

TENTATIVE AGREEMENT BETWEEN RHODE ISLAND PROBATION AND PAROLE  
ASSOCIATION AND STATE OF RHODE ISLAND

The Rhode Island Probation and Parole Association (the "Association") and the State of Rhode Island ("State") tentatively agree to the following changes to the Collective Bargaining Agreement:

1. Article XII (O/S) & Article XI (C/A) – Seniority

When primary seniority is identical for two or more individuals in the same class of position, State seniority (hire date) will govern; any time earned prior to a break in service will not be used in determining seniority.

2. Article XXXIII (O/S) – Caseloads

The Association and Management will meet and confer regarding the number of probationers and parolees assigned to caseloads in the interest of public safety.

3. Union Office Space

The Department of Corrections agrees to provide the Association with storage for Union files and records

4. Transportation of Detainees

The parties have entered into a Memorandum of Agreement attached hereto as Exhibit A concerning the transportation of detainees.

5. Education 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. Employees 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 11.1.

**6. Scope of Work**

The parties will meet beginning on or before July 11, 2014 for the purpose of exploring the restructuring of job duties and scope of work performed by probation and parole officers. The goal of said meetings would be to make a corrective recommendation to the compensation and classification consultant engaged by the State on or before September 30, 2014. All other participants within the bargaining unit will be reviewed in accordance with the state-wide compensation and classification study.

**7. Sick Bank**

**a. For Clericals/Aides Contract**

Amend Article 13.3.6 to add as last paragraph the following: "Nothing herein shall prevent the Committee from establishing rules and regulations for the sick leave bank that provides for pledge donations to be used only when the Committee approves an application for hours from the bank."

**b. For the Supervisors/Officers Contract**

Amend Article 14.10 to add as a last paragraph the following: "Nothing herein shall prevent the Committee from establishing rules and regulations for the sick leave bank that provides for pledge donations to be used only when the Committee approves an application for hours from the bank."

**8. Side Agreements/MOAs**

The parties agree to reach an agreed-upon list of side agreements and Memoranda of Agreements and keep an ongoing index of such agreements.

9. Grievance

The grievance concerning union time will be settled in accordance with the agreement attached as Exhibit B.

FOR THE UNION

FOR THE STATE

 , President  09/11/14