

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

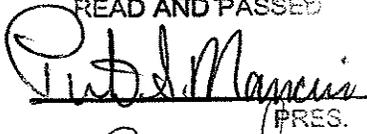
RESOLUTION OF THE CITY COUNCIL

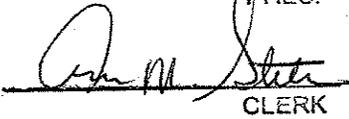
No. 534

Approved NOVEMBER 20, 2009

RESOLVED, That the Collective Bargaining Agreement by and between the Providence School Board and the Rhode Island Laborers' District Council, effective July 1, 2007 to June 30, 2008, is hereby approved and ratified by the Providence City Council. (BEST Contract)

IN CITY COUNCIL
NOV 19 2009
READ AND PASSED


PRES.


CLERK

APPROVED



MAYOR

11/20/09

DAVID N. CICILLINE
Mayor

THOMAS M. BRADY
Superintendent

Providence Schools

Memorandum

TO: Ms. Anna Stetson, City Clerk
FROM: Mark Dunham, Chief Financial Officer
DATE: October 14, 2009
RE: Contracts

Please be advised the Providence School Board approved ratification of the Local 1033 BEST Contracts on October 13, 2009. These contracts were approved 4-2 and cover the following periods, July 1, 2007 – June 30, 2008 and July 1, 2008 – June 30, 2011.

Please forward these contracts to the City Council at your earliest convenience. Thank you for your prompt attention to this matter.

MVD/lm

C: Mr. Rich Kerbel
Superintendent Thomas M. Brady

TENTATIVE AGREEMENT
BUSINESS, EDUCATIONAL, SPECIALISTS, TECHNICAL STAFF

ENTERED into this 30th day of September 2009, by and between the PROVIDENCE SCHOOL BOARD and the RHODE ISLAND LABORERS' DISTRICT COUNCIL on behalf of LOCAL UNION 1033 pursuant to Article XXIV and Article XXV of the parties' Agreement effective June 30, 2005 to June 30, 2007;

WHEREAS, the parties hereto have conducted good-faith negotiations pursuant to Title 28, Chapters 7 and 9.4 of the Rhode Island General Laws, as amended; and

WHEREAS, the parties' negotiations have resulted in Agreement for a Collective Bargaining Agreement, effective July 1, 2007 to June 30, 2008; and

WHEREAS, the parties hereto desire to codify their AGREEMENT and, subject to their respective ratification procedures, be bound by the same.

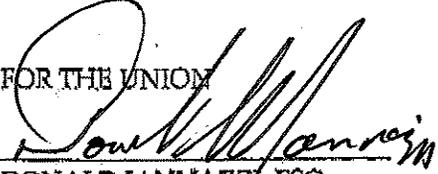
THE PARTIES HEREBY AGREE

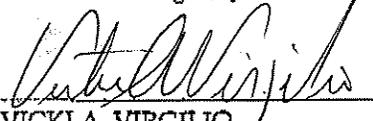
1. The document titled "Agreement between the City of Providence, Rhode Island, and the Rhode Island Laborers' District Council on behalf of Public Employees' Local Union 1033 of the Laborers' International Union of North America, effective June 30, 2005 to June 30, 2007" is herein incorporated by reference as if fully reproduced. The terms and conditions of this Agreement shall continue and remain in effect for the period of July 1, 2007 to June 30, 2008 except as expressly modified herein.

2. Article XXI - Economic Package - The economic increases shall be as follows and as provided for in the below paragraph:

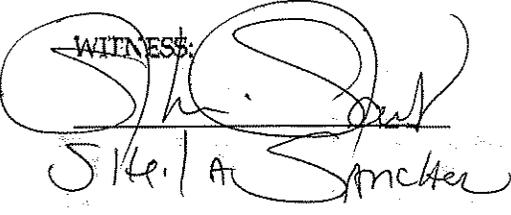
Effective June 1, 2008 an amount equal to an across-the-board wage increase for all bargaining unit employees of one percent (1.0%), over the June 30, 2007 rate.

FOR THE UNION

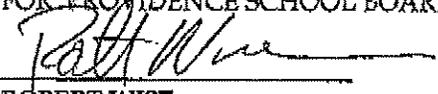

DONALD IANNAZZI, ESQ.
Business Manager, Local Union 1033

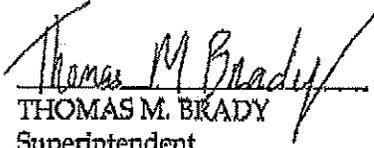

VICKI A. VIRGILIO
President, Local Union 1033

WITNESS:

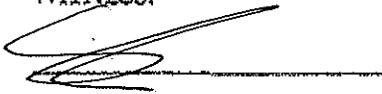

Sheila A. Spitzer

FOR PROVIDENCE SCHOOL BOARD


ROBERT WISE
President, Providence School Board


THOMAS M. BRADY
Superintendent

WITNESS:



EXECUTIVE SUMMARY BEST EMPLOYEE CONTRACTS

The Providence School Department employs 71 BEST employees as 10 month full time employees and 48 BEST employees as 12 month full time employees. The total annual payroll for these Local 1033 members is \$4,988,600.

1. Contract period July 1, 2007 – June 30, 2008

This contract mirrors the City 1033 Contract for the same time period. There is one change to the Contract that expired June 30, 2007, that is a 1% salary increase to the salary schedule effective June 1, 2008. **The estimated 2008 cost for this change is \$4,157. The subsequent increase based upon this increase is approximately \$149,658 and is included in the 2009 – 2011 Fiscal Note.**

2. Contract period July 1, 2008 – June 30, 2011

This contract is the same as the 1033 City Contract and the other 1033 School Department Labor Contracts relative to economic issues, health benefits and union trust fund changes.

ECONOMIC PACKAGE:

➤ July 1, 2008	1 % Increase
➤ January 1, 2009	1 % Increase
➤ July 1, 2009	2 % Increase
➤ January 1, 2010	1 % Increase
➤ July 1, 2010	2 % Increase

This Contract will increase wages 7% compounded over the June 30, 2008 salary scale.

Estimated Costs – The salary increase is \$1,073,456 during the course of the Contract.

HEALTH INSURANCE:

There are three areas of change in the section:

- Increases of \$5 to the deductible of many benefits provided in this agreement, increase in the hospital inpatient and out patient deductible from \$25 to \$100, with an annual cap of \$200 per individual, \$300 per family.

Estimated Savings - \$ 130,951 during the term of the Contract.

- Increase in co-share in individual plans and family plans per attached.

Estimated Savings - \$ 46,768 during the term of the Contract.

- Employees hired after July 1, 2008 will no longer receive Retiree Post Medicare Benefits paid by the employer. These employees will be required to participate in a health savings account at a rate of 5 cents per hour.

UNION TRUST BENEFITS:

Effective July 1, 2009 – Union Trust Benefits will increase by 10 cents per hour.

Effective July 1, 2010 – Union Trust Benefits will increase by 4 cents per hour.

Estimate cost during the term of the Contract - \$ 26,600.

The attached Fiscal Note will show the estimated actual cost of the Contract through its term.

September 10, 2008

TENTATIVE AGREEMENT
BUSINESS, EDUCATIONAL, SPECIALISTS, TECHNICAL STAFF

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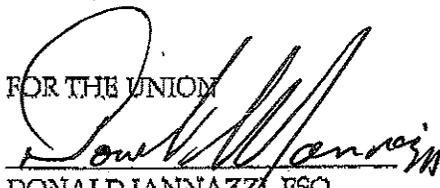
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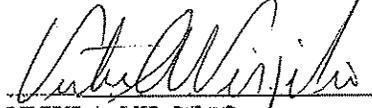
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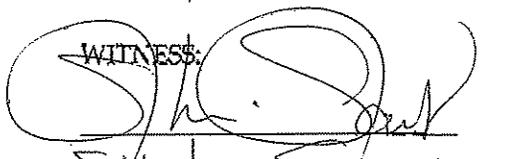
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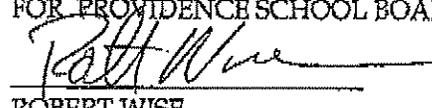

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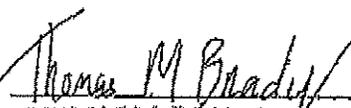

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WITNESS:

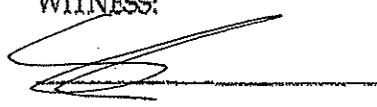

Sheila A. Sprucker

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September 10, 2008

Providence School Department
BEST Fiscal Note
Contract Period July 1, 2008 - June 30, 2011
@10/07/09

	<u>2008/09</u>	<u>2009/10</u>	<u>2010/11</u>
Carry Forward	\$ -	\$ -	\$ 391,943
Salary and Benefits	\$ -	\$ 535,266	\$ 146,247
Health Care	\$ -	\$ (79,506)	\$ (98,213)
Union Trust Fund	\$ -	\$ 19,000	\$ 7,600
Annual cost	\$ -	\$ 474,760	\$ 447,577
Cumulative cost	\$ -	\$ 474,760	\$ 922,337

Assumptions Beginning total salaries - \$4,988,600
 FICA - 7.65%
 City retirement - 22.89%

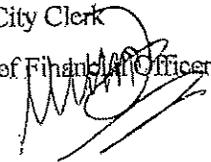
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