

TENTATIVE AGREEMENT BETWEEN THE ASSOCIATION OF DEPARTMENT OF  
ADMINISTRATION SUPERVISORS AND STATE OF RHODE ISLAND

The Association of Department of Administration Supervisors (the "Union") and the State of Rhode Island ("State") tentatively agree to the following changes to the Collective Bargaining Agreement.

1. Article 11, Sick Leave

Modify Section 11.7(B) as follows:

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 (2) weeks in advance, if possible, of the commencement of the leave period. Leave shall be granted for a period of not ~~less than three (3) months nor~~ more than twelve (12) months and an early return by the employee may be made upon completion of ~~the minimum of three (3) months and written notice of~~ thirty (30) days notice to the appointing authority. Leaves authorized for periods of less than twelve (12) months may be extended by mutual consent but may not exceed twelve (12) months.

FOR THE UNION

Kevin Nelson

FOR THE STATE

[Signature]