training activities for a period greater than fifteen working days, they shall be granted leave without pay for this purpose.

20.2 During the period of military training leave with pay, the employee shall accrue sick and vacation leave credits.

20.3 Such training activities as defined in this section shall not include weekly drill nights or similar drill periods lasting less than one day or training period voluntarily engaged in by the employee beyond the training period required generally of the members of the respective armed service.

## **ARTICLE 21**

### **CALL IN TIME**

21.1 It is agreed that when an employee is called to work a shift other than their own, they will be permitted to complete the shift period unless they are informed prior to the beginning of the shift that they are only needed for a stated number of hours.

21.2 Employees who are called in to report for work after having left their place of employment and outside their regular scheduled work hours shall receive not less than four hours pay at their overtime rate.

## **ARTICLE 22**

### **BULLETIN BOARDS**

22.1 The State agrees to provide reasonable bulletin board space for exclusive use by the Union where notices may be posted. All notices shall be on Union stationary, signed by an official of the Union and shall only be used to notify employees of matters pertaining to Union affairs. The notices may remain posted for a reasonable period of time. No material shall be posted which is inflammatory, profane or obscene, or defamatory on the State or its representatives, or which constitutes political election campaign material for or against any person, organization or faction thereof.

## **ARTICLE 23**

### **UNION COMMITTEE**

23.1 Designated Union members or officers shall be granted

time with pay during working hours to investigate and seek to settle grievances and to attend hearings and meetings and conferences on contract negotiations with State officials. Such time shall be with the approval of the department director involved, and such approval shall not be unreasonably withheld. It is understood that full accountability for the use of such paid leave is a legitimate management concern.

23.2 No Union steward or committee member or representative shall be discriminated against as a result of performance of legitimate Union business.

23.3 The Union shall furnish the State and Department with a written list of its officers immediately after their designation and shall promptly notify the State of any change in such officers.

23.4 Union staff representatives will be permitted to visit Union officers and committee members on State premises for the purpose of discussing Union business.

23.5 Block time for union officials including implementation and accountability procedures for such time, can be subjects for mini-contract negotiations. There will be no deadline for entering into mini-contract negotiations on this issue.

23.6 The provisions of the Master Contract and mini-contracts on block time for union officials, if any, shall supersede all existing inconsistent memoranda, policies.

23.7 The State agrees to pay the cost of printing the agreement and will provide sufficient copies to the Union.

## ARTICLE 24

### DISCIPLINE & DISCHARGE

24.1 Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action imposed upon an employee may be processed as a grievance through the regular grievance procedure as outlined in Article 25. If the appointing authority has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public. Initial minor infractions, irregularities, or deficiencies shall be privately brought to the attention of the employee. After a period of one year, if the employee has not committed any further infractions of appropriate rules and regulations, written reprimands shall be expunged from the employee's personnel records, oral reprimands shall be removed from the personnel file after six months. Each employee shall be furnished with a copy of all performance evaluations or disciplinary entry in their personnel record and shall be permitted to respond thereto. The contents of an employee's personnel record shall be disclosed to the employee upon the employee's request and shall be disclosed to the employee's Union representative. Where appropriate, disciplinary action or measures shall include only the following:

1. Oral Reprimand
2. Written Reprimand
3. Suspension
4. Discharge
5. Demotion where appropriate

When any disciplinary action is to be implemented, the Appointing Authority shall before or at the time such action is taken, notify the employee and the Union in writing of the specific reasons for such action.

24.2 The Appointing Authority shall not discharge or suspend an employee without just cause. Within two weeks of such suspension or discharge, the Union may file a grievance with the State Labor Relations Administrator as set forth in Article 25 and such hearing shall be held no later than three days after the Union's request.

24.3 In the event that an employee is dismissed, demoted or suspended under this section, and such employee appeals such action and their appeal is sustained, they shall be restored to their former position and compensated at their regular rate for any time lost during the period of such dismissal, demotion or suspension.

24.4 An employee may be granted a demotion upon request, when recommended by the appointing authority and approved by the Personnel Administrator. In this instance their current status shall be transferred to the lower class.

## **ARTICLE 25**

### **GRIEVANCE PROCEDURE**

25.1 For the purpose of this agreement, the term "grievance" means any difference or dispute between the State and the Union, or between the State and any employee with respect to the interpretation, application, or violation of any of the provisions of this agreement.

25.2 There shall be a grievance procedure as follows:

Step 1.

- (a) A grievance shall be presented by the aggrieved employee and/or by the Union within ten (10) days of the employee's and/or Union's knowledge of the occurrence of such grievance.
- (b) An aggrieved employee shall discuss their problem with their Union representative and immediate supervisor, who shall attempt to settle the problem within one working day.

Step 2.

- (a) If the grievance is not resolved in Step 1 above, it shall be reduced to writing and submitted to the designee of the Director of the Department of Administration by the aggrieved employee and/or by the Union within fourteen (14) days of the employee's and/or Union's knowledge of the occurrence of such grievance. The written grievance shall set forth the factual and contractual allegations of the grievance, as well as the relief requested. The aggrieved employee and/or the Union representative shall meet, within fourteen (14) days of the submission of the written grievance, with the Director's designee who shall conduct a hearing on the grievance. Two (2) Union officers and the aggrieved may present the

grievance at the hearing. Such designee shall render a written decision to the Union and to the employee within fourteen (14) days of the hearing. The decision shall respond to the factual and contractual allegations of the grievance.

Step 3.

- (a) In the event the grievance is not settled in a manner satisfactory to the aggrieved member and/or the Union, then such grievance may be submitted to arbitration in the manner provided herein, within thirty (30) days from the transmittal of the Step 2 decision. Either party to this agreement shall be permitted to call witnesses as part of the grievance procedure. The State, on request, will produce payroll and other records, as necessary. Members of the Union committee, stewards, the aggrieved employee and employee witnesses who are State employees will be paid at their regular rate up to their normal quitting time for time spent in processing grievances. The Union representative will have the right to assist the aggrieved at any step of the grievance procedure.

Miscellaneous

- (a) Nothing contained herein deprives an individual employee of the right to process their grievance without Union representation. If such grievance is

processed without Union representation, the facts and disposition of said grievance will be furnished to the Union.

- (b) The grievant may be represented by a third party at Step 2 or Step 3 of this procedure, upon the mutual consent of the State and the Union in writing.
- (c) It is also agreed that in all cases of suspension, dismissal or class actions, the aggrieved and/or the Union may go immediately to Step 2 of the grievance procedure.

25.3 A Civil Service employee may process their grievance through either the grievance procedure or before the Personnel Appeal Board. However, the initiation of a matter before the Personnel Appeal Board shall be deemed a waiver of the employee's right to utilize or continue to utilize the grievance procedure provided herein with respect to that matter.

25.4 The State shall allow each employee in the bargaining unit the right, upon request, to review the contents of their personnel file. No material derogatory to an employee's conduct, service, character or personality will be placed in said employee's personnel file, unless they have had an opportunity to review the material.

Material including references obtained relative to an employee's initial appointment shall be considered confidential and not subject to review by the employee.

25.5 Sustained grievances will be implemented or the necessary

paperwork to implement the decision will be initiated within five (5) working days after the receipt of the decision by the department.

## **ARTICLE 26**

### **ARBITRATION**

26.1 If a grievance is not settled under Article 25, such grievance shall, at the request of the Union or the State, be submitted to arbitration. The parties shall attempt to mutually agree on an arbitrator through such procedures, as they consider appropriate. In the absence of an agreement the matter will be referred to the American Arbitration Association.

26.2 The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitrations shall be borne equally by the parties.

26.3 Only grievances arising out of the provisions of this contract, relating to the application or interpretation thereof, may be submitted to arbitration.

26.4 All matters concerning changes in wage schedules, monetary fringe benefits or any other matters requiring the appropriation of money shall not become a subject for arbitration. It is understood that this section shall not be applied to any obligation arising under this agreement.

26.5 All submissions to arbitration must be made within 30 days after the grievance procedure decision.

26.6 Discharge, suspension, health and safety grievances must be heard in arbitration within four months and the demand must be

filed within ten days of the grievance decision, if the Union desires an accelerated arbitration on such issues, and same will be scheduled, if possible.

26.7 FAST TRACK ARBITRATION: A panel of six (6) arbitrators mutually selected shall hear cases on a rotating basis, not less than one day each month. The parties shall mutually select not less than three (3) nor more than six (6) cases to be heard on any day. The cost of arbitration shall be shared equally by the parties. A brief, summary decision shall be provided by the arbitrator within five (5) working days of hearing. The decision will be final and binding, but not precedential.

26.8 Whenever expedited arbitration is required by this Agreement, as for example, in disputes over layoff, bumping and recall, the "fast track" panel of arbitrators shall rotate in all such cases. The American Arbitration Association Rules for Expedited Arbitration shall be applied by the panelists to the conduct of the proceeding. Any such arbitration award will be accorded the same impart as if the regular arbitration procedure had been utilized.

## **ARTICLE 27**

### **MEDIATION**

The Rhode Island Department of Labor and the Federal Mediation and Conciliation Service, recognizing that a mechanism which provides for an informal and expeditious resolution of grievances not only alleviates the costs attributed to arbitration, but also creates a more harmonious Labor-Management relationship, hereby

enter into this agreement with the State of Rhode Island and Council 94 of the American Federation of State, County and Municipal Employees. The purpose of the agreement is to provide for the mediation of grievance disputes as an alternative to arbitration. The program will be administered by the Department of Labor. It is understood by the parties that this program will exist for so long as or until such time as either party notifies the Director of Labor that it wishes to terminate the agreement.

The following procedures will be followed in the use of meditations.

1. Before a grievance is submitted to mediation; it must have been processed through the third level of the internal grievance procedure.
2. The parties by mutual consent may submit unresolved grievances to mediation by filing a request for a hearing with the Director of Labor within fifteen work days of the receipt of the written response to the grievance at the Labor Relations Level of the Grievance Procedure.
3. The Department of Labor will assign a mediator to the grievance within ten working days of the receipt of the parties request for mediation. The mediator will ordinarily be an employee of the State Department of Labor or the Federal Mediation and Conciliation Service.
4. The assigned mediator will schedule a mediation conference at a mutually agreeable time, normally, at the Rhode Island Department of Labor, no later than fifteen

working days after their assignment to the case. The mediator will ordinarily schedule no more than three grievances for conference in a single day. The decision to postpone a hearing shall rest with the mediator.

5. Should the assigned mediator be unable to execute their responsibilities within the prescribed time period, another mediator shall be assigned to the case unless the parties mutually agree to retain the mediator and hold the Conference at a later date.

6. Grievances will be mediated one at a time in an informal setting. Relevant factors will emerge in a narrative fashion, without examination of witnesses, formal rules of evidence or record-keeping.

7. The individuals necessary to effectuate the resolution of the grievance shall be in attendance.

8. The mediator may schedule and structure meetings in whatever manner said mediator believes is most productive (joint, separate, off-the-record meetings, etc.).

9. Should the parties not be able to resolve the grievance to their mutual satisfaction after a reasonable period of time, the mediator or either one of the parties shall withdraw the case from mediation.

10. It is understood by the parties that in no event will the mediator issue an advisory opinion on the matter.

11. Should the parties resolve the grievance as a result of the mediation process, the parties shall sign a settlement,

which will set forth the terms of the agreement that they have reached. It is understood all grievance settlements will not be considered as precedent-setting unless the parties agree that to be the case in the terms of the settlement.

12. It is understood by the parties that all discussions between the mediator, the disputing parties and/or the grievant shall be privileged and treated as confidential. Any settlement proposal made by either party at the mediation session shall not be referred to at any future arbitration hearing or any other proceeding.

13. All written material which is submitted to the mediator during the mediation conference will be returned to the respective parties upon conclusion of the meeting.

14. It is agreed by the parties that any mediator conducting a grievance mediation conference shall not be called as a witness in any arbitration, administrative hearing or court proceeding arising out of a grievance.

## **ARTICLE 28**

### **HEALTH & SAFETY**

28.1 The State shall make every reasonable effort to provide and maintain safe working conditions relating to the safety and health of employees.

28.2 Each supervisor shall take prompt and appropriate action to correct any unsafe conditions or actions which are reported to or observed by them.

28.3 In any department where no Health and Safety committee

exists, at the request of the Union a safety committee shall be appointed. Such committee shall be composed of three members selected by the Union and three members selected by the Director. The Union and the State shall have one co-chair each. Each local Union shall have a committee as designated above, if requested. Meetings shall be held monthly unless two or more members of the joint committee determine that additional meetings are necessary. Each local union reserves the right to have its own Health and Safety Committee.

28.4 The Health and Safety Committee shall also consider recommendations for meal facilities, uniforms, clothing, equipment, and parking for all employees.

28.5 The members of each local may report conditions which they consider unhealthy or unsafe to the President of the Local who shall be authorized to submit them to the Health and Safety Committee for consideration.

28.6 Employees shall not be required to use their personal tools in carrying out their duties.

## **ARTICLE 29**

### **TESTING**

29.1 Employees who have the education and/or experience or have been previously admitted to the subject examination; or if the examination is for a position in the same pay grade or lower shall be given administrative leave to take such civil service examination upon timely application.

## **ARTICLE 30**

### **NO STRIKES OR LOCKOUTS**

30.1 The Union and its members will not cause, call or sanction any strike, work stoppage, or slowdown, nor will the State lockout its employees during the terms of this agreement.

30.2 It is agreed that all provisions of this agreement are binding on each of the individuals covered by this contract.

30.3 If, during the life of this agreement any employees represented by the Union engage in a strike, work stoppage or slowdown contrary to Article 30.1, the Union shall promptly notify the State Labor Relations Administrator, in writing, that the action is unauthorized and shall promptly take steps to end the unauthorized action. The State agrees that if the Union complies with these requirements, the Union shall not be liable for any damages caused by unauthorized strike, work stoppage or slowdown.

## **ARTICLE 31**

### **SEVERABILITY**

31.1 In the event that any Article, section or portion of this agreement, or any arbitrator's decision rendered under the terms of the agreement, is found to be invalid by a decision of a tribunal of competent jurisdiction or is unreasonably inconsistent with a national policy of wage and price controls, or shall have the effect of loss to the state of funds made available through federal law, then such specific arbitrator's decision, Article, section or portion specified in such tribunal decision or so in conflict or

having such effect shall be of no force and effect, but the remainder of this agreement shall continue in full force and effect. In such an event, either party shall have the right immediately to reopen negotiations solely with respect to a substitute for such Article, section or portion. The parties agree to use their best effort to contest any such loss of federal funds which may be threatened.

31.2 Except as otherwise expressly provided herein, all privileges and benefits which employees have hitherto enjoyed shall be maintained and continued by the State during the term of this agreement.

## **ARTICLE 32**

### **EDUCATION & TRAINING PROGRAM**

32.1 The State and the Union recognize the need for the development and training of employees to fulfill the State's workforce requirements for maintaining the efficiency of operations, quality, and service. The State subscribes to the principles of career ladders and promotions from within its organization. The State agrees to establish an education and training committee to consider the needs of State employees in this area of concern.

32.2 During the course of negotiations, Council 94 proposed that the parties seek to establish an apprenticeship/career opportunity program. The parties agree to establish a committee to explore the need for such a program in State government for employees.

32.3 The committee shall be composed of four members designated by the Union and four members designated by the State. The committee shall study the need for an apprenticeship/career opportunity program for State employees and identify what is required to establish an apprenticeship program. They shall further identify sources of funds to implement an apprenticeship program, identify and explore other related issues.

32.4 The committee shall make periodic reports to the Union and the State.

32.5 Appointments to the Education and Training Committee and the Apprenticeship/Career Opportunity Committee shall be made by both parties within thirty (30) days of the signing of this agreement.

### **ARTICLE 33**

#### **SUB-CONTRACTING PROCEDURE**

33.1 The State shall continue to provide work for employees in the bargaining units, and shall avoid, insofar as is practicable, the sub-contracting of work performed by employees in the bargaining unit on the date of this agreement, provided however:

33.2 The State agrees that upon considering sub-contracting of any work presently performed by an employee which would have an adverse affect upon job security, wage rate, or classification status of any employee in the bargaining unit, it shall:

- (1) Notify the Union's Executive Director in writing of its

intention six months in advance of sub-contracting, and

(2) Whenever the State seeks and obtains bids from prospective sub-contractors, it shall, at least sixty days before binding itself to any sub-contracting agreement, notify the Executive Director of the Union that it has received the bids and shall grant the Union a reasonable opportunity to meet with the Director of Administration or other appropriate State Officials to discuss the advantages and disadvantages of sub-contracting and to develop a mutually acceptable plan for protecting the interests of any employees who will be affected.

The State's assurances in the development of such plan would be to:

(1) Place employees affected by the sub-contracting into available jobs which they can perform;

(2) Place employees laid off on a preferred hiring list for recall;

(3) Prohibit the hiring of any new employees to positions which the affected employees could perform;

(4) Attempt to waive or modify any law or regulation, which would in any way deny preferred treatment of affected employees. In the event that such mutually acceptable plan is not resolved, either party may request the Federal Mediation and Conciliation Service to attempt to resolve the dispute. If such efforts do not provide a mutually acceptable plan, the FMCS shall recommend steps to be taken by the parties, but in

any event, employees adversely affected by sub-contracting shall be enabled to utilize the seniority rights as established in this Agreement.

#### **ARTICLE 34**

##### **LABOR MANAGEMENT COMMITTEE**

34.1 During the term of this agreement, the parties agree to meet concerning the overall administration of the agreement, problems concerning the welfare of the State and the Union, and other matters of importance. The Committee shall consist of three members from the Union, one of which must be the Executive Director or their designee, and three members of the State administration, one of which must be the Labor Relations Administrator or their designee.

#### **ARTICLE 35**

##### **LEGAL DEFENSE**

35.1 The State agrees to provide legal defense for and to hold harmless the employees who are defendants in civil litigation arising from their conduct on behalf of the State. Provided, however, that this provision shall apply only in cases in which the employee is being sued for errors or mistakes in intellectual judgment or analysis and shall not apply to physical acts of the employees, except in reasonable self-defense.

#### **ARTICLE 36**

##### **COMPENSATION PLAN/MALPRACTICE COMMITTEES**

36.1 The parties agree to the formation of a Compensation Plan

Committee composed of five members each from the Union and the State who will meet no later than thirty days after the date of this Agreement to review the State Compensation Plan, including job specifications, qualification standards, rate ranges, and grades, examination, rate premiums and in-service training.

36.2 The parties agree to form a malpractice committee of seven members consisting of three members appointed by the State, three members appointed by the Union and the six members to choose a seventh member, who shall preside over the meetings. This committee shall be formed within thirty days after the signing of this agreement.

36.3 The purpose of the malpractice committee shall be to study the necessity of providing malpractice insurance to licensed practical nurses, Phlebotomist, and any other employees subject to malpractice suits.

36.4 Said malpractice committee shall continue for the duration of the Agreement and meet at the call of either party.

## **ARTICLE 37**

### **P.E.O.P.L.E. DEDUCTIONS**

37.1 Upon receipt of a voluntary written individual order therefore from any of its employees covered by this Agreement on forms provided by the Union, the employer will deduct from the pay of such employee those P.E.O.P.L.E. contributions authorized by the employee.

**ARTICLE 38**

**NON-PERFORMANCE OF BARGAINING UNIT WORK**

38.1 Work normally performed within an established bargaining unit shall not be performed by any employee outside said bargaining unit, except in an emergency situation.

**ARTICLE 39**

**CASE LOADS**

39.1 The State and the Union shall study the issue of maximum target case loads, based upon FY 06 as the study period, for CNAs at the Veterans Home, Staff Investigators and Senior Compliance Officers at the Rhode Island Commission for Human Rights, investigators at the Department of Elderly Affairs, and Eligibility Technicians at the Department of Human Services, and establish maximum target case loads for FY 07. In the event that reallocation of existing FTE's is not sufficient to permit the maintenance of such target case loads, the State and the Union shall jointly approach the legislature to request authorization for the appropriate number of FTE's to allow for implementation of the aforesaid target case loads.

**ARTICLE 40**

**MILEAGE PROVISIONS**

40.1 When an employee is required by the employer to use his or her vehicle for official State business he/she will be paid mileage at the rate set by the federal General Services Administration. The GSA mileage rate shall be adjusted on July 1<sup>st</sup>

and January 1<sup>st</sup> of each year to reflect the rate that is in effect on those dates.

## **ARTICLE 41**

### **PERSONAL BUSINESS LEAVE**

41.1 The State shall allow each employee a maximum of thirty-two hours or the equivalent of four working days leave with pay per fiscal year to be used for personal business and/or religious observance. Personal leave with pay may be used as follows:

- (a) One-half day on Good Friday afternoon;
- (b) One-half day on the day before Christmas;
- (c) One-half day on the day before New Year's Day, and;
- (d) Two and one-half days for personal business and/or other religious observance.

41.2 Employees shall not be required to state the reason for personal leave.

41.3 Prior approval for personal leave must be obtained and may only be denied if the resulting absence interferes with the proper conduct of division functions. Employees denied personal leave on Good Friday afternoon, the day before Christmas, or the day before New Year's Day, due to the "interference with the proper conduct of Division functions," shall be entitled to take the half day personal leave at another time.

41.4 Personal leave shall not be carried over from year to year.

41.5 Grievances arising out of this provision shall be filed directly with the Office of Labor Relations; a hearing and decision

shall be rendered within twenty-four hours of the receipt of such grievance.

41.6 Employees originally appointed prior to April 1st shall be entitled to four personal leave days as provided in this Article.

41.7 Employees originally appointed between April 1st and prior to June 30th shall be entitled to three personal leave days as provided in this Article.

41.8 Employees originally appointed between July 1st and September 30th shall be entitled to two personal leave days as provided in this Article.

41.9 Employees originally appointed after September 30th shall be entitled to one personal leave day as provided in this Article.

## **ARTICLE 42**

### **RECLASSIFICATION AND/OR UPGRADING**

42.1 During the term of this Agreement any employee who believes their responsibilities more closely resemble the job description of another classified position, rather than the one assigned, or any employee asked to perform responsibilities out of classification, or any employee whose duties have been significantly changed to reflect duties required of a higher classification, may appeal for reclassification or upgrading to that position in the following manner:

A. Make a request in writing for a desk audit to the Personnel Officer or other appropriate official within the agency. The employee shall be furnished with a questionnaire

within five working days of said request.

B. Within five working days, upon receipt of the completed questionnaire, the employee's immediate supervisor and Department Director shall forward said questionnaire to the Division of Personnel, Classification Section, for study. The Department Director or their designee shall then notify the employee and Union that documents were sent to Personnel.

C. Within sixty working days after receipt of said questionnaire, the Personnel Division shall issue a finding relative to the merits of the employee's claim. The report will be in writing, and it will set forth specific reasons for approval or denial. A copy of this report will be forwarded to the employee and the Union.

D. If the appeal is granted, it shall be implemented in accordance with the provision of Merit System Law and Personnel Rule 2.016:

"When an employee holds permanent status, or is serving probationary period in a class of position and the position is reallocated to a different class of position, the Personnel Administrator may approve their employment in said different class of position with the status held in the former class, if their name appears on a current list deemed appropriate by the Personnel Administrator, or if they pass a non-competitive examination of the same degree of difficulty as an open competitive examination for said different class of

position; otherwise, the employee may be employed in the said different class of position only with temporary status, subject to the provisions of the Act and Rules."

If an employee's position is reallocated from a standard to a non-standard classification, and the overtime payments to be repaid exceed the amount of retroactive pay resulting from the reallocation, then for pay purposes the reallocation shall be prospective only and the employee shall neither be paid retroactively nor obligated to repay overtime payments received.

E. If the appeal of the employee is denied by the Personnel Division, then the employee may appeal to the Director of Administration or their designee, who shall conduct a hearing with the employee within ten working days of the request for an appeal by the employee. The Director of Administration or said designee shall render a decision in writing containing specific reasons for approval or denial within ten working days of the hearing. Copies will be sent to the employee and the Union.

F. If the appeal is denied by the Director of Administration, the employee may appeal to the State Personnel Appeal Board. The decision of the Personnel Appeal Board shall be final and binding.

G. If the appeal of the employee is granted, the employee will be paid retroactively to the date of filing.

H. The State agrees that work will not be reassigned for the

purpose of avoiding reclassification or upgrading during a reclassification or upgrading appeal.

I. In the event the employee is in fact working out of classification, or their job is determined to be in need of an upgrading, the State may exercise one of three options:

1. The employee should be reallocated to the position that best represents the duties performed by the employee, or;
2. Inform the employee they are not to perform any duties other than those required of the class specifications for said position, or;
3. Create a classification which reflects the duties performed by the employee.

42.2 It is agreed by both parties that there is direct relationship between registered nurses and licensed practical nurses and that custom and tradition has been observed in the payment of wages and benefits between two classifications.

It is further agreed that a study of these classifications and their relative grades should be made and that equity be served in the establishment of a grade for Licensed Practical Nurses proportionate to their duties and responsibilities to Registered Nurses.

Further, that as soon as this is established, the correct grade for a Licensed Practical Nurse should be established at the conclusion of said study.

## ARTICLE 43

### TUITION REIMBURSEMENT

43.1 Employees within the bargaining unit under this program may apply to have the cost of tuition and required books reimbursed for approved courses taken at approved or accredited colleges or universities, trade schools or continuing adult education programs which are job related or required as part of job related degree programs and for which the employee receives at least a Grade C for undergraduate courses and a Grade B for graduate courses. Requests to take courses under the program must be presented in advance to the employee's appointing authority who will make recommendation for approval or denial to the Education Committee.

43.2 Tuition reimbursement shall be funded in an amount not to exceed \$75,000 per calendar year. Unused funds shall not be carried from one year to another.

43.3 Employees under this program shall not be allowed to attend courses during the employee's normal working hours.

43.4 An Education Committee shall be established consisting of four members appointed by Council 94 and four members appointed by the State. The Committee shall review all course requests and shall provide all policies and procedures for implementation of the tuition reimbursement program for both undergraduate and graduate programs.

43.5 Course reimbursement shall be made in a fair and equitable manner and shall benefit the greatest number of employees as is practicable. Course reimbursement shall be made on the basis

of State seniority, by local, on a rotating basis.

## **ARTICLE 44**

### **DAY CARE**

44.1 The parties agree to form a committee consisting of four representatives designated by the Union and four representatives designated by the State. This committee shall meet within 30 days of the ratification of this contract and at other times thereafter as the members may deem necessary.

44.2 The committee shall have as its purpose the task of determining the feasibility of establishing day care facilities for State employees. The committee shall consider the following:

1. Center location sites.
2. The number of children who will be served.
3. The minimum age and maximum age of children to be served.
4. Criteria for eligibility of parents.
5. Hours.
6. Who should offer the service.
7. Administration and fees.
8. Licensing and legal requirement.
9. Any other related issue.

The committee shall report its findings concerning day care to Council 94 and the State, as they become available. The State and the Union shall meet to discuss in good faith the findings of the committee and possible implementation.

## **ARTICLE 45**

### **RETIREE MEDICAL COVERAGE**

45.1 The parties agree that retiree health insurance benefits as set forth in Article 4 of 08-H 7204 SUB A, as amended, approved May 1, 2008, shall remain in effect for the term of this agreement. Should a court of competent jurisdiction declare this legislation to be unconstitutional in whole or in part, the parties agree that retiree health insurance benefits as provided by law shall remain in effect for the term of this agreement. No provision of the collective bargaining agreement shall provide benefits inconsistent with such law. Nothing herein shall limit Council 94's right to pursue pending litigation in Case No. PC 08-6196.

45.2 An employee who elects to receive individual medical coverage must notify their appointing authority not less than two weeks notice of their intention to retire.

45.3 An employee who elects individual medical coverage under this provision may elect to purchase medical coverage for the family at their expense at the group rate.

45.4 Present employees who have at least thirty years of service and who are not covered under the provisions of FICA and are therefore not entitled to medicare supplement shall continue to receive medical coverage and the State shall pay ninety percent of the cost. When such employee reaches the age of sixty-five, the State agrees to pay one hundred percent of the premium.

45.5 The formula used for paying the cost of individual coverage for employees who retire shall be in accordance with RIGL

## **ARTICLE 46**

### **ALTERATION OF AGREEMENT**

46.1 The State and the Union acknowledge that this agreement represents the results of collective bargaining negotiations between the said parties conducted under and in accordance with the provisions of the Labor Relations Act and constitutes the entire agreement between the parties for the duration of the life of said agreements; each party waiving the right to bargain collectively with each other with reference to any subject matter, issue, or thing whether specifically covered herein or wholly omitted here from and irrespective of whether said subject was mentioned or discussed during the negotiations preceding the execution of this agreement.

46.2 It is hereby agreed that any alteration or modification of this agreement shall be binding upon the parties hereto only if executed in writing.

46.3 The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

46.4 Both parties recognize that there may be hours, holidays and working conditions peculiar to specific bargaining units covered by this agreement. To this extent, it is agreed that the parties may enter into mini-contracts covering specific bargaining units upon request for negotiations made by either party within thirty days from the signing of this agreement.

46.5 Clothing allowance subject to binding arbitration for those employees who have or had in the past received clothing allowance.

46.6 U. R. I. student help to be resolved in the mini-contract.

46.7 Flextime subject for mini-contract.

46.8 Mini-contracts shall be in negotiations for a period of not more than ninety days of original request. Any unresolved issues, at the conclusion of this time, shall be submitted to expedited arbitration, and said arbitrator's award shall be binding on both parties, provided, however, that matters concerning changes in work schedules, monetary fringe benefits or other matters requiring the appropriation of money shall not become a subject for arbitration.

46.9 All present mini-contracts in existence shall remain in full force and effect until renegotiated by the parties.

## **ARTICLE 47**

### **TRANSITIONAL EMPLOYMENT**

47.1 The parties recognize the desirability of light duty assignments as a means of returning injured workers to productive employment.

The director and/or their designee in agreement with the local Union shall define and assign transitional employment for employees who have job related injuries, which prevent or limit performance of full job duties and responsibilities within the following parameters:

Based upon clearly defined medical verification, the parties shall modify the tasks of the employee including job task, hours, shift and/or work location, to provide transitional employment in order to accommodate the employee's injury.

If no transitional employment is available in the employee's classification, the employee may be offered work outside their classification on a limited basis with approval of the local Union.

The transitional employment for such employees shall be reviewed on a regular basis. The review interval shall be agreed upon by the local Union involved, the appointing authority, and the employee. The transitional employment period shall not exceed six months unless mutually agreed upon by the local Union involved, the appointing authority, and the employee with medical documentation. If the employee cannot return to their classification and/or assignment based upon medical verification after attaining maximum medical improvement, the State shall attempt to assist them with other employment, education, or training in State service within the bargaining unit in accordance with the Master Contract and the Worker's Compensation Laws.

If the injury is not job related and the employee requests to return to work, the appointing authority upon receipt of medical verification that the injured employee can perform limited tasks in their classification, the appointing authority, subject to the needs of the department may modify the tasks of the employees' normal assignment to enable the employee to return to work after utilization of the employees' sick leave.

Any such transitional employee will not displace any bargaining unit member while participating in the program.

## **ARTICLE 48**

### **TEMPORARY SERVICES**

The State may employ temps to perform bargaining unit work subject to the following provisions:

1. Such temps will be considered members of the bargaining unit and shall pay either union dues or an agency service fee.
2. Temps shall be paid at the first step of the pay plan for the classification in which they are employed and shall receive no benefits (e.g. health insurance).
3. Temps shall accrue seniority and shall be eligible to bid for vacant positions after all other employees represented by Council 94 have exhausted their bidding rights.
4. Temps shall remain "at will" employees and shall not be covered by the contract except for compliance with the pay provision and the right to bid for a vacant position.
5. There shall be a statewide cap of 50 temps under the Master Agreement, excluding temps employed under existing departmental agreements. Departmental agreements governing the use of temps for a programmatic purpose shall be for a duration of six (6) months, renewable for good reason for additional six (6) month periods. If either a local union or a department alleges that agreement on the use of temps

is being unreasonably withheld, such negotiations shall cease and the matter shall be reviewed and resolved by the Director of Administration and the Union President. Failing such resolution, such department may utilize temps in compliance with this Agreement and the Union may submit the dispute to binding arbitration.

6. Nothing in this Article shall restrict or supersede existing departmental agreements over the use of temps.

7. When a department hires a temp pursuant to the agreement, the President of the Local Union will be notified.

## **ARTICLE 49**

### **EMPLOYEE FEEDBACK PROGRAM**

49.1 A joint committee composed of six (6) members, three (3) plus the Director of Administration appointed by the State, and three (3) plus the President of the Union appointed by the President of the Union, will establish, implement, and monitor a process by which employees and their supervisors discuss performance goals and obtain feedback with respect thereto.

The intent of the parties is to adopt existing models of process and feedback forms to each department and to implement such process on or about July 2001.

No written forms or other aspects of the feedback process shall be used to impose discipline, select for promotion, or assignment, or for any type of adverse personnel action.

Forms or documents applicable to individual employees shall

not be public records but shall be protected by the principle of confidentiality applicable to employee personnel records.

Special problems in the administration of this Article shall be addressed by the Union President directly with the Director of Administration at the request of either such party.

The employee feedback form shall be retained in the employee's personnel file for a period of one (1) year. Only the most recent feedback material shall be included in the individual employee's personnel file.

## **ARTICLE 50**

### **STUDY GROUP**

50.1 The parties agree to the formation of a Council 94/State joint labor and management Study Group to work cooperatively to identify and recommend areas of potential savings in State Government, including but not limited to the use of contracted services. Three members shall be appointed by the State and three members shall be appointed by and on behalf of Council 94. The Director of Administration (or his/her designee), as one of the State's three members, shall preside over the meetings. This committee shall be formed within thirty days after the signing of this agreement.

## **ARTICLE 51**

### **PARITY**

51.1 Subsequent to the ratification of this agreement by Council 94, any increases in wages or benefits received by any

other labor organization through negotiations, beyond those contained herein, shall be extended to employees covered by this agreement. In the event such wages or benefits are directly related to concessions made by other labor organizations, Council 94 shall have the option of making concessions of equal value in order to qualify for receipt of such wages or benefits.

Notwithstanding any provision in the Collective Bargaining Agreement regarding parity, the Union shall have no claim to parity as to health insurance plan design, dental insurance plan design, prescription drug plan design, co-share charges for health insurance, dental insurance, or vision care insurance, employee waiver payment, or wages, based on the terms of the collective bargaining agreements between the State and either the Howard Union of Teachers or the Rhode Island Troopers Association.

## **ARTICLE 52**

### **TERMINATION & REOPENING OF AGREEMENT**

52.1 This agreement shall be in force from July 1, 2008 through June 30, 2012.

52.2 This agreement shall be automatically renewed from year to year thereafter, unless either party shall notify the other in writing ninety days prior to the anniversary date that it desires to modify this agreement. In the event that such notice is given, negotiations shall begin not later than sixty days prior to the termination date. This agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this agreement to the other party. In the event

that either party desires to terminate this agreement, written notice must be given to the other party not less than ten days prior to the designated termination date.

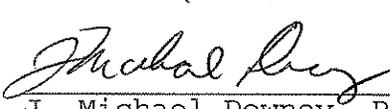
IN WITNESS WHEREOF, the parties have set their hands this \_\_\_\_\_ day of \_\_\_\_\_ 2009.

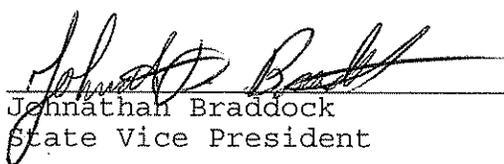
FOR THE STATE OF RHODE ISLAND:

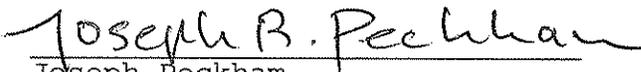
  
\_\_\_\_\_  
Governor, Donald L. Carcieri

  
\_\_\_\_\_  
Gary S. Sasse  
Director of Administration

FOR COUNCIL 94, AFSCME, AFL-CIO:

  
\_\_\_\_\_  
J. Michael Downey, President  
Rhode Island Council 94

  
\_\_\_\_\_  
Jonathan Braddock  
State Vice President

  
\_\_\_\_\_  
Joseph Peckham  
Acting Executive Director

## Letters of Understanding

Sexual Harassment  
Executive Order (Sexual Harassment)  
Sick Leave Amendment  
Sick Leave Bill  
Joint Statement  
Employee Rights  
Arbitrator's Decision, Housing State Vehicles  
Personal Business Leave Time  
Sick Leave Committee  
Article 11.4 (EE-1847, EE-1848, and EE-1926)  
Article 11.4 (EE-1964, 1965, 1859, 2001 and 1809)  
Article 11.4 (EE-1778 and 2060)  
Incentive Training Program Committee  
Article 22 Bulletin Boards  
Articles 9.3 and 9.5, Holidays  
Article 7, Section 1, Shift Differential  
Consecutive Shifts  
Mini Contracts  
Memorandum of Agreement - Job Protection/Automation  
Memorandum of Agreement - Pay Equity  
Memorandum of Agreement - Emergency/Temporary Employee  
Letter Dated January 23, 2001  
Memorandum of Agreement - "List B" Notices  
Memorandum of Agreement - Non-Wage Proposals  
Memorandum of Agreement - Unfair Labor Practice Charges

**EXECUTIVE ORDER NO.  
SEXUAL HARASSMENT**

WHEREAS, it is imperative that all State employees be permitted a work atmosphere free from unwanted sexual harassment. Sexual harassment is an offensive working condition which will not be tolerated by this Administration. It is a particularly sensitive issue, but it is an issue that must be dealt with openly and firmly.

WHEREAS, sexual harassment is unsolicited, deliberate or repeated sexually explicit derogatory statements, gestures or physical contacts which are objectionable to the recipient and which cause discomfort or humiliation. Sexual harassment may involve pressure from a person of either sex against a person of the opposite or same sex, and may occur in any employment relationship.

WHEREAS, in some cases sexual harassment constitutes unlawful sex discrimination for which legal remedies are available under Title VII of the Civil Rights Act of 1964, as amended. In other cases the nature of the harassment is such that internal personnel procedures may be the appropriate form of redress.

WHEREAS, sexual harassment undermines the integrity of the workplace, results in deleterious employment consequences to its victims, and must be eliminated.

NOW, THEREFORE, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations it is ordered as follows:

To ensure a work environment free from sexual harassment

1. The Director of the Department of Equal Opportunity shall be responsible for providing a program of training for the Equal Opportunity officers of each Department, Agency, Board and Commission under the jurisdiction of the Governor. Such training shall include the identification of sexual harassment and the procedures for investigation and resolution of complaints.

2. The head of each Department, Agency, Board and Commission under the jurisdiction of the Governor shall be responsible for:

A. disseminating to each person in their employ appropriate information concerning the nature of sexual harassment, methods by which it may be prevented or eliminated, and organizations through which victims may seek assistance; and,

B. briefing supervisory personnel on the problems of sexual harassment and their role in taking corrective action.

All other constitutional officers are urged to implement similar policies to assure the elimination of sexual harassment.

This order shall not be construed to enlarge upon, not to limit or abridge the rights of any person under the constitutions or statutes of the United States or the State of Rhode Island.

This order is effective upon filing with the Secretary of State.

Sincerely, Governor

**LETTER OF UNDERSTANDING  
SICK LEAVE BILL**

The parties hereto recognize that the Rhode Island General Assembly has enacted an amendment to Title 36, Chapter 4, of the Merit System Law. Said amendment is identified as Title 36, Chapter 4, Section 63. Therefore, the parties have agreed to amend those provisions contained in the October 2, 1980 Collective Bargaining Agreement that conflict with R.I.G.L. 36-4-63. These provisions are set forth below. Should the legislature repeal the R.I.G.L. 36-4-63 in whole or in part or should a court of competent jurisdiction declare R.I.G.L. 36-4-63 to be unconstitutional in whole or in part, those provisions set forth below would again become operative from the effective date of a final adjudication by a court of competent jurisdiction declaring said statute to be unconstitutional.

8.6 Overtime work is to be made a matter of record and distributed fairly and equitably among employees capable of performing the work in their respective division and class of position. A record of overtime work will be furnished to the Union at the close of each pay period.

8.7 Hours credited for holidays, sick leave, vacation and compensable injury shall be considered as time worked for the purpose of computing overtime. Where the employee's work record gives evidence of abuse of sick leave, then it shall be the management's prerogative to deny the applications of hours credited for sick leave for the purpose of computing overtime. However, the

employee shall be entitled to pursue such a denial through the grievance procedure, where they feel the denial improper.

8.8 Overtime shall be offered to employees on the basis of their seniority in their classification within the division in which they are employed. An employee offered overtime will be excused at their request, provided authorized personnel are available and willing to meet the need; and any employee so excused shall not be offered overtime work again, until their name comes up again in the seniority rotation. In the event that an insufficient number of employees within the classification and division in which overtime work is assigned voluntarily accept the assignment, the State may direct and require employees within the classification and division to perform the work. Such required overtime assignments shall be made in the reverse order of seniority. A record of overtime work will be furnished to the Union at its request.

**LETTER OF UNDERSTANDING  
SICK LEAVE BILL**

The parties hereto recognize that the Rhode Island General Assembly has enacted an amendment to Title 36, Chapter 4, of the Merit System Law. Said amendment is identified as Title 36, Chapter 4, Section 63. Therefore, the parties have agreed to amend those provisions contained in the October 2, 1980 Collective Bargaining Agreement that conflict with R.I.G.L. 36-4-63. These provisions are set forth below. Should the legislature repeal the R.I.G.L. 36-4-63 in whole or in part or should a court of competent

jurisdiction declare R.I.G.L. 36-4-63 to be unconstitutional in whole or in part, those provisions set forth below would again become operative from the effective date of a final adjudication by a court of competent jurisdiction declaring said statute to be unconstitutional.

13.5 The appointing authority may require a physician's certificate or other satisfactory evidence in support of any request for sick leave with pay, but must require a physician's certificate or other satisfactory evidence for each sick leave with pay covering an absence of more than three consecutive working days.

The State reserves the right to notify the Union of additional provisions in the Collective Bargaining Agreement which it contends also conflict with 36-4-63.

August 27, 1980

#### **JOINT STATEMENT**

Attached to this Joint Statement is a copy of a comment supplied by the Board of Arbitration (Albert J. Hoban, Chairman) regarding the subject of "Employee Rights."

The parties reaffirm their recognition of the rights guaranteed to employees under the constitution and laws of the United States and the State of Rhode Island in the same manner as has been previously acknowledged outside of the terms and conditions of any collective bargaining agreement.

Neither this Joint Statement nor the attached comments of the Board of Arbitration may be considered as part of the Master

Agreement and nothing contained in either this Joint Statement or the said attached comment is subject to any grievance or arbitration procedure under said Master Agreement.

### **EMPLOYEE RIGHTS**

During negotiations and at the hearing, both parties made proposals for adding to or changing the language in the present contract on the grounds that although the State and its managers and the Union and its members have legal rights outside the agreement, those rights are more readily recognized if they are in the contract where they can be pointed to if their denial is threatened. There is much to be said for this theory, but if the Board accepted and applied it, the agreement would be as large as a dictionary and the important day to day sections would be lost in the forest of language. The Board is not going to make the Union's proposed Article XLIV a part of the contract for the reasons advanced by the State. Instead, it sets forth the entire proposal in this decision so that, in the unlikely event that a violation of any of these rights is threatened, the persons interested will have available this proposal as rights which both sides recognize but did not make a part of the agreement because it was unnecessary to do so.

An employee shall suffer no impairment of freedom of speech concerning the operations of this State. Active discussion of State operations shall be encouraged and protected within this master contract.

An employee shall have the right to talk to their Union representative free from employer domination.

An employee accused of any violation of this contract shall have a right to a fair trial with strict adherence to due process.

The accused employee shall be considered innocent until proven guilty.

All employees covered by this agreement shall have the right to be free from any coercion, harassment, or discrimination by supervisors or their superiors.

#### **LETTER OF UNDERSTANDING**

1. The parties agree to abide by the decision of the arbitrator in the pending arbitration arising out of the Department of Environmental Management as it applies to the issue of requiring payment by employees who house State vehicles after hours.

2. During the negotiation process between the State of Rhode Island and Council 94, AFSCME - AFL-CIO, it was agreed that regarding personal business leave time:

Where the State has previously approved four personal business leave days, for employees in unusual work week schedules that exceed the thirty-two hours for personal business leave as provided in the Personal Business Leave Article, that practice will continue provided:

- a. The total personal leave time will not exceed thirty hours per fiscal year and,
- b. The practice will not establish a precedent for any

amount of personal leave time other than that provided in Article 41 (Personal Business Leave).

c. The parties agree to meet and resolve the issue of the fourth personal leave day for irregular work schedule.

3. Within ten days of the signing of the Master Agreement, a committee will be formed consisting of three members of the State and three members of the Union. Each party will submit the names of the representatives at the date of the signing of this agreement and a meeting can be called by two members of this committee not later than ten days after the signing of the Master Agreement.

The committee will study the proposal concerning the sick leave provision on Article 13.3 as proposed by the Union and upon a majority decision of the full committee, the State agrees to implement the committee recommendations including the recommendations of the committee as to the time of implementation except, however, that this committee will also study Article 13.5 of the present contract and will have as its first priority the establishment of a uniform policy in carrying out the provisions of Article 13.5 of the existing contract. That within ninety days of the formation of the committee, a decision by the majority of the full committee shall be implemented by the Director of Administration. Said implementation shall be made within thirty days of the receipt of the recommendations.

4. During the negotiations between the State of Rhode Island and Council 94, AFSCME, on the master contract, it was mutually understood and agreed to by both parties that the subject of

considering bargaining units, EE numbers, 1847, 1848 and 1926 be considered as one bargaining unit for the purpose of carrying out the provision of Article 11.4. The language pertaining to this issue will be inserted in the mini-contract. The language will be as mutually agreed upon.

When a position becomes vacant in one of the following EE numbers, 1847, 1848, and 1926, the employees in that EE number shall have first preference for the vacant position, according to the provisions of Article 11.4. If there are no applicants from the priority EE number, then the employees from the other designated EE numbers may apply for the vacant position according to the provisions of Article 11.4. These positions may be posted simultaneously in designated EE number groups.

5. It is hereby agreed to by the parties that for the purpose of carrying out the provisions of Article 11.4 of the master contract, the bargaining units, EE numbers 1964, 1965, 1859, 2001 and 1809 shall be considered one bargaining unit.

6. It is hereby agreed to by the parties that for the purpose of carrying out the provisions of Article 11.4 of the master contract the bargaining units, EE numbers 1778 and 2060 shall be considered one bargaining unit.

7. Within ninety days of the signing of this agreement, a committee will be formed consisting of three members of the State and three members of the Union to study an incentive training program, inequities within the present program and inequities in the program among all State employees and all other facets

necessary to make recommendations, including the time limits appropriate for said implementation. Provided, however, the committee complete its report within six months of the date of the first meeting.

The committee recommendations will be submitted to the Director of Administration. The Director of Administration shall decide within sixty days of the receipt of the report as to whether the State will implement or not implement said recommendations.

8. During the negotiation process between the State of Rhode Island and Council 94, AFSCME, AFL-CIO, it was agreed that regarding Article 22, Bulletin Boards that materials concerning Union outings, social and educational functions are proper subjects for posting on Union bulletin boards.

9. During the negotiations between the State of Rhode Island and Council 94, AFSCME, it is hereby mutually understood and agreed upon by the parties that Article 9.3 and 9.5 will become effective January 1, 1981 and that anyone enjoying benefits greater than those spelled out in the Article and sections at the time of the signing of the agreement and continuing up to the effective date of the implementation shall not be deprived of those benefits by the new language in this contract.

10. During the negotiations between the State of Rhode Island and Council 94, AFSCME, it was mutually understood and agreed to that Article VII, Section 1 of the existing contract containing the language "The night tour of duty shall mean hours worked between the hours of 11 p.m. and 8 am" shall not pertain to those employees

who begin work on their shift at 7 a.m..

11. During the negotiations between the State of Rhode Island and Council 94, AFSCME, on the master contract, it was mutually understood and agreed to by both parties that the subject of allowing time or money for those employees who work consecutive shifts in certain bargaining units will be proper items for negotiations in a mini-contract.

12. Mini contracts or Special Local Addendum Agreements shall be utilized to negotiate and resolve the following:

- Comp-time for non-standard employees and the impact of FLSA on same.
- RIC student help issue.
- VDT relief periods and protection by job assignments for pregnant employees.
- Local 1350 de-institutionalization agreement with approval by the Local Union and the Department Director.
- DOE/School Lunch agreement on job protection for employees affected by sub-contracting and privatization.
- Light duty assignments.
- Flex Time - refer to Article 47.7

**MEMORANDUM OF AGREEMENT  
JOB PROTECTION/AUTOMATION**

The State agrees still further that employees affected by automation shall be offered job/lay-off protection by Special Agreement of the parties which shall be detailed after the

conclusion of negotiations.

S/STATE OF RHODE ISLAND

S/COUNCIL 94

**MEMORANDUM OF AGREEMENT  
PAY EQUITY**

Council 94 proposed addressing the issue of Pay Equity for female dominated classifications represented by the Union. Negotiations relating to Pay Equity on Council 94 classifications will be deferred and continued after the signing of the Agreement.

The parties agree that the issue of Pay Equity for female dominated classifications shall be left open and will be negotiated by the parties after the signing of the Agreement, with reopener negotiations for each year of the Agreement. The parties agree still further that Pay Equity upgrades shall be separate from, and in addition to, any wage increases which employees might otherwise receive by any collective bargaining agreement now or hereafter in effect. No employee or classification shall be adversely affected by said implementation of pay equity.

S/STATE OF RHODE ISLAND

S/COUNCIL 94

**MEMORANDUM OF AGREEMENT  
EMERGENCY/TEMPORARY EMPLOYEES**

The parties shall provide a letter on the use of emergency appointments and the use of temporary help. In the event the Union notifies the State of any concern on the use of same, the State will take appropriate action. Details will be developed by Letter of Understanding by the parties.

S/STATE OF RHODE ISLAND

S/COUNCIL 94

**MEMORANDUM OF AGREEMENT  
TUITION REIMBURSEMENT**

Employees within a Council 94 bargaining unit may apply to have the cost of tuition and required books reimbursed for approved courses taken at approved accredited colleges, universities, trade schools, or continuing adult education programs. Reimbursements shall not exceed \$600 per semester for a total not to exceed \$1,200 per fiscal year/per employee. Courses must be job related or required as part of a job related degree program and may not be taken during scheduled working hours. The employee must receive at least a Grade C for undergraduate courses and a Grade B for graduate courses. Requests to take courses under this program must be presented in advance to the agency Director's Designee who will either approve or deny the application in accordance with the rules outlined above.

The Tuition Reimbursement Committee will meet two times per year to address any and all concerns relating to this program.

Meetings shall take place approximately on April 1 and October 1 of each year.

S/FOR THE STATE

S/FOR THE UNION

Dated: July 1, 2004

### **MEMORANDUM OF AGREEMENT**

With regard to the implementation of 17.5 at the Training School and the Group Homes, as to 24/7 operations, the State and the Union shall meet and discuss for the purposes of establishing an equitable procedure. This may include a one-time reposting of limited positions. In the event the postings take place, the results shall not be subject to grievance or arbitration.

### **MEMORANDUM OF AGREEMENT "LIST B" NOTICES**

By execution of this agreement, the State hereby rescinds the notices dated 11/15/07 which advised union officials and employees of the State's intention to explore the subcontracting or privatization of some functions currently performed by bargaining unit members. The State hereby agrees that no employees who received such notice shall be laid off pursuant to said notice through June 30, 2009.

### **MEMORANDUM OF AGREEMENT NON-WAGE PROPOSALS**

The parties agree that all other language issues will be

withdrawn, but that the contract can be reopened effective July 1, 2010 to negotiate non-economic language issues unrelated to the terms and conditions agreed to herein.

Nothing shall prevent the parties from voluntarily reaching agreement on other non-economic issues at any time.

All other written terms and agreements of existing contracts, Memoranda of Agreement or Understanding, etc., neither addressed herein nor inconsistent with the provisions of this memorandum of settlement will remain in full force and effect for the term of this Agreement.

**MEMORANDUM OF AGREEMENT  
UNFAIR LABOR PRACTICE CHARGES**

The Council, on behalf of itself, its local unions and members agrees to withdraw, with prejudice, all Unfair Labor Practice Charges related to the issuance of the Co-Share Executive Order filed with the Rhode Island State Labor Relations Board on or about July 28, 2008 and August 1, 2008 (ULP Numbers 5917 and 5919).

# MEMORANDUM OF AGREEMENT

9/22/09

## MEMORANDUM OF AGREEMENT

THIS AGREEMENT is entered into by and between the State of Rhode Island and the  
Council 94 AFSCME

WHEREAS, the State of Rhode Island is contending with a fiscal crisis of historic proportions characterized by diminishing tax revenues, projected substantial annual budget deficits and extremely high unemployment; and

WHEREAS, there exists a dispute between the Unions and the State in which the Unions contest the legal and contractual authority of the State to implement Executive Order 09-20, and in which the State denies the alleged lack of authority in this regard; and

WHEREAS, without in any way conceding their respective positions, the parties hereto are desirous of avoiding the extensive and costly litigation that would ensue if a resolution is not reached, and are further desirous of implementing a plan to avoid shutdowns and/or layoffs of employees and to resolve the dispute between the parties in an amicable fashion, and to facilitate more harmonious and cooperative relationships between the State, the Unions and employees.

NOW THEREFORE, in the best interests of the parties and to avoid an interruption of State services to the citizenry, on this 27 day of September, 2009, it is hereby agreed by and between the State of Rhode Island and the Council 94 AFSCME that the Collective Bargaining Agreements/Memoranda of Settlement for the period of July 1, 2008 through June 30, 2012 remain unchanged except as follows:

### No Layoff, Shutdowns or Pay Reductions:

The State agrees that there shall be no layoffs, shutdown, furlough, or pay reduction days, other than those pay reduction days referenced herein, through June 30, 2011.

Settlement Agreement and Consent Decree:

Upon execution and ratification of this Memorandum of Agreement, the parties will jointly cause the terms of this Memorandum of Agreement to be reduced to a consent decree and jointly request approval and entry of that decree(s) in the Supreme Court action entitled Council 94, et al. vs. Carcieri et al., Case Nos. Council 94 ARSCME CA No. 09-5025 (Union/Case Nos.). The Unions will formally withdraw any and all grievances filed directly or indirectly related to EO-09-20 with prejudice. The parties also agree that the consent decree will include language that indicates that the parties agree that the consent decree is an amicable resolution of disputed positions and that nothing therein shall be considered an admission of liability.

Pay Reduction FY 2010:

All employees shall receive eight (8) one day pay reductions (each one equivalent to ten percent (10%) of the bi-weekly total salary rate, excluding overtime) to be effective in each of the payroll periods during fiscal year 2010 as designated below:

	<b>Pay Period</b>	<b>Paycheck</b>
1	9/27/09-10/10/09	10/16/09
2	10/25/09-11/7/09	11/13/09
3	11/22/09-12/5/09	12/11/09
4	12/20/09-1/2/10	1/8/10
5	1/17/10-1/30/10	2/5/10
6	2/28/10-3/13/10	3/19/10
7	3/28/10-4/10/10	4/16/10
8	4/25/10-5/8/10	5/14/10

Employees so affected will be entitled to accrue one and one quarter (1.25) additional days of paid leave (for a maximum of 10.0 days) in each of the payroll periods identified above. This leave will accrue to part-time employees on a pro rated basis.

Employees may request to discharge this additional paid leave (Pay Reduction Leave "PR") commencing with any payroll period following the payroll period in which it was earned. These requests shall not be unreasonably denied. Employees may elect to carry no more than four (4) PR days solely for cash payment only upon termination from State service due to retirement, voluntary termination or death. Said cash payment for those days shall be at the employee's total pre-reduction hourly rate in effect for the pay period of 9/27/09-10/10/09 (paycheck of

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10/16/09), regardless of when the cash payment is made. All other pay reduction leave accruals provided for in this agreement shall have no cash value whatsoever.

Balances of accrued vacation, sick and "deferred vacation" (a.k.a. Sundlun Days) leave shall be paid at the pre-reduction rate of pay to employees who terminate or retire from State service during a salary reduction period.

Employees completing their in-service training incentive credits during a salary reduction period will be awarded the appropriate salary adjustment based on the pre-reduction rate of pay.

Salary Increase Delay:

The three percent (3%) across the board salary increase, which would otherwise be effective July 1, 2010, shall not be effective until January 2, 2011.

Pay Reduction FY 2011:

All employees shall receive four (4) one day pay reductions (each one equivalent to ten percent (10%) of the bi-weekly total salary rate, excluding overtime) to be effective in each of the payroll periods during fiscal year 2011 as designated below:

	<b>Pay Period</b>	<b>Paycheck</b>
1	1/2/2011-1/15/2011	1/21/2011
2	1/30/2011-2/12/2011	2/18/2011
3	2/27/2011-3/12/2011	3/18/2011
4	3/27/2011-4/9/2011	4/15/2011

Employees so affected will be entitled to accrue one and one quarter (1.25) additional days of paid leave (for a maximum of five (5) days) in each of the payroll periods identified above. This leave will accrue to part-time employees on a pro rated basis.

Employees may request to discharge this PR commencing with any payroll period following the payroll period in which it was earned. These requests shall not be unreasonably denied.

Employees may elect to carry no more than four (4) PR days solely for cash payment only upon termination from State service due to retirement, voluntary termination or death. Said cash

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payment for those days shall be at the employee's total pre-reduction hourly rate in effect for the pay period of 1/2/2011-1/15/2011 (paycheck of 1/21/2011), regardless of when the cash payment is made. All other pay reduction leave accruals provided for in this agreement shall have no cash value whatsoever.

Balances of accrued vacation, sick and "deferred vacation" (a.k.a. Sundlun Days) leave shall be paid at the pre-reduction rate of pay to employees who terminate or retire from State service during a salary reduction period.

Employees completing their in-service training incentive credits during a salary reduction period will be awarded the appropriate salary adjustment based on the pre-reduction rate of pay.

Voluntary Leave Without Pay:

An employee may also voluntarily request leave without pay subject to his/her supervisor's approval. Employees who make such a request shall not accrue any additional days of paid leave for electing voluntary leave without pay.

Reorganization, Elimination or Consolidation of Functions:

Through June 30, 2011, the parties agree that an Appointing Authority (Agency Director/Head) has the right to transfer an employee between programs under his/her authority and/or, with the approval of the Director of Administration, transfer an employee from one agency to another due to transfer, reorganization, elimination or consolidation of functions, programs, units, divisions or departments within the Executive Branch subject to the following:

The union recognizes the State's right to transfer, reorganize, eliminate or consolidate functions, programs, units, divisions or departments within the Executive Branch.

Upon issuance of a memorandum from the Director of Administration setting forth the rationale necessitating said action, the State shall notify the respective Executive Director/Key Union Official at least fifteen (15) calendar days in advance of notification to bargaining unit members of its intention to transfer, reorganize, eliminate or consolidate functions, programs, units,

divisions or departments.

The Union and the State shall meet within this fifteen (15) day period to discuss proposed alternatives. The Union shall be given access to pertinent information related thereto. The Union cannot grieve the inability of the parties to agree to the transfer, reorganization, elimination or consolidation of functions, programs, units, divisions or departments.

The affected employee and the union shall receive at least thirty (30) days written notice of the transfer unless extenuating circumstances are demonstrated by the affected employee. Provided, however, in no event shall the notice period be more than sixty (60) days.

The State agrees to offer available transfer assignments as identified by the State to the affected employee(s) based on primary seniority. The affected employee may:

1. Elect the available transfer assignment or
2. Displace the least senior employee in his/her classification in his/her current Division on the basis of primary seniority, if available.
3. Should there be no least senior employee in his/her classification in his/her current Division on the basis of primary seniority, then the affected employee may elect to displace the least senior employee in his/her classification in his/her current Department on the basis of primary seniority, if available.
4. The employee so displaced shall accept the transfer assignment offered by the State.
5. If there is no employee with less primary seniority in his/her current Division or Department, the affected employee shall accept the transfer assignment offered by the State.

The parties acknowledge that, for the limited term of this Agreement, the terms set forth above shall be in lieu of the provisions of the collective bargaining agreement that address layoff and bumping, job abolishment, reassignment, transfer, consolidation or reorganization.

The State shall recognize primary seniority of employees for the purpose of vacation scheduling and overtime assignments within the unit/location assignment.

No employee shall sustain a reduction in wages, hours or health benefits as an accompaniment to such transfer assignment.

When an affected employee is transferred, he/she will remain in his/her respective bargaining unit until the employee vacates the position. When an employee's position is vacated for any reason, including but not limited to resignation, retirement, discharge, death or promotion, the State may post the position. Said positions that are posted by the State will be posted in the following manner:

- a) In accordance with the seniority provisions of the collective bargaining agreement applicable to the transferred employee;
- b) The posting shall reflect the salary information of the collective bargaining agreement covering that classification at that Agency/Division and include language advising of the provisions set forth in sections a above and sections d and f below.
- c) Copies of such postings will be provided to the union covering the transferred employee and to the union covering that classification at that Agency/Division;
- d) Upon appointment, the position and the employee newly filling the position will be assigned and accreted to the collective bargaining unit covering that classification at that Agency/Division and the position will thereafter remain within that collective bargaining unit and the parties will work cooperatively to file the necessary documentation with the Labor Board;
- e) The employee's primary, secondary and State seniority shall all be determined in accordance with collective bargaining agreement covering that classification at that Agency/Division;

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- f) If there are no qualified applicants for the position within the time limit contained in the applicable collective bargaining agreement covering the transferred employee, the vacant position will be filled in accordance with the collective bargaining agreement covering that classification at that Agency/Division;
- g) In no event shall the State change the bargaining unit affiliation of any affected employee except as described herein; and
- h) In no event shall the State's decision not to post a position be used as a subterfuge to evade these limitations.

Effect on Retirement:

The effect of this Agreement on retirement contributions is governed by RIGL 36-10-10.4.

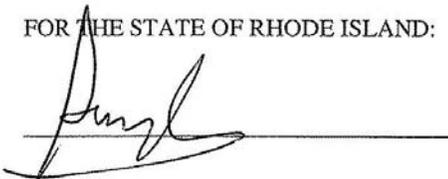
Ratification:

This Agreement is subject to (a) union membership ratification no later than October 2, 2009 and (b) approval by the Governor of Rhode Island, or his designee.

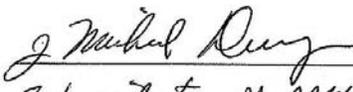
The undersigned agree to recommend ratification and approval of this Memorandum. Absent such ratification, the proposal set forth herein shall be null and void.

This Agreement shall take effect upon ratification and shall be effective through June 30, 2011.

FOR THE STATE OF RHODE ISLAND:



FOR THE UNION:



Subject to Approval  
of Presidents of the State  
Conference Branch of Council 97

## APPENDIX A

Asset Protection Officer	Non Standard (Non-exempt)
Assistant Administrative Officer	Non Standard (Non-exempt)
Assistant Administrator/Monitoring & Compliance	Non Standard (Non-exempt)
Business Management Officer	Non Standard (Non-exempt)
Buyer II (DOA/OP)	Non Standard (Non-exempt)
Central Intake Supervisor	Non Standard (Non-exempt)
Chief Transportation & Grounds (RIMC)	Non Standard (Non-exempt)
Chief Heating Plant Operator	Non Standard (Non-exempt)
Chief Power Plant Operator	Non Standard (Non-exempt)
Coordinator of Library Services Prof/Sci. Collection	Non Standard (Non-exempt)
Coordinator of Maintenance Programs	Non Standard (Non-exempt)
Customer Service Specialist II	Non Standard (Non-exempt)
Customer Service Specialist III	Non Standard (Non-exempt)
Disease Control Representative	Non Standard (Non-exempt)
Education Unit Representative	Non Standard (Non-exempt)
Fire Safety Inspector	Non Standard (Non-exempt)
Food Service Administrator	Non Standard (Non-exempt)
Health Promotion Coordinator	Non Standard (Non-exempt)
Human Services Program Planner	Non Standard (Non-exempt)
Inspector Breath Analysis	Non Standard (Non-exempt)
Junior Electronic Computer Programmer	Non Standard (Non-exempt)
Laundry Manager	Non Standard (Non-exempt)
Pharmacy Inspector	Non Standard (Non-exempt)
Principal Community Development Training Specialist	Non Standard (Non-exempt)
Principal Information & Public Relations Specialist	Non Standard (Non-exempt)
Principal Programmer/Analyst	Non Standard (Non-exempt)
Principal Programmer/Analyst (OIP)	Non Standard (Non-exempt)
Principal Rate Analyst (Community Based Sr.)	Non Standard (Non-exempt)
Principal Resource Specialist	Non Standard (Non-exempt)
Principal Systems Analyst	Non Standard (Non-exempt)
Senior Behavior Specialist	Non Standard (Non-exempt)
Senior Appraiser, Real & Pers. Prop.	Non Standard (Non-exempt)
Senior Casework Supervisor	Non Standard (Non-exempt)
Senior Community Development Training Specialist	Non Standard (Non-exempt)
Senior Disease Control Representative	Non Standard (Non-exempt)
Senior Equal Opportunity Officer	Non Standard (Non-exempt)
Senior Food Service Administrator	Non Standard (Non-exempt)
Senior Systems Analyst	Non Standard (Non-exempt)
State Aid Spec-Municipal Finance	Non Standard (Non-exempt)

Supervising Activities Therapist	Non Standard (Non-exempt)
Supervisor Breath Analysis Program	Non Standard (Non-exempt)
Supervisor Community Development Training Spec.	Non Standard (Non-exempt)
Supervising Disease Control Representative	Non Standard (Non-exempt)
Systems Analyst	Non Standard (Non-exempt)
Systems Analyst Trainee	Non Standard (Non-exempt)
Tasc Case Manager/Interviewer	Non Standard (Non-exempt)
Training Supervisor	Non Standard (Non-exempt)
Principal Community Liaison Worker	Non Standard (Non-exempt)

**SALARY SCHEDULES**

**SCHEDULE 300**

**Classified Annual Salaries**

Effective June 24, 2007

301	54178	56106	57632	59072	61328	328	47442	49037	50711	53270
302	39251	40127	41025	42503		329	49197	50869	52631	55345
303	26538	26853	27179	27654		330	51034	52790	54628	57425
304	26538	26909	27229	27548	28028	331	52949	54788	56707	59666
305	26909	27229	27548	27870	28401	332	54942	56867	58866	61900
306	27229	27548	27870	28246	28776	333	57025	59024	61102	64298
307	27548	27922	28297	28669	29255	334	59101	61181	63341	66697
308	27922	28322	28723	29096	29680	335	61261	63418	65660	69089
309	28322	28749	29148	29576	30216	336	63418	65660	67971	71575
310	28749	29205	29631	30056	30751	337	65576	67899	70295	74054
311	29205	29736	30216	30697	31445	338	67733	70132	72614	76529
312	29736	30322	30805	31336	32135	339	70055	72536	75170	79084
313	30322	30909	31445	31976	32830	340	72536	75170	79084	83007
314	30909	31605	32135	32724	33575	341	75170	79084	83007	86919
315	31605	32298	32884	33474	34383	342	79084	83007	86919	90830
316	32298	32993	33575	34219	35200	343	83007	86919	90830	94752
317	32993	33739	34383	35033	36145	344	86919	90830	94752	98671
318	33739	34593	35322	36085	37330	345	90830	94752	98671	102584
319	34593	35438	36206	37073	38424	346	94752	98671	102584	106502
320	35438	36392	37266	38163	39643	347	98671	102584	106502	110420
321	36392	37460	38364	39365	40927	348	102584	106502	110420	114334
322	37460	38629	39643	40712	42515	349	106502	110420	114334	118251
323	38629	39838	40927	42216	44184	350	110420	114334	118251	122171
324	39838	41150	42439	43731	45773	351	114334	118251	122171	126087
325	41150	42664	43957	45319	47442	352	118251	122171	126087	130008
326	42664	44184	45549	46987	49275	353	122171	126087	130008	133919
327	45773	47216	48796	51268						

## **SCHEDULE 300**

### **Classified Annual Salaries**

Effective June 21, 2009

301	55532	57509	59073	60549	62861	328	48628	50263	51979	54602
302	40232	41130	42051	43566		329	50427	52141	53947	56729
303	27201	27524	27858	28345		330	52310	54110	55994	58861
304	27201	27582	27910	28237	28729	331	54273	56158	58125	61158
305	27582	27910	28237	28567	29111	332	56316	58289	60338	63447
306	27910	28237	28567	28952	29495	333	58451	60500	62630	65905
307	28237	28620	29004	29386	29986	334	60579	62711	64925	68364
308	28620	29030	29441	29823	30422	335	62793	65003	67301	70816
309	29030	29468	29877	30315	30971	336	65003	67301	69670	73364
310	29468	29935	30372	30807	31520	337	67215	69596	72052	75905
311	29935	30479	30971	31464	32231	338	69426	71885	74429	78442
312	30479	31080	31575	32119	32938	339	71806	74349	77049	81061
313	31080	31682	32231	32775	33651	340	74349	77049	81061	85082
314	31682	32395	32938	33542	34414	341	77049	81061	85082	89092
315	32395	33105	33706	34311	35243	342	81061	85082	89092	93101
316	33105	33818	34414	35074	36080	343	85082	89092	93101	97121
317	33818	34582	35243	35909	37049	344	89092	93101	97121	101138
318	34582	35458	36205	36987	38263	345	93101	97121	101138	105149
319	35458	36324	37111	38000	39385	346	97121	101138	105149	109165
320	36324	37302	38198	39117	40634	347	101138	105149	109165	113180
321	37302	38396	39323	40349	41950	348	105149	109165	113180	117192
322	38396	39595	40634	41730	43578	349	109165	113180	117192	121207
323	39595	40834	41950	43271	45289	350	113180	117192	121207	125225
324	40834	42179	43500	44824	46917	351	117192	121207	125225	129239
325	42179	43731	45056	46452	48628	352	121207	125225	129239	133258
326	43731	45289	46688	48162	50507	353	125225	129239	133258	137267
327	46917	48396	50016	52550						

## **SCHEDULE 300**

### **Classified Annual Salaries**

Effective June 20, 2010

301	57198	59234	60845	62365	64747	328	50087	51771	53538	56240
302	41439	42364	43313	44873		329	51940	53705	55565	58431
303	28017	28350	28694	29195		330	53879	55733	57674	60627
304	28017	28409	28747	29084	29591	331	55901	57843	59869	62993
305	28409	28747	29084	29424	29984	332	58005	60038	62148	65350
306	28747	29084	29424	29821	30380	333	60205	62315	64509	67882
307	29084	29479	29874	30268	30886	334	62396	64592	66873	70415
308	29479	29901	30324	30718	31335	335	64677	66953	69320	72940
309	29901	30352	30773	31224	31900	336	66953	69320	71760	75565
310	30352	30833	31283	31731	32466	337	69231	71684	74214	78182
311	30833	31393	31900	32408	33198	338	71509	74042	76662	80795
312	31393	32012	32522	33083	33926	339	73960	76579	79360	83493
313	32012	32632	33198	33758	34661	340	76579	79360	83493	87634
314	32632	33367	33926	34548	35446	341	79360	83493	87634	91765
315	33367	34098	34717	35340	36300	342	83493	87634	91765	95894
316	34098	34833	35446	36126	37162	343	87634	91765	95894	100035
317	34833	35619	36300	36986	38160	344	91765	95894	100035	104172
318	35619	36522	37291	38097	39411	345	95894	100035	104172	108303
319	36522	37414	38224	39140	40567	346	100035	104172	108303	112440
320	37414	38421	39344	40291	41853	347	104172	108303	112440	116575
321	38421	39548	40503	41559	43208	348	108303	112440	116575	120708
322	39548	40783	41853	42982	44885	349	112440	116575	120708	124843
323	40783	42059	43208	44569	46648	350	116575	120708	124843	128982
324	42059	43444	44805	46169	48325	351	120708	124843	128982	133116
325	43444	45043	46408	47846	50087	352	124843	128982	133116	137256
326	45043	46648	48089	49607	52022	353	128982	133116	137256	141385
327	48325	49848	51516	54126						

## **SCHEDULE 300**

### **Classified Annual Salaries**

Effective June 19, 2011

301	58914	61011	62670	64236	66689	328	51590	53324	55144	57927
302	42682	43635	44612	46219		329	53498	55316	57232	60184
303	28858	29200	29555	30071		330	55495	57405	59404	62446
304	28858	29261	29609	29957	30479	331	57578	59578	61665	64883
305	29261	29609	29957	30307	30884	332	59745	61839	64012	67310
306	29609	29957	30307	30716	31291	333	62011	64184	66444	69918
307	29957	30363	30770	31176	31813	334	64268	66530	68879	72527
308	30363	30798	31234	31640	32275	335	66617	68962	71400	75128
309	30798	31263	31696	32161	32857	336	68962	71400	73913	77832
310	31263	31758	32221	32683	33440	337	71308	73835	76440	80527
311	31758	32335	32857	33380	34194	338	73654	76263	78962	83219
312	32335	32972	33498	34075	34944	339	76179	78876	81741	85998
313	32972	33611	34194	34771	35701	340	78876	81741	85998	90263
314	33611	34368	34944	35584	36509	341	81741	85998	90263	94518
315	34368	35121	35759	36400	37389	342	85998	90263	94518	98771
316	35121	35878	36509	37210	38277	343	90263	94518	98771	103036
317	35878	36688	37389	38096	39305	344	94518	98771	103036	107297
318	36688	37618	38410	39240	40593	345	98771	103036	107297	111552
319	37618	38536	39371	40314	41784	346	103036	107297	111552	115813
320	38536	39574	40524	41500	43109	347	107297	111552	115813	120072
321	39574	40734	41718	42806	44504	348	111552	115813	120072	124329
322	40734	42006	43109	44271	46232	349	115813	120072	124329	128588
323	42006	43321	44504	45906	48047	350	120072	124329	128588	132851
324	43321	44747	46149	47554	49775	351	124329	128588	132851	137109
325	44747	46394	47800	49281	51590	352	128588	132851	137109	141374
326	46394	48047	49532	51095	53583	353	132851	137109	141374	145627
327	49775	51343	53061	55750						

## **SCHEDULE 300**

### **Classified Abbreviated Hourly Salaries**

Effective June 24, 2007

301	G	10.30	-	10.45	-	10.72	35	Hrs.
302	G	13.64	-	13.79	-	14.04	35	Hrs.
303	G	13.02	-	13.14	-	13.40	40	Hrs.
304	G	13.15	-	13.29	-	13.53	40	Hrs.
305	G	13.29	-	13.47	-	13.74	40	Hrs.
306	G	13.47	-	13.64	-	13.88	40	Hrs.
307	G	13.68	-	13.82	-	14.12	40	Hrs.
308	G	13.83	-	14.08	-	14.34	40	Hrs.
309	G	14.09	-	14.28	-	14.60	40	Hrs.
310	G	14.34	-	14.54	-	14.84	40	Hrs.
311	G	14.60	-	14.83	-	15.19	40	Hrs.
312	G	14.87	-	15.14	-	15.53	40	Hrs.
313	G	15.19	-	15.45	-	15.88	40	Hrs.
314	G	15.53	-	15.80	-	16.23	40	Hrs.
315	G	15.89	-	16.13	-	16.58	40	Hrs.
316	G	16.02	-	16.33	-	16.74	40	Hrs.
317	G	16.19	-	16.48	-	16.97	40	Hrs.
318	G	16.58	-	16.87	-	17.43	40	Hrs.
319	G	17.06	-	17.42	-	17.97	40	Hrs.
320	G	17.11	-	17.46	-	18.04	40	Hrs.
321	G	17.46	-	17.85	-	18.48	40	Hrs.
322	G	17.96	-	18.41	-	19.12	40	Hrs.
323	G	18.46	-	18.96	-	19.68	40	Hrs.
324	G	19.12	-	19.60	-	20.48	40	Hrs.
325	G	14.23	-	14.42	-	14.69	35	Hrs.
326	G	14.74	-	14.93	-	15.23	35	Hrs.
327	G	15.55	-	15.80	-	16.23	35	Hrs.
328	G	16.37	-	16.63	-	17.13	35	Hrs.
329	G	17.17	-	17.47	-	17.97	35	Hrs.

## **SCHEDULE 300**

### **Classified Abbreviated Hourly Salaries**

Effective June 21, 2009

301	G	10.56	-	10.71	-	10.99	35	Hrs.
302	G	13.98	-	14.13	-	14.39	35	Hrs.
303	G	13.35	-	13.47	-	13.73	40	Hrs.
304	G	13.48	-	13.62	-	13.87	40	Hrs.
305	G	13.62	-	13.81	-	14.08	40	Hrs.
306	G	13.81	-	13.98	-	14.23	40	Hrs.
307	G	14.02	-	14.17	-	14.47	40	Hrs.
308	G	14.18	-	14.43	-	14.70	40	Hrs.
309	G	14.44	-	14.64	-	14.96	40	Hrs.
310	G	14.70	-	14.90	-	15.21	40	Hrs.
311	G	14.96	-	15.20	-	15.57	40	Hrs.
312	G	15.24	-	15.52	-	15.92	40	Hrs.
313	G	15.57	-	15.84	-	16.28	40	Hrs.
314	G	15.92	-	16.19	-	16.64	40	Hrs.
315	G	16.29	-	16.53	-	16.99	40	Hrs.
316	G	16.42	-	16.74	-	17.16	40	Hrs.
317	G	16.59	-	16.89	-	17.39	40	Hrs.
318	G	16.99	-	17.29	-	17.87	40	Hrs.
319	G	17.49	-	17.86	-	18.42	40	Hrs.
320	G	17.54	-	17.90	-	18.49	40	Hrs.
321	G	17.90	-	18.30	-	18.94	40	Hrs.
322	G	18.41	-	18.87	-	19.60	40	Hrs.
323	G	18.92	-	19.43	-	20.17	40	Hrs.
324	G	19.60	-	20.09	-	20.99	40	Hrs.
325	G	14.59	-	14.78	-	15.06	35	Hrs.
326	G	15.11	-	15.30	-	15.61	35	Hrs.
327	G	15.94	-	16.19	-	16.64	35	Hrs.
328	G	16.78	-	17.05	-	17.56	35	Hrs.
329	G	17.60	-	17.91	-	18.42	35	Hrs.

## **SCHEDULE 300**

### **Classified Abbreviated Hourly Salaries**

Effective June 20, 2010

301	G	10.88	-	11.03	-	11.32	35	Hrs.
302	G	14.40	-	14.55	-	14.82	35	Hrs.
303	G	13.75	-	13.87	-	14.14	40	Hrs.
304	G	13.88	-	14.03	-	14.29	40	Hrs.
305	G	14.03	-	14.22	-	14.50	40	Hrs.
306	G	14.22	-	14.40	-	14.66	40	Hrs.
307	G	14.44	-	14.60	-	14.90	40	Hrs.
308	G	14.61	-	14.86	-	15.14	40	Hrs.
309	G	14.87	-	15.08	-	15.41	40	Hrs.
310	G	15.14	-	15.35	-	15.67	40	Hrs.
311	G	15.41	-	15.66	-	16.04	40	Hrs.
312	G	15.70	-	15.99	-	16.40	40	Hrs.
313	G	16.04	-	16.32	-	16.77	40	Hrs.
314	G	16.40	-	16.68	-	17.14	40	Hrs.
315	G	16.78	-	17.03	-	17.50	40	Hrs.
316	G	16.91	-	17.24	-	17.67	40	Hrs.
317	G	17.09	-	17.40	-	17.91	40	Hrs.
318	G	17.50	-	17.81	-	18.41	40	Hrs.
319	G	18.01	-	18.40	-	18.97	40	Hrs.
320	G	18.07	-	18.44	-	19.04	40	Hrs.
321	G	18.44	-	18.85	-	19.51	40	Hrs.
322	G	18.96	-	19.44	-	20.19	40	Hrs.
323	G	19.49	-	20.01	-	20.78	40	Hrs.
324	G	20.19	-	20.69	-	21.62	40	Hrs.
325	G	15.03	-	15.22	-	15.51	35	Hrs.
326	G	15.56	-	15.76	-	16.08	35	Hrs.
327	G	16.42	-	16.68	-	17.14	35	Hrs.
328	G	17.28	-	17.56	-	18.09	35	Hrs.
329	G	18.13	-	18.45	-	18.97	35	Hrs.

## **SCHEDULE 300**

### **Classified Abbreviated Hourly Salaries**

Effective June 19, 2011

301	G	11.21	-	11.36	-	11.66	35	Hrs.
302	G	14.83	-	14.99	-	15.26	35	Hrs.
303	G	14.16	-	14.29	-	14.56	40	Hrs.
304	G	14.30	-	14.45	-	14.72	40	Hrs.
305	G	14.45	-	14.65	-	14.93	40	Hrs.
306	G	14.65	-	14.83	-	15.10	40	Hrs.
307	G	14.87	-	15.04	-	15.35	40	Hrs.
308	G	15.05	-	15.31	-	15.59	40	Hrs.
309	G	15.32	-	15.53	-	15.87	40	Hrs.
310	G	15.59	-	15.81	-	16.14	40	Hrs.
311	G	15.87	-	16.13	-	16.52	40	Hrs.
312	G	16.17	-	16.47	-	16.89	40	Hrs.
313	G	16.52	-	16.81	-	17.27	40	Hrs.
314	G	16.89	-	17.18	-	17.65	40	Hrs.
315	G	17.28	-	17.54	-	18.02	40	Hrs.
316	G	17.42	-	17.76	-	18.20	40	Hrs.
317	G	17.60	-	17.92	-	18.45	40	Hrs.
318	G	18.02	-	18.34	-	18.96	40	Hrs.
319	G	18.55	-	18.95	-	19.54	40	Hrs.
320	G	18.61	-	18.99	-	19.61	40	Hrs.
321	G	18.99	-	19.42	-	20.10	40	Hrs.
322	G	19.53	-	20.02	-	20.80	40	Hrs.
323	G	20.07	-	20.61	-	21.40	40	Hrs.
324	G	20.80	-	21.31	-	22.27	40	Hrs.
325	G	15.48	-	15.68	-	15.98	35	Hrs.
326	G	16.03	-	16.23	-	16.56	35	Hrs.
327	G	16.91	-	17.18	-	17.65	35	Hrs.
328	G	17.80	-	18.09	-	18.63	35	Hrs.
329	G	18.67	-	19.00	-	19.54	35	Hrs.

## **SCHEDULE 300**

### **Classified Hourly Salaries**

Effective June 24, 2007

301	H	12.44	40 Hrs.
302	H	12.79	40 Hrs.
303	H	13.29	40 Hrs.
304	H	14.16	35 Hrs.
305	H	13.54	40 Hrs.
306	H	13.60	40 Hrs.
307	H	14.66	35 Hrs.
308	H	13.89	40 Hrs.
309	H	14.69	35 Hrs.
310	H	14.34	40 Hrs.
311	H	15.23	35 Hrs.
312	H	15.34	35 Hrs.
313	H	15.95	35 Hrs.
314	H	15.43	40 Hrs.
315	H	16.23	35 Hrs.
316	H	16.44	35 Hrs.
317	H	16.26	40 Hrs.
318	H	17.13	35 Hrs.
319	H	17.41	35 Hrs.
320	H	17.97	35 Hrs.

## **SCHEDULE 300**

### **Classified Hourly Salaries**

Effective June 21, 2009

301	H	12.75	40 Hrs.
302	H	13.11	40 Hrs.
303	H	13.62	40 Hrs.
304	H	14.51	35 Hrs.
305	H	13.88	40 Hrs.
306	H	13.94	40 Hrs.
307	H	15.03	35 Hrs.
308	H	14.24	40 Hrs.
309	H	15.06	35 Hrs.
310	H	14.70	40 Hrs.
311	H	15.61	35 Hrs.
312	H	15.72	35 Hrs.
313	H	16.35	35 Hrs.
314	H	15.82	40 Hrs.
315	H	16.64	35 Hrs.
316	H	16.85	35 Hrs.
317	H	16.67	40 Hrs.
318	H	17.56	35 Hrs.
319	H	17.85	35 Hrs.
320	H	18.42	35 Hrs.

## **SCHEDULE 300**

### **Classified Hourly Salaries**

Effective June 20, 2010

301	H	13.13	40 Hrs.
302	H	13.50	40 Hrs.
303	H	14.03	40 Hrs.
304	H	14.95	35 Hrs.
305	H	14.30	40 Hrs.
306	H	14.36	40 Hrs.
307	H	15.48	35 Hrs.
308	H	14.67	40 Hrs.
309	H	15.51	35 Hrs.
310	H	15.14	40 Hrs.
311	H	16.08	35 Hrs.
312	H	16.19	35 Hrs.
313	H	16.84	35 Hrs.
314	H	16.29	40 Hrs.
315	H	17.14	35 Hrs.
316	H	17.36	35 Hrs.
317	H	17.17	40 Hrs.
318	H	18.09	35 Hrs.
319	H	18.39	35 Hrs.
320	H	18.97	35 Hrs.

## **SCHEDULE 300**

### **Classified Hourly Salaries**

Effective June 19, 2011

301	H	13.52	40 Hrs.
302	H	13.90	40 Hrs.
303	H	14.45	40 Hrs.
304	H	15.40	35 Hrs.
305	H	14.73	40 Hrs.
306	H	14.79	40 Hrs.
307	H	15.94	35 Hrs.
308	H	15.11	40 Hrs.
309	H	15.98	35 Hrs.
310	H	15.59	40 Hrs.
311	H	16.56	35 Hrs.
312	H	16.68	35 Hrs.
313	H	17.35	35 Hrs.
314	H	16.78	40 Hrs.
315	H	17.65	35 Hrs.
316	H	17.88	35 Hrs.
317	H	17.69	40 Hrs.
318	H	18.63	35 Hrs.
319	H	18.94	35 Hrs.
320	H	19.54	35 Hrs.

**SCHEDULE 300**

**Classified Weekly Salaries**

Effective June 24, 2007

301	W	310.15	40 Hrs.
302	W	465.71	40 Hrs.

**SCHEDULE 300**

**Classified Weekly Salaries**

Effective June 21, 2009

301	W	317.90	40 Hrs.
302	W	477.35	40 Hrs.

**SCHEDULE 300**

**Classified Weekly Salaries**

Effective June 20, 2010

301	W	327.44	40 Hrs.
302	W	491.67	40 Hrs.

**SCHEDULE 300**

**Classified Weekly Salaries**

Effective June 19, 2011

301	W	337.26	40 Hrs.
302	W	506.42	40 Hrs.

**SCHEDULE 500**  
**CLASSIFIED ANNUAL SALARIES**  
 Effective June 24, 2007

517	40505	41914	43731	44730	47512	49705	50585	51349	52140	52901	53810	54537
520	50638	52394	54662	55908	59386	62134	63230	64185	65173	66125	67260	68174

**SCHEDULE 500**  
**CLASSIFIED ANNUAL SALARIES**  
 Effective June 21, 2009

517	41518	42962	44824	45848	48700	50948	51850	52633	53443	54224	55155	55900
520	51904	53704	56029	57306	60871	63687	64811	65790	66802	67778	68941	69878

**SCHEDULE 500**  
**CLASSIFIED ANNUAL SALARIES**  
 Effective June 20, 2010

517	42764	44251	46169	47223	50161	52476	53405	54212	55046	55851	56810	57577
520	53461	55315	57710	59025	62697	65598	66755	67764	68806	69811	71009	71974

**SCHEDULE 500**  
**CLASSIFIED ANNUAL SALARIES**  
 Effective June 19, 2011

517	44047	45579	47554	48640	51666	54050	55007	55838	56697	57527	58514	59304
520	55065	56974	59441	60796	64578	67566	68758	69797	70870	71905	73139	74133

**SCHEDULE B00**  
**CLASSIFIED ANNUAL SALARIES**  
Effective June 24, 2007

B13	31605	32298	32884	33474	34383
B16	33739	34593	35322	36085	37330
B20	37460	38629	39643	40712	42515
B21	38629	39838	40927	42216	44184
B22	39838	41150	42439	43731	45773
B24	42664	44184	45549	46987	49275
B25	45773	47216	50172	51268	52563
B26	47442	49037	50711	53270	54857
B27	49197	50869	52631	55345	
B28	51034	52790	54628	57425	
B29	52949	54788	56707	59666	
B30	54942	56867	58866	61900	
B31	57025	59024	61102	64298	
B32	59101	61181	63341	66697	
B34	63418	65660	67971	71575	

**SCHEDULE B00**  
**CLASSIFIED ANNUAL SALARIES**  
Effective June 21, 2009

B13	32395	33105	33706	34311	35243
B16	34582	35458	36205	36987	38263
B20	38396	39595	40634	41730	43578
B21	39595	40834	41950	43271	45289
B22	40834	42179	43500	44824	46917
B24	43731	45289	46688	48162	50507
B25	46917	48396	51426	52550	53877
B26	48628	50263	51979	54602	56228
B27	50427	52141	53947	56729	
B28	52310	54110	55994	58861	
B29	54273	56158	58125	61158	
B30	56316	58289	60338	63447	
B31	58451	60500	62630	65905	
B32	60579	62711	64925	68364	
B34	65003	67301	69670	73364	

**SCHEDULE B00**  
**CLASSIFIED ANNUAL SALARIES**  
Effective June 20, 2010

B13	33367	34098	34717	35340	36300
B16	35619	36522	37291	38097	39411
B20	39548	40783	41853	42982	44885
B21	40783	42059	43208	44569	46648
B22	42059	43444	44805	46169	48325
B24	45043	46648	48089	49607	52022
B25	48325	49848	52969	54126	55493
B26	50087	51771	53538	56240	57915
B27	51940	53705	55565	58431	
B28	53879	55733	57674	60627	
B29	55901	57843	59869	62993	
B30	58005	60038	62148	65350	
B31	60205	62315	64509	67882	
B32	62396	64592	66873	70415	
B34	66953	69320	71760	75565	

**SCHEDULE B00**  
**CLASSIFIED ANNUAL SALARIES**  
Effective June 19, 2011

B13	34368	35121	35759	36400	37389
B16	36688	37618	38410	39240	40593
B20	40734	42006	43109	44271	46232
B21	42006	43321	44504	45906	48047
B22	43321	44747	46149	47554	49775
B24	46394	48047	49532	51095	53583
B25	49775	51343	54558	55750	57158
B26	51590	53324	55144	57927	59652
B27	53498	55316	57232	60184	
B28	55495	57405	59404	62446	
B29	57578	59578	61665	64883	
B30	59745	61839	64012	67310	
B31	62011	64184	66444	69918	
B32	64268	66530	68879	72527	
B34	68962	71400	73913	77832	

## SCHEDULE 300

### UNCLASSIFIED ANNUAL SALARIES

Effective June 24, 2007

301	26538	26853	27179	27654		329	52949	54788	56707	59666
302	26538	26909	27229	27548	28028	330	54942	56867	58866	61900
303	26909	27229	27548	27870	28401	331	57025	59024	61102	64298
304	27229	27548	27870	28246	28776	332	59101	61181	63341	66697
305	27548	27922	28297	28669	29255	333	61261	63418	65660	69089
306	27922	28322	28723	29096	29680	334	63418	65660	67971	71575
307	28322	28749	29148	29576	30216	335	65576	67899	70295	74054
308	28749	29205	29631	30056	30751	336	67733	70132	72614	76529
309	29205	29736	30216	30697	31445	337	70055	72536	75170	79084
310	29736	30322	30805	31336	32135	338	72536	75170	79084	83007
311	30322	30909	31445	31976	32830	339	75170	79084	83007	86919
312	30909	31605	32135	32724	33575	340	79084	83007	86919	90830
313	31605	32298	32884	33474	34383	341	83007	86919	90830	94752
314	32298	32993	33575	34219	35200	342	86919	90830	94752	98671
315	32993	33739	34383	35033	36145	343	90830	94752	98671	102573
316	33739	34593	35322	36085	37330	344	94752	98671	102584	106502
317	34593	35438	36206	37073	38424	345	98671	102584	106502	110420
318	35438	36392	37266	38163	39643	346	102584	106502	110420	114334
319	36392	37460	38364	39365	40927	347	106502	110420	114334	118251
320	37460	38629	39643	40712	42515	348	110420	114334	118251	122171
321	38629	39838	40927	42216	44184	349	114334	118251	122171	126087
322	39838	41150	42439	43731	45773	350	118251	122171	126087	130008
323	41150	42664	43957	45319	47442	351	122171	126087	130008	133919
324	42664	44184	45549	46987	49275	352	126087	130008	133919	137840
325	45773	47216	48796	51268		353	130008	133919	137840	141761
326	47442	49037	50711	53270		354	133919	137840	141761	145676
327	49197	50869	52631	55345		355	137840	141761	145676	149596
328	51034	52790	54628	57425						

## **SCHEDULE 300**

### **UNCLASSIFIED ANNUAL SALARIES**

Effective June 21, 2009

301	27201	27524	27858	28345		329	54273	56158	58125	61158
302	27201	27582	27910	28237	28729	330	56316	58289	60338	63447
303	27582	27910	28237	28567	29111	331	58451	60500	62630	65905
304	27910	28237	28567	28952	29495	332	60579	62711	64925	68364
305	28237	28620	29004	29386	29986	333	62793	65003	67301	70816
306	28620	29030	29441	29823	30422	334	65003	67301	69670	73364
307	29030	29468	29877	30315	30971	335	67215	69596	72052	75905
308	29468	29935	30372	30807	31520	336	69426	71885	74429	78442
309	29935	30479	30971	31464	32231	337	71806	74349	77049	81061
310	30479	31080	31575	32119	32938	338	74349	77049	81061	85082
311	31080	31682	32231	32775	33651	339	77049	81061	85082	89092
312	31682	32395	32938	33542	34414	340	81061	85082	89092	93101
313	32395	33105	33706	34311	35243	341	85082	89092	93101	97121
314	33105	33818	34414	35074	36080	342	89092	93101	97121	101138
315	33818	34582	35243	35909	37049	343	93101	97121	101138	105137
316	34582	35458	36205	36987	38263	344	97121	101138	105149	109165
317	35458	36324	37111	38000	39385	345	101138	105149	109165	113180
318	36324	37302	38198	39117	40634	346	105149	109165	113180	117192
319	37302	38396	39323	40349	41950	347	109165	113180	117192	121207
320	38396	39595	40634	41730	43578	348	113180	117192	121207	125225
321	39595	40834	41950	43271	45289	349	117192	121207	125225	129239
322	40834	42179	43500	44824	46917	350	121207	125225	129239	133258
323	42179	43731	45056	46452	48628	351	125225	129239	133258	137267
324	43731	45289	46688	48162	50507	352	129239	133258	137267	141286
325	46917	48396	50016	52550		353	133258	137267	141286	145305
326	48628	50263	51979	54602		354	137267	141286	145305	149318
327	50427	52141	53947	56729		355	141286	145305	149318	153336
328	52310	54110	55994	58861						

## SCHEDULE 300

### UNCLASSIFIED ANNUAL SALARIES

Effective June 20, 2010

301	28017	28350	28694	29195		329	55901	57843	59869	62993
302	28017	28409	28747	29084	29591	330	58005	60038	62148	65350
303	28409	28747	29084	29424	29984	331	60205	62315	64509	67882
304	28747	29084	29424	29821	30380	332	62396	64592	66873	70415
305	29084	29479	29874	30268	30886	333	64677	66953	69320	72940
306	29479	29901	30324	30718	31335	334	66953	69320	71760	75565
307	29901	30352	30773	31224	31900	335	69231	71684	74214	78182
308	30352	30833	31283	31731	32466	336	71509	74042	76662	80795
309	30833	31393	31900	32408	33198	337	73960	76579	79360	83493
310	31393	32012	32522	33083	33926	338	76579	79360	83493	87634
311	32012	32632	33198	33758	34661	339	79360	83493	87634	91765
312	32632	33367	33926	34548	35446	340	83493	87634	91765	95894
313	33367	34098	34717	35340	36300	341	87634	91765	95894	100035
314	34098	34833	35446	36126	37162	342	91765	95894	100035	104172
315	34833	35619	36300	36986	38160	343	95894	100035	104172	108291
316	35619	36522	37291	38097	39411	344	100035	104172	108303	112440
317	36522	37414	38224	39140	40567	345	104172	108303	112440	116575
318	37414	38421	39344	40291	41853	346	108303	112440	116575	120708
319	38421	39548	40503	41559	43208	347	112440	116575	120708	124843
320	39548	40783	41853	42982	44885	348	116575	120708	124843	128982
321	40783	42059	43208	44569	46648	349	120708	124843	128982	133116
322	42059	43444	44805	46169	48325	350	124843	128982	133116	137256
323	43444	45043	46408	47846	50087	351	128982	133116	137256	141385
324	45043	46648	48089	49607	52022	352	133116	137256	141385	145525
325	48325	49848	51516	54126		353	137256	141385	145525	149664
326	50087	51771	53538	56240		354	141385	145525	149664	153798
327	51940	53705	55565	58431		355	145525	149664	153798	157936
328	53879	55733	57674	60627						

## SCHEDULE 300

### UNCLASSIFIED ANNUAL SALARIES

Effective June 19, 2011

301	28858	29200	29555	30071		329	57578	59578	61665	64883
302	28858	29261	29609	29957	30479	330	59745	61839	64012	67310
303	29261	29609	29957	30307	30884	331	62011	64184	66444	69918
304	29609	29957	30307	30716	31291	332	64268	66530	68879	72527
305	29957	30363	30770	31176	31813	333	66617	68962	71400	75128
306	30363	30798	31234	31640	32275	334	68962	71400	73913	77832
307	30798	31263	31696	32161	32857	335	71308	73835	76440	80527
308	31263	31758	32221	32683	33440	336	73654	76263	78962	83219
309	31758	32335	32857	33380	34194	337	76179	78876	81741	85998
310	32335	32972	33498	34075	34944	338	78876	81741	85998	90263
311	32972	33611	34194	34771	35701	339	81741	85998	90263	94518
312	33611	34368	34944	35584	36509	340	85998	90263	94518	98771
313	34368	35121	35759	36400	37389	341	90263	94518	98771	103036
314	35121	35878	36509	37210	38277	342	94518	98771	103036	107297
315	35878	36688	37389	38096	39305	343	98771	103036	107297	111540
316	36688	37618	38410	39240	40593	344	103036	107297	111552	115813
317	37618	38536	39371	40314	41784	345	107297	111552	115813	120072
318	38536	39574	40524	41500	43109	346	111552	115813	120072	124329
319	39574	40734	41718	42806	44504	347	115813	120072	124329	128588
320	40734	42006	43109	44271	46232	348	120072	124329	128588	132851
321	42006	43321	44504	45906	48047	349	124329	128588	132851	137109
322	43321	44747	46149	47554	49775	350	128588	132851	137109	141374
323	44747	46394	47800	49281	51590	351	132851	137109	141374	145627
324	46394	48047	49532	51095	53583	352	137109	141374	145627	149891
325	49775	51343	53061	55750		353	141374	145627	149891	154154
326	51590	53324	55144	57927		354	145627	149891	154154	158412
327	53498	55316	57232	60184		355	149891	154154	158412	162674
328	55495	57405	59404	62446						

**SCHEDULE 300**

**UNCLASSIFIED ABBREVIATED HOURLY SALARIES**

Effective June 24, 2007

3016 14.60 14.83 15.09 35 Hrs

**SCHEDULE 300**

**UNCLASSIFIED ABBREVIATED HOURLY SALARIES**

Effective June 21, 2009

3016 14.96 15.20 15.47 35 Hrs

**SCHEDULE 300**

**UNCLASSIFIED ABBREVIATED HOURLY SALARIES**

Effective June 20, 2010

3016 15.41 15.66 15.93 35 Hrs

**SCHEDULE 300**

**UNCLASSIFIED ABBREVIATED HOURLY SALARIES**

Effective June 19, 2011

3016 15.87 16.13 16.41 35 Hrs

**SCHEDULE 300**

**UNCLASSIFIED FLAT ANNUAL SALARIES**

Effective June 24, 2007

301	\$	42459	310	\$	44184
302	\$	24408	311	\$	20039
303	\$	36177	339	\$	36022
304	\$	26413	341	\$	35467
305	\$	42439	357	\$	63872
306	\$	49275	382	\$	40529
307	\$	33465	383	\$	45775
308	\$	39793	384	\$	37313
309	\$	30185	385	\$	62955

**SCHEDULE 300**

**UNCLASSIFIED FLAT ANNUAL SALARIES**

Effective June 21, 2009

301	\$	43520	310	\$	45289
302	\$	25018	311	\$	20540
303	\$	37081	339	\$	36923
304	\$	27073	341	\$	36354
305	\$	43500	357	\$	65469
306	\$	50507	382	\$	41542
307	\$	34302	383	\$	46919
308	\$	40788	384	\$	38246
309	\$	30940	385	\$	64529

**SCHEDULE 300**

**UNCLASSIFIED FLAT ANNUAL SALARIES**

Effective June 20, 2010

301	\$	44826	310	\$	46648
302	\$	25769	311	\$	21156
303	\$	38193	339	\$	38031
304	\$	27885	341	\$	37445
305	\$	44805	357	\$	67433
306	\$	52022	382	\$	42788
307	\$	35331	383	\$	48327
308	\$	42012	384	\$	39393
309	\$	31868	385	\$	66465

**SCHEDULE 300**

**UNCLASSIFIED FLAT ANNUAL SALARIES**

Effective June 19, 2011

301	\$	46171	310	\$	48047
302	\$	26542	311	\$	21791
303	\$	39339	339	\$	39172
304	\$	28722	341	\$	38568
305	\$	46149	357	\$	69456
306	\$	53583	382	\$	44072
307	\$	36391	383	\$	49777
308	\$	43272	384	\$	40575
309	\$	32824	385	\$	68459

**SCHEDULE 300**  
**UNCLASSIFIED HOURLY SALARIES**  
 Effective June 24, 2007

300	H	12.52	35	Hrs
		23.8		
302	H	2	40	Hrs
303	H	12.70	35	Hrs
313	H	11.23	35	Hrs
322	H	15.72	35	Hrs
325	H	16.37	35	Hrs
335	H	13.82	35	Hrs
336	H	18.12	35	Hrs

**SCHEDULE 300**  
**UNCLASSIFIED HOURLY SALARIES**  
 Effective June 21, 2009

300	H	12.83	35	Hrs
		24.4		
302	H	2	40	Hrs
303	H	13.02	35	Hrs
313	H	11.51	35	Hrs
322	H	16.11	35	Hrs
325	H	16.78	35	Hrs
335	H	14.17	35	Hrs
336	H	18.57	35	Hrs

**SCHEDULE 300**  
**UNCLASSIFIED HOURLY SALARIES**  
 Effective June 20, 2010

300	H	13.21	35	Hrs
302	H	25.15	40	Hrs
303	H	13.41	35	Hrs
313	H	11.86	35	Hrs
322	H	16.59	35	Hrs
325	H	17.28	35	Hrs
335	H	14.60	35	Hrs
336	H	19.13	35	Hrs

**SCHEDULE 300**  
**UNCLASSIFIED HOURLY SALARIES**  
 Effective June 19, 2011

300	H	13.61	35	Hrs
		25.9		
302	H	0	40	Hrs
303	H	13.81	35	Hrs
313	H	12.22	35	Hrs
322	H	17.09	35	Hrs
325	H	17.80	35	Hrs
335	H	15.04	35	Hrs
336	H	19.70	35	Hrs

**SCHEDULE E00****UNCLASSIFIED ANNUAL SALARIES**

Effective June 24, 2007

E013	32993	33739	34383	35033	36145
E024	47442	49037	50711	53270	54857
E029	57025	59024	61102	64298	

**SCHEDULE E00****UNCLASSIFIED ANNUAL SALARIES**

Effective June 21, 2009

E013	33818	34582	35243	35909	37049
E024	48628	50263	51979	54602	56228
E029	58451	60500	62630	65905	

**SCHEDULE E00****UNCLASSIFIED ANNUAL SALARIES**

Effective June 20, 2010

E013	34833	35619	36300	36986	38160
E024	50087	51771	53538	56240	57915
E029	60205	62315	64509	67882	

**SCHEDULE E00****UNCLASSIFIED ANNUAL SALARIES**

Effective June 19, 2011

E013	35878	36688	37389	38096	39305
E024	51590	53324	55144	57927	59652
E029	62011	64184	66444	69918	

**SCHEDULE 600**  
**UNCLASSIFIED ANNUAL SALARIES**  
 Effective June 24, 2007

601 \*\* The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103- 114 Months	115- 126 Months	127- 180 Months	181- 240 Months	241- 300 Months	301+ Months
601 **	37126	38507	39526	41313	41454	43038	43878	44858	45278	45558	45978	47563	49565	50706	51849
607	28683	29066	29445	30184	30918	31950	32427	32916	33411	33912	34418	34937	35461	35992	36530
608	29066	29471	29885	30627	31379	32423	32912	33403	33907	34414	34929	35456	35985	36526	37073
609	29471	29909	30316	31075	31831	32892	33386	33884	34396	34911	35436	35967	36508	37050	37607
610	29909	30374	30809	31579	32352	33427	33927	34440	34952	35478	36011	36552	37098	37656	38222
611	30374	30916	31402	32186	32972	34073	34586	35102	35628	36165	36704	37258	37814	38379	38961
612	30916	31499	32008	32808	33607	34729	35250	35778	36316	36858	37412	37975	38542	39120	39708
613	31517	32113	32661	33477	34293	35436	35967	36508	37056	37608	38173	38748	39325	39916	40518
614	32113	32823	33361	34198	35031	36197	36740	37294	37852	38417	38996	39580	40177	40776	41391
615	32823	33529	34126	34980	35831	37028	37582	38147	38720	39302	39890	40487	41096	41710	42337
616	33529	34239	34833	35705	36574	37793	38360	38935	39520	40110	40715	41325	41944	42574	43214
617	34239	34998	35656	36544	37435	38683	39263	39854	40448	41056	41673	42297	42931	43575	44231
618	34998	35867	36719	37634	38554	39839	40439	41043	41658	42285	42919	43562	44215	44879	45551
619	35867	36732	37789	38730	39677	40998	41613	42236	42868	43515	44168	44828	45501	46185	46875
620	36732	37704	39140	40116	41098	42467	43105	43749	44408	45072	45746	46438	47133	47838	48555
621	37672	38980	39887	40888	42208	44095	45056	46177	46660	46977	47456	49023	51073	52255	53435
622	38792	39987	41731	42774	43820	45279	45958	46649	47345	48055	48774	49508	50254	51005	51772
623	39987	41220	43355	44438	45521	47040	47743	48460	49189	49926	50674	51434	52207	52990	53782
624	42430	44008	45172	47215	47376	49186	50146	51266	51746	52066	52546	54358	56646	57950	59256
625	44104	45421	46810	47983	49149	50788	51550	52326	53107	53904	54714	55535	56369	57211	58070

626	45462	47112	48428	50718	50879	52863	53822	54944	55423	55745	56225	58206	60673	62068	63456
627	47276	48747	50721	51990	53256	55032	55859	56695	57547	58409	59288	60177	61078	61993	62925
628	48973	50603	52691	54008	55327	57170	58029	58898	59784	60677	61589	62513	63450	64403	65368
629	50767	52472	54661	56028	57395	59307	60196	61102	62017	62945	63891	64852	65820	66808	67812
630	52301	54395	56138	59024	59185	61585	62545	63665	64148	64468	64950	67347	70226	71825	73425
631	54102	56266	58520	60857	63292	65822	66809	67813	68831	69865	70910	71975	73052	74151	75260
632	56064	58307	60639	63064	65588	68212	69235	70271	71327	72398	73482	74584	75702	76842	77993
633	58229	60553	62976	65498	68119	70843	71904	72983	74075	75189	76314	77460	78623	79802	80999
634	60628	63057	65576	68206	70930	73763	74874	75996	77136	78291	79466	80658	81866	83098	84341
635	63272	65806	68435	71174	74021	76979	78134	79307	80497	81702	82927	84175	85433	86717	88018
636	66157	68801	71553	74416	77394	80489	81695	82922	84169	85428	86711	88012	89330	90670	92029

**SCHEDULE 600**  
**UNCLASSIFIED ANNUAL SALARIES**  
 Effective June 21, 2009

601 \*\* The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103- 114 Months	115- 126 Months	127- 180 Months	181- 240 Months	241- 300 Months	301+ Months
601 **	38054	39470	40514	42346	42490	44114	44975	45979	46410	46697	47127	48752	50804	51974	53145
607	29400	29793	30181	30939	31691	32749	33238	33739	34246	34760	35278	35810	36348	36892	37443
608	29793	30208	30632	31393	32163	33234	33735	34238	34755	35274	35802	36342	36885	37439	38000
609	30208	30657	31074	31852	32627	33714	34221	34731	35256	35784	36322	36866	37421	37976	38547
610	30657	31133	31579	32368	33161	34263	34775	35301	35826	36365	36911	37466	38025	38597	39178
611	31133	31689	32187	32991	33796	34925	35451	35980	36519	37069	37622	38189	38759	39338	39935
612	31689	32286	32808	33628	34447	35597	36131	36672	37224	37779	38347	38924	39506	40098	40701
613	32305	32916	33478	34314	35150	36322	36866	37421	37982	38548	39127	39717	40308	40914	41531
614	32916	33644	34195	35053	35907	37102	37658	38226	38798	39377	39971	40569	41181	41795	42426
615	33644	34367	34979	35854	36727	37954	38522	39101	39688	40285	40887	41499	42123	42753	43395
616	34367	35095	35704	36598	37488	38738	39319	39908	40508	41113	41733	42358	42993	43638	44294
617	35095	35873	36547	37458	38371	39650	40245	40850	41459	42082	42715	43354	44004	44664	45337
618	35873	36764	37637	38575	39518	40835	41450	42069	42699	43342	43992	44651	45320	46001	46690
619	36764	37650	38734	39698	40669	42023	42653	43292	43940	44603	45272	45949	46639	47340	48047
620	37650	38647	40118	41119	42125	43529	44183	44843	45518	46199	46890	47599	48311	49034	49769
621	38614	39954	40884	41910	43263	45197	46182	47331	47826	48151	48642	50249	52350	53561	54771
622	39762	40987	42774	43843	44915	46411	47107	47815	48529	49256	49993	50746	51510	52280	53066
623	40987	42250	44439	45549	46659	48216	48937	49671	50419	51174	51941	52720	53512	54315	55127
624	43491	45108	46301	48395	48560	50416	51400	52548	53040	53368	53860	55717	58062	59399	60737
625	45207	46557	47980	49183	50378	52058	52839	53634	54435	55252	56082	56923	57778	58641	59522

626	46599	48290	49639	51986	52151	54185	55168	56318	56809	57139	57631	59661	62190	63620	65042
627	48458	49966	51989	53290	54587	56408	57255	58112	58986	59869	60770	61681	62605	63543	64498
628	50197	51868	54008	55358	56710	58599	59480	60370	61279	62194	63129	64076	65036	66013	67002
629	52036	53784	56028	57429	58830	60790	61701	62630	63567	64519	65488	66473	67465	68478	69507
630	53609	55755	57541	60500	60665	63125	64109	65257	65752	66080	66574	69031	71982	73621	75261
631	55455	57673	59983	62378	64874	67468	68479	69508	70552	71612	72683	73774	74878	76005	77141
632	57466	59765	62155	64641	67228	69917	70966	72028	73110	74208	75319	76449	77595	78763	79943
633	59685	62067	64550	67135	69822	72614	73702	74808	75927	77069	78222	79396	80589	81797	83024
634	62144	64633	67215	69911	72703	75607	76746	77896	79064	80248	81453	82674	83913	85175	86450
635	64854	67451	70146	72953	75872	78903	80087	81290	82509	83745	85000	86279	87569	88885	90218
636	67811	70521	73342	76276	79329	82501	83737	84995	86273	87564	88879	90212	91563	92937	94330

**SCHEDULE 600**  
**UNCLASSIFIED ANNUAL SALARIES**  
 Effective June 20, 2010

601 \*\* The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103- 114 Months	115- 126 Months	127- 180 Months	181- 240 Months	241- 300 Months	301+
601 **	39196	40654	41729	43616	43765	45437	46324	47358	47802	48098	48541	50215	52328	53533	54739
607	30282	30687	31086	31867	32642	33731	34235	34751	35273	35803	36336	36884	37438	37999	38566
608	30687	31114	31551	32335	33128	34231	34747	35265	35798	36332	36876	37432	37992	38562	39140
609	31114	31577	32006	32808	33606	34725	35248	35773	36314	36858	37412	37972	38544	39115	39703
610	31577	32067	32526	33339	34156	35291	35818	36360	36901	37456	38018	38590	39166	39755	40353
611	32067	32640	33153	33981	34810	35973	36515	37059	37615	38181	38751	39335	39922	40518	41133
612	32640	33255	33792	34637	35480	36665	37215	37772	38341	38912	39497	40092	40691	41301	41922
613	33274	33903	34482	35343	36204	37412	37972	38544	39121	39704	40301	40909	41517	42141	42777
614	33903	34653	35221	36105	36984	38215	38788	39373	39962	40558	41170	41786	42416	43049	43699
615	34653	35398	36028	36930	37829	39093	39678	40274	40879	41494	42114	42744	43387	44036	44697
616	35398	36148	36775	37696	38613	39900	40499	41105	41723	42346	42985	43629	44283	44947	45623
617	36148	36949	37643	38582	39522	40839	41452	42075	42703	43344	43996	44655	45324	46004	46697
618	36949	37867	38766	39732	40704	42060	42693	43331	43980	44642	45312	45991	46680	47381	48091
619	37867	38779	39896	40889	41889	43284	43933	44591	45258	45941	46630	47327	48038	48760	49488
620	38779	39806	41322	42353	43389	44835	45508	46188	46884	47585	48297	49027	49760	50505	51262
621	39772	41153	42111	43167	44561	46553	47567	48751	49261	49596	50101	51756	53920	55168	56414
622	40955	42217	44057	45158	46262	47803	48520	49249	49985	50734	51493	52268	53055	53848	54658
623	42217	43517	45772	46915	48059	49662	50405	51161	51932	52709	53499	54302	55117	55944	56781
624	44796	46461	47690	49847	50017	51928	52942	54124	54631	54969	55476	57389	59804	61181	62559
625	46563	47954	49419	50658	51889	53620	54424	55243	56068	56910	57764	58631	59511	60400	61308

626	47997	49739	51128	53546	53716	55811	56823	58008	58513	58853	59360	61451	64056	65529	66993
627	49912	51465	53549	54889	56225	58100	58973	59855	60756	61665	62593	63531	64483	65449	66433
628	51703	53424	55628	57019	58411	60357	61264	62181	63117	64060	65023	65998	66987	67993	69012
629	53597	55398	57709	59152	60595	62614	63552	64509	65474	66455	67453	68467	69489	70532	71592
630	55217	57428	59267	62315	62485	65019	66032	67215	67725	68062	68571	71102	74141	75830	77519
631	57119	59403	61782	64249	66820	69492	70533	71593	72669	73760	74863	75987	77124	78285	79455
632	59190	61558	64020	66580	69245	72015	73095	74189	75303	76434	77579	78742	79923	81126	82341
633	61476	63929	66486	69149	71917	74792	75913	77052	78205	79381	80569	81778	83007	84251	85515
634	64008	66572	69231	72008	74884	77875	79048	80233	81436	82655	83897	85154	86430	87730	89043
635	66800	69475	72250	75142	78148	81270	82490	83729	84984	86257	87550	88867	90196	91552	92925
636	69845	72637	75542	78564	81709	84976	86249	87545	88861	90191	91545	92918	94310	95725	97160

**SCHEDULE 600**  
**UNCLASSIFIED ANNUAL SALARIES**  
 Effective June 19, 2011

601 \*\* The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103- 114 Months	115- 126 Months	127- 180 Months	181- 240 Months	241- 300 Months	301+
601 **	40372	41874	42981	44924	45078	46800	47714	48779	49236	49541	49997	51721	53898	55139	56381
607	31190	31608	32019	32823	33621	34743	35262	35794	36331	36877	37426	37991	38561	39139	39723
608	31608	32047	32498	33305	34122	35258	35789	36323	36872	37422	37982	38555	39132	39719	40314
609	32047	32524	32966	33792	34614	35767	36305	36846	37403	37964	38534	39111	39700	40288	40894
610	32524	33029	33502	34339	35181	36350	36893	37451	38008	38580	39159	39748	40341	40948	41564
611	33029	33619	34148	35000	35854	37052	37610	38171	38743	39326	39914	40515	41120	41734	42367
612	33619	34253	34806	35676	36544	37765	38331	38905	39491	40079	40682	41295	41912	42540	43180
613	34272	34920	35516	36403	37290	38534	39111	39700	40295	40895	41510	42136	42763	43405	44060
614	34920	35693	36278	37188	38094	39361	39952	40554	41161	41775	42405	43040	43688	44340	45010
615	35693	36460	37109	38038	38964	40266	40868	41482	42105	42739	43377	44026	44689	45357	46038
616	36460	37232	37878	38827	39771	41097	41714	42338	42975	43616	44275	44938	45611	46295	46992
617	37232	38057	38772	39739	40708	42064	42696	43337	43984	44644	45316	45995	46684	47384	48098
618	38057	39003	39929	40924	41925	43322	43974	44631	45299	45981	46671	47371	48080	48802	49534
619	39003	39942	41093	42116	43146	44583	45251	45929	46616	47319	48029	48747	49479	50223	50973
620	39942	41000	42562	43624	44691	46180	46873	47574	48291	49013	49746	50498	51253	52020	52800
621	40965	42388	43374	44462	45898	47950	48994	50214	50739	51084	51604	53309	55538	56823	58106
622	42184	43484	45379	46513	47650	49237	49976	50726	51485	52256	53038	53836	54647	55463	56298
623	43484	44823	47145	48322	49501	51152	51917	52696	53490	54290	55104	55931	56771	57622	58484
624	46140	47855	49121	51342	51518	53486	54530	55748	56270	56618	57140	59111	61598	63016	64436
625	47960	49393	50902	52178	53446	55229	56057	56900	57750	58617	59497	60390	61296	62212	63147

626	49437	51231	52662	55152	55327	57485	58528	59748	60268	60619	61141	63295	65978	67495	69003
627	51409	53009	55155	56536	57912	59843	60742	61651	62579	63515	64471	65437	66417	67412	68426
628	53254	55027	57297	58730	60163	62168	63102	64046	65011	65982	66974	67978	68997	70033	71082
629	55205	57060	59440	60927	62413	64492	65459	66444	67438	68449	69477	70521	71574	72648	73740
630	56874	59151	61045	64184	64360	66970	68013	69231	69757	70104	70628	73235	76365	78105	79845
631	58833	61185	63635	66176	68825	71577	72649	73741	74849	75973	77109	78267	79438	80634	81839
632	60966	63405	65941	68577	71322	74175	75288	76415	77562	78727	79906	81104	82321	83560	84811
633	63320	65847	68481	71223	74075	77036	78190	79364	80551	81762	82986	84231	85497	86779	88080
634	65928	68569	71308	74168	77131	80211	81419	82640	83879	85135	86414	87709	89023	90362	91714
635	68804	71559	74417	77396	80492	83708	84965	86241	87534	88845	90176	91533	92902	94299	95713
636	71940	74816	77808	80921	84160	87525	88836	90171	91527	92897	94291	95706	97139	98597	1E+05