

## SEPA LOCAL TENTATIVE AGREEMENT

Rhode Island State Employed Physicians' Association (the "Union") and the State of Rhode Island ("State") tentatively agree to the following changes to the Collective Bargaining Agreement subject to ratification by July 31, 2015

### 1. Work Week

The parties will enter into a Memorandum of Agreement that will provide "notwithstanding the amendments made to the work week definition in No. 20 of the Global Memorandum of Settlement, it is recognized that the Union's members' current work schedules that are peculiar to certain classes of positions, are recognized by the State and the Union and such exceptions shall remain in full force and effect."

### 2. Holiday Pay

Amend by adding to the end of Article 7.3: "When an employee is required to work on a holiday that falls on a Saturday or Sunday that is being observed on the following Monday, as provided for by R.I.G.L. 25-1-1 et seq., he/she shall be paid at time and one half for the hours worked. However, if he/she also works on the Monday, the day on which the State observes the holiday, he/she shall be paid at straight time for the hours worked on that Saturday or Sunday rather than at the rate of time and one half.

### 3. On-Call Compensation

The parties will enter into a Memorandum of Agreement that will provide: "Physicians employed within the Eleanor Slater Hospital system (other than psychiatrists) who perform on-site, on-call work on shifts above his/her scheduled hours shall be compensated at 1 ¼ times their regular rate of pay for such on-call time."

### 4. Issues for Continued Negotiations

The parties will reconvene in accordance with Paragraph 21 of the global Memorandum of Settlement, upon the completion of the study contemplated by Paragraph 21.

STATE OF RHODE ISLAND

UNION

By: Melanie Marcaccio  
Melanie Marcaccio  
Acting Personnel  
Print Name and Title Admin.

By: R Reddy

RAMANAMMA REDDY President-  
Print Name and Title

Dated: 8/31/15

Dated: 8/14/15

By: \_\_\_\_\_

By: Kerstin Uy

Print Name and Title

KERSTIN UY, MD SECRETARY  
Print Name and Title

Dated: \_\_\_\_\_

Dated: 8/14/15