

RESOLUTION OF THE CITY COUNCIL

No. 499

Approved August 17, 1965

Resolved,

That the following named person, firm or corporation is hereby granted permission to erect, alter or use a building or structure at the location named herein for the sale of petroleum, kerosene, gasoline, coal oil and their products, compounds and components as described and shown in and on the application therefor and accompanying plat, all on file in the Office of the Department of Building Inspection subject to the conditions that said person, firm or corporation shall not violate any of the laws of the State of Rhode Island or any of the Ordinances of the City of Providence relative to the erection, use or occupation of said structure and that said person, firm or corporation shall not allow petroleum, kerosene, gasoline, coal oil or their products, compounds or components, to be conveyed over or across any sidewalk by means of any pipe or hose, and upon such special conditions as are hereby enumerated and further provided that the Director of the Department of Building Inspection may authorize minor changes in the structural detail of plans on file, viz:

WARD 4. Gulf Oil Corporation, 179-183 Douglas Avenue, Plat 68, Lots 159, 199, and 200; remove existing gasoline station constructing a new gasoline filling station with three (3) 4,000 gallon storage tanks making a total storage capacity of 12,000 gallons upon the premises.

The erection or location of any buildings or structures not shown on the original plat on file with the Director of Department of Building Inspection, or any change in the location of buildings or structures from that shown on said plat shall be deemed a violation of this permit.

IN CITY COUNCIL

AUG 16 1965

READ and PASSED

Russell J. Doyle
President
Annina T. Bishop
Clerk

APPROVED

AUG 17 1965

Joseph A. Donley
MAYOR

INSPECTED & APPROVED
BUREAU OF FIRE PREVENTION

John E. Butler
CHIEF

APPROVED:

John E. Butler
Chief of Department

A. Marshall

FILED

JUL 9 11 55 AM '65

DEPT. OF CITY CLERK
PROVIDENCE, R.I.

OWNERS NAMES AND ADDRESSES WITHIN 150' RADIUS OF LOTS 159,
199; 200 Located on Assessor's Plat 68 Corner of Douglas Ave.
and Whipple St.

<u>Lot</u>	<u>Plat 68</u>
198	✓ Elmast A. Arzoumanian Est. 12 Whipple Street
*199	✓ Anthony Avedesian 20 Walnut St., No. Prov., R. I.
*200	Anthony Avedesian 20 Walnut St., No. Prov., R. I.
201	✓ Alibi Cafe, Inc. 165 Douglas Ave.
202	✓ C. & C. Engineering Inc. 155 Douglas Ave.
283	✓ Mary C. Curtin & Julia A. Curtin 15 Whipple St.
284	Alibi Cafe, Inc. 165 Douglas Ave.
57	✓ Vartks Sahagian 160 Douglas Ave.
58	✓ Sahag B. Sahagian 164 Douglas Ave.
60	✓ Paul G. Hanoian & Peter A. Hanoian 176 Douglas Ave.
59	✓ Arthur J. Allard & wf. Evelyn B. 272 Manton Ave.
66	✓ Margaret Janigian 182 Douglas Ave.
67	✓ Simon Kibarian & wf. Hahod 184 Douglas Ave.
68	✓ Nazly Mooradian 188 Douglas Ave.
69	✓ Albert & Arthur Shamirian 190 Home Ave.
79	✓ Martin J. Kelly 12 Book Court
102	Martin J. Kelly 12 Book Court
157	✓ Victor Coelho & wf. Rose 11 Fillmore St.
158	✓ Eagsha Hagopian 193 Rutherglen Ave.

LotPlat 68

- *159 ✓ Ohan Keurjian & Armistice Nevcherlian
22 Belfield Drive, Johnston, R. I.
- 160 ✓ Joseph A. Doyle & wf. Hattie E.
9 Fillmore St.
- 161 ✓ Donald T. York & wf. Mary E.
19 Fillmore St.
- 162 ✓ Clyde Wilson & wf. Mildred M.
21 Fillmore St.
- 163 ✓ Beatrice B. Millar
4 Abe Court
- 196 ✓ John D. Richards & wf. Virginia M. and
Zardar Menissinal
14 Jacksonia Drive, North Prov., R. I.
- 197 ✓ Zardar Menissian
21 Whipple St.
- 70 ✓ Charles Sahagian
202 Douglas Ave.
- 74 ✓ Eva Rameaka
61 Cardace St.
- 63 ✓ Hilda Bowen
12 Crimea St.
- 56 ✓ Charles M. Minasian
156 Douglas Ave.
- 61 ✓ Joseph V. Labbe & wf. Beatrice
15 Crimea St.
- 80 ✓ Manoog Der Stepanian Estate
197 Douglas Ave.
- 101 Martin J. Kelly
12 Book Court
- 165 ✓ Paul Pettis
7 Waten St., Danielson, Conn.
- 166 ✓ Hatoun Avakian
27 Fillmore St.
- 195 ✓ Haygouhi Klanian
26 Whipple St.
- 281 ✓ Hagop Chakoian & wf. Agnes
19 Whipple St.
- 280 Hagop Chakoian & wf. Agnes
19 Whipple St.
- 205 ✓ George & Arakel Dolbashian
149 Douglas Ave.

Plat 68

~~Lot~~

244

Alibi Cafe, Inc.
165 Douglas Ave.

245

Alibi Cafe, Inc.
165 Douglas Ave.

246

Alibi Cafe, Inc.
165 Douglas Ave.

164

✓ Sophie Olechna
9 Book Court

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 500

Approved August 17, 1965

Resolved,

That the following named person, firm or corporation is hereby granted permission to erect, alter or use a building or structure at the location named herein for the sale of petroleum, kerosene, gasoline, coal oil and their products, compounds and components as described and shown in and on the application therefor and accompanying plat, all on file in the Office of the Department of Building Inspection subject to the conditions that said person, firm or corporation shall not violate any of the laws of the State of Rhode Island or any of the Ordinances of the City of Providence relative to the erection, use or occupation of said structure and that said person, firm or corporation shall not allow petroleum, kerosene, gasoline, coal oil or their products, compounds or components, to be conveyed over or across any sidewalk by means of any pipe or hose, and upon such special conditions as are hereby enumerated and further provided that the Director of the Department of Building Inspection may authorize minor changes in the structural detail of plans on file, viz:

WARD 5. Mobil Oil Company, 1055 Smith Street, Plat 85, Lot 197; replace existing single (1) gasoline pump with new dual gasoline pump, making a total of six (6) gasoline filling pumps upon the premises.

The erection or location of any buildings or structures not shown on the original plat on file with the Director of Department of Building Inspection, or any change in the location of buildings or structures from that shown on said plat shall be deemed a violation of this permit.

IN CITY COUNCIL

AUG 16 1965

READ and PASSED

James A. ...
President
Ann ...
Clerk

APPROVED

AUG 17 1965

Joseph A. ...
MAYOR

INSPECTED & APPROVED
BUREAU OF FIRE PREVENTION

John E. Butler
CHIEF

APPROVED:

L. G. Marshall
Chief of Department

FILED

JUN 21 11 20 AM '65

**DEPT. OF CITY CLERK
PROVIDENCE, R.I.**

RESOLUTION OF THE CITY COUNCIL

No. 501

Approved August 17, 1965

Resolved,

That the following named person, firm or corporation is hereby granted permission to erect, alter or use a building or structure at the location named herein for the sale of petroleum, kerosene, gasoline, coal oil and their products, compounds and components as described and shown in and on the application therefor and accompanying plat, all on file in the Office of the Department of Building Inspection subject to the conditions that said person, firm or corporation shall not violate any of the laws of the State of Rhode Island or any of the Ordinances of the City of Providence relative to the erection, use or occupation of said structure and that said person, firm or corporation shall not allow petroleum, kerosene, gasoline, coal oil or their products, compounds or components, to be conveyed over or across any sidewalk by means of any pipe or hose, and upon such special conditions as are hereby enumerated and further provided that the Director of the Department of Building Inspection may authorize minor changes in the structural detail of plans on file, viz:

WARD 9. Mobil Oil Company, 825 Broad Street, Plat 49, Lot 336; replace existing single (1) pump with new dual pump, making a total of five (5) gasoline filling pumps upon the premises.

The erection or location of any buildings or structures not shown on the original plat on file with the Director of Department of Building Inspection, or any change in the location of buildings or structures from that shown on said plat shall be deemed a violation of this permit.

IN CITY COUNCIL

AUG 16 1965

READ and PASSED

Russell H. Boyle
President
Annant C. Capria
Clerk

APPROVED

AUG 17 1965

Joseph A. Rowley Jr.
MAYOR

INSPECTED & APPROVED
BUREAU OF FIRE PREVENTION

John P. Quinn
CHIEF

APPROVED:

L.A. Marshall
Chief of Department

FILED

JUN 22 11 43 AM '65

DEPT. OF CITY CLERK
PROVIDENCE, R.I.

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 502

Approved August 17, 1965

RESOLVED, That the accompanying petition of Harry Gautieri, of 1082 Smith Street, Providence, Rhode Island, for appointment as an Auctioneer, having been certified as a qualified elector of the City of Providence, by a member of the Board of Canvassers and Registration as of June 14, 1965, is granted for the remainder of the term ending on the first Monday in January 1967.

IN CITY COUNCIL

AUG 16 1965

READ and PASSED

Russell J. Boyle
President
Amelia C. Bishop
Clerk

APPROVED

AUG 17 1965

Joseph A. Rowley, Jr.
MAYOR

CITY OF PROVIDENCE

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

PETITION TO THE CITY COUNCIL

TO THE HONORABLE CITY COUNCIL OF THE CITY OF PROVIDENCE:

The undersigned respectfully petitions your honorable body that he be appointed as an Auctioneer in the City of Providence for the term ending on the First Monday in January 1967, and hereby declares that he is a qualified elector in the City of Providence.

Signature*

Nancy Goutari

Residence

1082 Smith St.

Date of Birth

4-28-'04

Business Address

777 Warwick Ave.

*Signature must correspond with the records of the Board of Canvassers and Registration of the City of Providence, Rhode Island.

This is to certify that the subject petitioner is a qualified elector of the City of Providence, Rhode Island as of

~~Dec 70~~ 1964

June 14 1965 *Robert S. [Signature]*

Robert S. [Signature] Board of Canvassers and Registration

Aug 6 1965

IN CITY COUNCIL
AUG 16 1965

READ AND GRANTED

CLERK

9 registers - 3 eligible
2 - 3 - 3

4/27/64
6 months from registration

Winnant Taylor
CLERK

REFERRED TO COMMITTEE ON

JUL 11 1965

IN CITY COUNCIL

[Faint, mostly illegible text from a document, possibly a resolution or ordinance, with some words like "WHEREAS" and "NOW ORDAINED" visible.]



Know all Men by these Presents:

THAT WE HARRY GAUTIERI of the
 City and County of Providence in the State of Rhode Island, as principal and
PROVIDENCE WASHINGTON INSURANCE COMPANY
 a corporation existing under the laws of the State of RHODE ISLAND and
 duly authorized to do business in said State of Rhode Island,
 as surety, are held and
 firmly bound unto DAVID R. MCGOVERN, Treasurer of the City of Providence, and to
 his successors in said office, in the sum of Two Thousand Dollars; to the payment of
 which, well and truly to be made, we bind ourselves, our heirs, executors, administra-
 tors, successors and assigns, jointly and severally firmly by these presents.

Sealed with our seals, this 1ST day of JUNE
 one thousand nine hundred and SIXTY-FIVE.

THE CONDITION OF THIS OBLIGATION IS SUCH

that, whereas, the above bounden HARRY GAUTIERI
 has been appointed one of the **AUCTIONEERS** for the City of Providence aforesaid,
 for the term of two years, ending the first Monday in January, A. D. 1967 ; now
 therefore, if the said HARRY GAUTIERI
 shall well and faithfully perform all the duties of said Office during his continuance
 therein, then the foregoing obligation shall be void, otherwise to remain in full force
 and virtue.

Signed, sealed and delivered
 in presence of

Leslie Kosecky

Harry Gautieri
 PROVIDENCE WASHINGTON
 INSURANCE COMPANY

By: Rosalyn B. Hayes
 ROSALYN B. HAYES, ATTORNEY-IN-FACT



State of Rhode Island and Providence Plantations

THE CITY OF



PROVIDENCE

I, HARRY GAUTIERI, do

solemnly swear that I will support the Constitution of the United States and of the State of Rhode Island and that I will faithfully discharge the duties of the office of

AUCTIONEER

to the best of my ability.

Harry Gautieri

I, VINCENT VESPIA, CITY CLERK

do hereby certify that on the 3rd day of January, A. D. 19 66,

I did administer unto HARRY GAUTIERI

duly appointed to the office of

AUCTIONEER

the above subscribed oath.

Vincent Vespi
Notary Public
City Clerk

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No.503

Approved August 17, 1965

RESOLVED,

That permission is granted to Mrs. E. Donaldson Clapp of 106 Angell Street, Plat 10, Lot 261, to repair wooden stairs at the above premises subject to approval of plans to be submitted to the Department of Building Inspection.

IN CITY COUNCIL

AUG 16 1965

READ and PASSED

Kenneth J. Boyle
President
William C. Clark
Clerk

APPROVED

AUG 17 1965

Joseph A. Rowley Jr.
MAYOR

RESOLUTION
OF THE
CITY COUNCIL

RESOLUTION NO. 1000
OF THE CITY COUNCIL
PASSED AT A REGULAR MEETING
HELD AT THE CITY HALL
ON THE 10TH DAY OF
MAY 1970

THE COMMITTEE ON

Griffith
Approves Passage of
The Within Resolution

7-21-65 Chairman

CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

PETITION TO THE CITY COUNCIL

TO THE HONORABLE CITY COUNCIL OF THE CITY OF PROVIDENCE:

The undersigned respectfully petitions your honorable body

Re: Mrs. E. Donaldson Clapp
106 Angell Street
Providence, Rhode Island

Plat #10 - Lot #261

We request your permission to repair wooden stairs at the above residence. Said stairs rest on city sidewalk. It is our intent to keep stairs the same architectural design as they have always been.

Respectfully,

Mrs. E. Donaldson Clapp

Dwight E. Petterson

By Dwight E. Petterson
General Contractor
3140 West Shore Road
Warwick, Rhode Island

FILED

MAY 19 3 06 PM '65

DEPT. OF CITY CLERK
PROVIDENCE, R.I.

IN CITY COUNCIL

JUN 3 1965

FIRST READING
REFERRED TO COMMITTEE ON
ORDINANCES

Wesley D. Dyer, CLERK

THE COMMITTEE ON
ORDINANCES

Recommends
approval

JUL 21 1965

Clerk

Mr. Lagarias - By Request

CITY OF PROVIDENCE
Department of City Clerk

MEMORANDUM

Providence, R. I., June 21, 1965

TO: Vincent DiMase, Director - Department of Building Inspection
SUBJECT: ATTACHED COPY OF PETITION RE: 106 Angell Street.

CONSIDERED BY: Committee on Ordinances.

DISPOSITION: Attached is copy of above petition for study and report
back to this Committee.

VV/ss

Vincent Crespi
City Clerk

CITY OF PROVIDENCE
Department of City Clerk

MEMORANDUM

Providence, R. I., June 21, 1965

TO: Director of Public Works McGarry

SUBJECT: ATTACHED COPY OF PETITION RE: 106 ANGELL STREET.

CONSIDERED BY: Committee on Ordinances

DISPOSITION: Attached is copy of above petition for study and report
back to this Committee.

VV/ss

Annuit Vespa
City Clerk

CITY OF PROVIDENCE
Department of City Clerk

MEMORANDUM

Providence, R. I., June 21, 1965

TO: Historic District Commission - Mrs. George E. Downing,
Chairman.
SUBJECT: ATTACHED COPY OF PETITION RE: 106 ANGELL STREET.

CONSIDERED BY: Committee on Ordinances

DISPOSITION: Attached is copy of above petition for study and report
back to this Committee.

VV/ss

Vincent Vespa
City Clerk



CITY OF PROVIDENCE . RHODE ISLAND
MAYOR JOSEPH A. DOORLEY, JR.

DEPARTMENT OF PUBLIC WORKS . 700 ALLENS AVENUE . 02905
Lawrence P. McGarry, Director Richard E. Pezzullo, Deputy Director

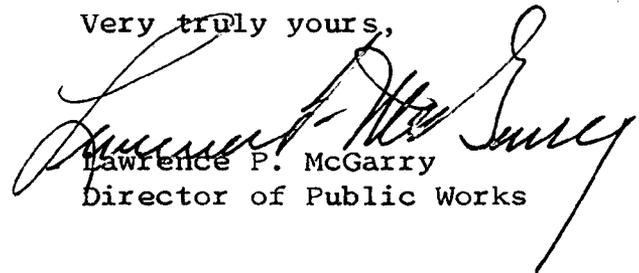
June 30, 1965

Chairman
Honorable City Council
Committee on Public Works
City Hall-Prov., R.I.

Dear Sir:

The Department of Public Works has no objection to having these stairs repaired at 106 Angell Street, Providence, R.I..

Very truly yours,


Lawrence P. McGarry
Director of Public Works

LPMCG:lg



Vincent DiMase
Director

CITY OF PROVIDENCE . MAYOR JOSEPH A. DOORLEY, JR.

Department of Building Inspection

112 Union Street, Providence 3, R. I.
TEmpLe 1-6500

Peter J. Hicks, Jr.
Deputy Director
Chief Electrical Inspector
Nicholas DiBenedetto
Chief Inspector of
Structures and Zoning
Genaro Costantino
Chief Air Pollution and
Mechanical Inspector
Joseph B. Dempsey
Chief Plumbing, Drainage
and Gas Piping Inspector

July 2, 1965

Committee on Ordinances
City Clerk's Office
City Hall

Re: 106 Angell Street
Plat 10 - Lot 261

Dear Sirs:

The petition of Mrs. E. Donaldson Clapp, requesting permission to repair wooden stairs at the above residence, is hereby acknowledged.

Please be advised that this Department offers no objection to the replacing, restoring or rebuilding of stairs which have been deteriorated and are in a hazardous condition, although they may be on the sidewalk. Many buildings in this area are on property line and steps cannot be placed anywhere else but the sidewalk.

Plans must be submitted to this office so that we may issue a permit and supervise the work. If the steps are not enlarged, we offer no objection.

Very truly yours,

Vincent DiMase

Vincent DiMase, Director
Department of Building Inspection

VDM/np

Be Safe !

1. Check building and land for legal use with your realtor, finance agency, lawyer, architect or engineer before buying, renting or building.
2. Don't be inconvenienced. Insist on City Permits before starting construction, repairs or alterations, installing electrical, mechanical equipment or plumbing work.
3. Keep permit placard posted prominently on premises continuously during construction, repairs or alterations, and when moving or demolishing main or accessory buildings or other structures.
4. Keep all property in good repair and up to standard. Help us to help you and your neighbor retain property values and make Providence safe and attractive.

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 504

Approved August 17, 1965

RESOLVED, that His Honor the Mayor be and hereby is authorized to enter into an agreement with the American Federation of State, County and Municipal Employees, AFL-CIO, Local 278, in accordance with the accompanying agreement and His Honor the Mayor is authorized to sign said Agreement for and on behalf of the City.

IN CITY COUNCIL

AUG 16 1965

READ and PASSED

Russell J. Wolfe
President
Vincent A. Capria
Clerk

APPROVED

AUG 17 1965

Joseph A. Dowley, Jr.
MAYOR

RESOLUTION
OF THE
CITY COUNCIL

THE COMMITTEE ON
Emmanuel P. P. P.
Approves Passage of
The Within Resolution
.....
Aug 13, 1965 - Chairman

FILED
Aug 13 3 37 PM '65
DEPT. OF CITY CLERK
PROVIDENCE, R.I.

A G R E E M E N T

In this Agreement entered into this 1st day of September, 1965, by and between the City of Providence, hereinafter referred to as the City, and the American Federation of State, County and Municipal Employees, AFL-CIO, Local 278, hereinafter referred to as the Union, the parties hereby agree as follows:

The Agreement signed in December, 1964, shall remain in effect until September 30, 1965. The new Agreement reached shall go into effect October 1, 1965:

PURPOSE

It is the purpose of this Agreement to carry out the personnel policy of the City of Providence in encouraging a harmonious and cooperative relationship between the City and its employees, by providing for procedures which will facilitate free and frequent communications between the City and the employees of the City of Providence.

By means of the Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present standards of service to the people of the City of Providence, and agree further that high morale and good personnel relations are essential to carry out this end. The city employees, as individual members of the Union, are to regard themselves as City Servants, and as such, they are to be governed by the highest ideals of honor, loyalty and integrity in all their public, personal and official relationships in order that they may merit the respect and confidence of the general public, the city council and the mayor.

ARTICLE I RECOGNITION

The City hereby recognizes the American Federation of State, County and Municipal Employees, AFL-CIO, Local 278, as the sole and exclusive bargaining agent for members of its Union employed by the City. The City recognizes the Union as the bargaining agent with respect to matters of compensation for those employees of Police and Fire Departments who are members of the Union and who are not covered by the provisions of Chapter 149, Public Laws of R. I., 1961 or Chapter 54, Public Laws of R. I., 1963.

The City agrees that it will not discriminate against, intimidate or coerce any employee in the exercise of his right to bargain collectively through the Union or on account of his membership in or legitimate activities on behalf of the Union.

The City Controller shall deduct Union dues monthly from the wages of those employees who have authorized the city to do so in writing. The City Controller shall forward promptly to the Treasurer of the Union, a check representing the amounts so deducted. In the event that any employee notifies the City Controller, in writing, that no further deductions for dues shall be made from his wages, such deductions shall terminate immediately.

ARTICLE II
SENIORITY

The City shall establish a seniority list and it shall be brought up to date semi-annually and the same shall be made available to the Secretary of the Union by the Personnel Director.

The City agrees in principle with the concept of seniority and further agrees that this principle and ability should be applied unless there are clear reasons for the contrary in individual instances, with respect to:

- a. Promotional Appointments
- b. Preferred Shift Vacancies
- c. Any other questions of preference among employees that may arise but are not specifically mentioned hereinabove.

In the event of a vacancy in any position, said vacancy shall be posted on a union bulletin board in order that employees of that department have an opportunity to apply for that position. After a reasonable amount of time, if the employee does not satisfactorily qualify for that position, the employee shall be placed in the last position he held before being promoted. } new
O.K.

In the event a permanent employee is laid off, his name shall be placed on a re-employment list by class of position and by division and shall remain on said list for a period of fourteen (14) months from the date of such layoff. Seniority shall accrue to such employee while on the re-employment list. No new employee will be hired and no employee will be transferred into any class of position within a division until all employees on such re-employment list for that class and division have been recalled to work. Upon recall and pending the return to work of the recalled employee, the appointing authority may transfer another employee to the vacant position.

All employees designated by the City Compensation and Classification Plans as permanent employees shall be considered permanent employees for the purposes of this Agreement.

The Personnel Director, for the purposes of recall, shall send a registered letter to the last known address of the employee, unless actual personal contact can otherwise be made by the director, and the employee shall have five (5) days from the date of the sender's receipt, or the personal contact, to reply to such recall.

If a recall to work does not reasonably assure the employee of four (4) weeks of continuous work, a failure to accept will not be considered a refusal. Upon return to work, a recalled employee shall receive that salary which applies to the position to which he returns.

Seniority shall be considered broken for the following reasons:

- a. When an employee has been discharged for just cause;
- b. When an employee voluntarily terminates his employment;
- c. When an employee fails to respond to a recall notice;
- d. When an employee fails to report his absence from work within five working days;
- e. When an employee fails to renew a leave of absence;
- f. When an employee is laid off in excess of fourteen (14) months from the date of his most recent layoff.

Should a grievance arise over the application of this Article by an Appointing Authority of the City, it shall be considered a grievance under the terms of this Agreement and the uses of grievance procedure shall be applicable.

ARTICLE III GRIEVANCE PROCEDURE

The purpose of the grievance procedure shall be to settle employee grievances including problems concerning working conditions on as low a level as possible and as quickly as possible to insure efficiency and employee morale. This procedure also recognizes the right of any employee to discuss with his immediate supervisor and his Union Representative any grievances or suggestions relative to his work.

By means of this procedure, therefore both the Union and the City agree to maintain and improve the present high standards of service to the people of the City of Providence.

An employee who has a grievance must submit the grievance in writing to the Union within ten days or it shall not be considered a grievance under the terms of the Agreement.

- Step 1. An employee who is aggrieved has the right to discuss his grievance with his supervisor and with or without his chosen union representative. His supervisor shall have three days to submit his answer in writing to the aggrieved person and a copy of that answer shall be submitted to the union.
- Step 2. In the event the grievance is not resolved with his immediate supervisor, the aggrieved and/or his chosen Union Representative shall submit his grievance in writing to the Division Chief. The Division Chief shall have two working days in which to give his answer also in writing to the Union.
- Step 3. In the event the grievance is not satisfactorily resolved with the Division Chief, the aggrieved and/or his representative shall submit a grievance form in duplicate to the Director of Personnel. The Director of Personnel shall have five (5) working days in which to give his answer in writing to the Union.
- Step 4. If the grievance is not satisfactorily resolved with the Director of Personnel, the aggrieved and/or his representative shall meet with the Mayor. The Mayor shall have ten calendar days in which to give his answer in writing to the Union.
- Step 5. Arbitration: If the grievance is not satisfactorily resolved with the mayor, the grievance shall then be submitted to arbitration within ten days after receiving the mayor's decision. If the decision of the mayor is not acceptable to Local 278, AFSCME, AFL-CIO, the grievance shall be submitted to arbitration. The mayor shall designate a person of his choice. The Union shall designate a person of their choice. A third disinterested party shall be agreed upon by the union and the mayor of the City of Providence. The decision handed down by the arbitration panel shall be submitted to the union and the city, and their decision shall be advisory. Under the terms of the Agreement, only grievances arising out of the provisions of this Agreement shall be submitted to arbitration.

Union stewards and officers shall be granted sufficient time off during working hours to investigate and seek to settle grievances, without loss of pay.

Aggrieved union employees shall be guaranteed the right to union representation during the course of the grievance procedure. It is recognized that no procedure can possibly foresee all situations that might occur. It is further recognized that this procedure will be as effective only as the good faith of both parties concerned. To this end it shall be incumbent upon parties to seek to settle all grievances and disputes that arise at the lowest level possible.

ARTICLE IV HEALTH AND WELFARE

The City agrees to assume the full cost of family coverage Semi-private Plan A Rhode Island Hospital Service Cooperation Blue Cross under the Rhode Island Medical Society Physician Service for all employees covered by this Agreement, subject to the rules and regulations of those ^{COOPERATIONS} ~~Cooperations~~. Unmarried members shall be furnished individual coverage.

ARTICLE V HOLIDAYS

All permanent employees paid on an hourly basis covered by this Agreement, shall be paid at their regular rate of pay for each of the following designated holidays, when such holidays occur or are celebrated on a day when such employee normally renders services:

- 1 New Year's Day
 - 2 Memorial Day
 - 3 Independence Day
 - 4 V. J. Day
 - 5 Labor Day
 - 6 Columbus Day
 - 7 Veteran's Day
 - 8 Thanksgiving Day
 - 9 Christmas Day
- Election - in November of every even year

Whenever a holiday falls during the employee's vacation, said employee shall receive an additional day off.

In the event any designated holiday falls on an employee's day off, the employee shall be entitled to an additional day off to compensate for that holiday.

Employees temporarily absent due to injury suffered in the course of employment, or due to bona fide illness causing temporary absence, (in either case not in excess of thirty (30) days will not be charged for sick leave for any holiday.

An employee who has reported for work, but who has been laid off during the period in which the employee normally renders services, in which a holiday occurs, shall receive pay for such holiday.

ARTICLE VI
VACATIONS

The time for taking vacations shall be approved by the department heads. Employees with seniority shall have preference in setting up vacations subject to departmental programs. Employees desiring vacation period at a time other than that designated on the posted vacation list must make a written request to the head of the department at least two weeks prior to the commencement of the designated vacation period and such request shall be honored whenever the department head deems it practicable.

ARTICLE VII
BULLETIN BOARDS

The City agrees to provide reasonable bulletin board space where notices of official union matters submitted by the union may be posted.

ARTICLE VIII
ALTERATION OF AGREEMENT

It is understood that any alteration or modification of the Agreement shall be binding upon the parties hereto only if executed in writing. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

ARTICLE IX
LEAVE OF ABSENCE

Upon written application, an employee may be granted a leave of absence, if approved by the Appointing Authority and the Finance Committee not to exceed six (6) months and subject to one (1) renewal not to exceed six (6) months for reason of personal illness, illness in the immediate family, disability, or for the purpose of furthering employee's education or training in skills related to his employment.

Upon return to work, such employee will be placed in his former job. Seniority at the start of leave of absence shall be retained during all leaves of absence.

ARTICLE X
HOURS OF WORK

In the event it becomes necessary to change the schedule work hours in any area, the parties hereto shall make every effort to agree mutually on the hours for such schedules. If such agreement is not reached, the City may establish the schedule and fix the hours, subject to the Grievance Procedure of the Agreement.

Shift hours, upon being scheduled, will be posted.

An employee called back to work after leaving his place of employment in a period other than his regular work schedule shall be credited with a minimum of four hours during any 24 hour period.

In the event of overtime, all employees are subject to assignment to additional duty as required provided that they shall be given opportunity to work said overtime in their proper work skills.

ARTICLE XI OVERTIME

Time and one half shall be paid in each or any of the following instances to hourly paid permanent employees: All work performed in excess of the employees standard hours of employment during any work week shall be paid at the rate of 150% of his regular hourly rate of pay. All work performed on a holiday shall be paid at the rate of 150% of his regular hourly rate of pay plus the holiday pay, but the period of such work shall not be credited as part of his work week in computing overtime. Whenever a holiday falls on a day when the employee normally renders services, the holiday shall be considered as part of his work week for the purpose of computing overtime.

ARTICLE XII PAY FOR WORKING IN HIGHER CLASSIFICATION

When an employee works in a higher classification for a period of two consecutive weeks, the employee shall receive the rate of pay in the higher classification for all hours worked in the higher classification.

O.K.
C.N.P.
(was 3)

ARTICLE XIII ARBITRARY FIRINGS

To avoid arbitrary firings when a department head is not satisfied with the performance of work of an employee, the employee shall be counseled in the presence of his Union Representative in order to help improve the employee's performance of work.

ARTICLE XIV OFFICIAL TIME OFF

Union stewards and officers shall be granted sufficient time off during working hours to investigate and seek to settle grievances, without loss of pay. Aggrieved union employee shall be guaranteed the right to union representation during the course of the grievance procedures.

TERMINATION

This Agreement shall become effective as of the date of its signature and shall remain in full force and effect and shall be automatically renewed yearly thereafter unless either party shall give written notice to the other at least thirty (30) days before anniversary date or any or all provisions of Agreement.

This Agreement shall remain in effect until September 30, 1965.
Under the new Agreement any and all provisions of this Agreement shall be in full force October 1, 1965, and shall remain in effect as specified in the above paragraph entitled TERMINATION.

/s/ Joseph A. Doorley Jr.
Joseph A. Doorley
Mayor, City of Providence

/s/ Joseph Virgilio
Joseph Virgilio
Staff Representative
AFSCME, AFL-CIO

/s/ Edward E. McHale
Edward E. McHale
President, Local 278

/s/ Ernest Rotella

/s/ James Curran
James Curran
Secretary, Local 278