

TENTATIVE AGREEMENT BETWEEN RHODE ISLAND ALLIANCE OF SOCIAL
SERVICE EMPLOYEES, LOCAL 580, SEIU AND STATE OF RHODE ISLAND

Rhode Island Alliance of Social Service Employees, Local 580, SEIU (the "Union") and the State of Rhode Island ("State") tentatively agree to the following changes to the Collective Bargaining Agreement:

Training

The parties will enter into a Memorandum of Agreement as follows: The State shall, upon request, furnish to the Union a listing of all in-service-training courses offered in the preceding calendar year. (DCYF has 20 hours of training required by statute.)

Article 14 – Bereavement Leave

Amend to provide that employees will get one (1) day of bereavement leave in connection with the death of an aunt and uncle.

Three Day Rule

Add to the Coalition Tentative Agreement concerning the three day rule the following: Provided however, nothing in this paragraph shall abrogate, modify or supersede the following arbitration awards: [Insert arbitrator and dates.]

Extension of Mileage Agreement for DBR Examiners:

The 2012 Settlement Agreement on paying mileage to DBR examiners for travel reimbursement shall be extended by five (5) years.

Educational Leave:

Amend to add the following: Employees hired after July 1, 2014 who are authorized to be on full time educational leave will not be paid salary but will continue to receive benefits subject to required employee contributions. They will also receive fifty (50%) tuition costs for in-state tuition. Employee hired after July 1, 2014 who obtain a Masters' Degree after taking up to two years of unpaid education leave will receive a salary increment of \$3,000 pursuant to the requirements of Article 6.7A.

Amend 24.2 to provide: Employees who are granted part-time educational leave in accordance with this section will receive tuition reimbursement in the amount of up to \$600 per course in areas of study specified herein taken at in-state colleges or the university and for which the employee receives at least a Grade B.

Shift Differential

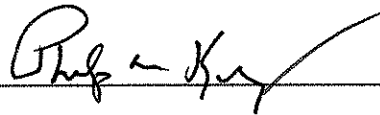
Employees hired into State service on or after July 1, 2014 shall not receive shift differentials for hours worked between 7:00 A.M. and 3:00 P.M. Shift differentials will only be paid in accordance with agreed upon contract language.

Article 11

Amend Article 11.11 by adding: "and also shall serve a probationary period of six (6) months."

Further, the parties will enter into a Memorandum of Agreement effective contemporaneously with the above change that will state: "By agreeing to add the language 'and also shall serve a probationary period of six (6) months.' the State has not altered or waived any statutory right it has or had before agreeing to said change in language."

FOR THE UNION



FOR THE STATE


_____ 05/12/14