

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 598

Approved November 25, 1974

RESOLVED, that the accompanying Agreement Between City of Providence, Rhode Island and Rhode Island General Council on Behalf of Public Employees' Local Union 1033 Affiliate of the Laborers' International Union of North America, AFL-CIO Effective July 1, 1974 to June 30, 1976 is hereby ratified.

IN CITY COUNCIL
NOV 21 1974

READ AND PASSED

PRES.
Vincent Cespele

CLERK

APPROVED

MAYOR
Joseph A. Donley
NOV 25 1974

Councilman Spriet
and Councilman Kelly,
by return

IN CITY COURT

READ AND PASSED

November 26, 1974

Mr. Joseph Virgilio, Sec.-Tres.
Public Employees' Local Union 1033
40 Westminster Street
Providence, Rhode Island 02903

Dear Joe:

The enclosure is self-explanatory and, of course,
of interest to you.

Very sincerely yours,

Vincent Vespia,
City Clerk of Providence.

VV/gn

Enc.

November 26, 1974

Mr. Arthur E. Coia, Vice President
Laborers' International Union of North America
40 Westminster Street
Providence, Rhode Island 02903

Dear Arthur:

The enclosure is self-explanatory and, of course,
of interest to you.

Very sincerely yours,

Vincent Vespia,
City Clerk of Providence.

VV/gn

Enc.

v

A G R E E M E N T

BETWEEN

CITY OF PROVIDENCE, RHODE ISLAND

AND

RHODE ISLAND GENERAL COUNCIL

ON BEHALF OF

PUBLIC EMPLOYEES' LOCAL UNION 1033

AFFILIATE OF THE

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

EFFECTIVE JULY 1, 1974 TO JUNE 30, 1976

4

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A G R E E M E N T

THIS AGREEMENT entered into this 31st day of July, A. D., 1974, by and between the CITY OF PROVIDENCE, RHODE ISLAND, hereinafter referred to as the "EMPLOYER", and the RHODE ISLAND GENERAL COUNCIL ON BEHALF OF PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033 of the Laborers' International Union of North America, AFL-CIO, Providence, Rhode Island, hereinafter referred to as the "UNION".

PRINCIPLES

A. This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employer and Employees, to provide, insofar as possible, for the continuous employment of labor and to establish necessary procedures for the amicable adjustment of all disputes which may arise between the Employer and the Union.

B. The Employer and the Union encourage the highest possible degree of practical, friendly, cooperative relationships between their respective representatives at all levels. The officials of the Employer and the Union realize that this goal depends primarily on cooperative attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for the respective rights and responsibilities and that proper attitudes must be based on full understanding of and regard for the respective rights and responsibilities of both the Employer and the Employees.

C. There shall be no discrimination against any Employee by reason of race, color, creed, sex, or Union membership.

The Employer and the Union affirm their joint opposition to

any discriminatory practices in connection with employment, promotion, or training, remembering that the public interest remains in full utilization of employee's skill and ability without regard to consideration of race, color, creed, national origin or sex. Each Employee covered by this Agreement shall not be discharged, laid off, demoted, suspended, transferred or affected in any way because of his political beliefs or activities.

ARTICLE I

UNION RECOGNITION AND UNION SECURITY

Section 1. The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of all Employees in the classifications and categories of work covered by this Agreement for the purpose of Collective Bargaining as provided by the Rhode Island State Labor Relations Act of 1941, as amended, and so certified by the Rhode Island State Labor Relations Board in Case Nos. EE-1751, EE-3042, EE-3039, EE-3040, EE-3041, EE-3004 in the following classifications, including but not limited to:

A. Blue Collar Workers - All employees of the Air Pollution, Bridge Maintenance, Building Inspector, Bureau of Licenses, City Sergeant, Civil Defense, Collector's Department, Commissioner of Public Safety, Draw Bridge, Environment Control, Federal Programs, Fire Department, Garbage Collection, Garbage Disposal, Health Department, Highway Department, Junior Police Camp, Municipal Docks, Municipal Garage Revolving Fund, North Burial Ground, Park Department, Public Property, Public Work Administration, Public Works Revolving Store, Police Department, Public Building Recreation, Refuse Collection and Disposal, School Department, Sewer Construction, Sewer Disposal, Sewer Pumping Stations, Street Cleaning, Traffic Engineering, Water Department and Welfare Department.

B. White Collar Workers - Account Collector, Accountant I, Accountant II, Administrative Officer (Civilian Defense), Appraiser, Assessment Aide, Assistant Planner, Associate Planner, Associate

Engineer I, Associate Engineer II, Associate Engineer III, Bacteriologist I, Bacteriologist II, Building Inspector I, Building Inspector II, Building Inspector III, Clerk (Food Stamp Program), Clerk I, Clerk II, Clerk III, Clerk IV, Clerk Stenographer I, Clerk Stenographer II, Clerk Stenographer III, Clerk Typist I, Clerk Typist II, Draftsman (DPUD), Duplicating Equipment Operator, Electrical Inspector I, Electrical Inspector II, Electrical Inspector III, Engineering Aide II, Engineering Aide III, Engineering Aide (DPUD), Engineer, Engineering Associate, Fallout Shelter Co-ordinator (Civilian Defense), Field Worker (Prov. Human Relations Comm.), Financial Specialist, Fiscal Officer, Intergroup Specialist, Inventory Control Clerk, Laboratory Assistant, Laboratory Technician II, Management Aide I (DPUD), Management Aide II (DPUD), Management Officer, Mayor's Stenographer, Mayor's Typist, Mechanical Engineer, Mechanical Equipment Inspector II, Mechanical Inspector III, Mechanical Equipment Inspector I, Land Disposition Officer, Operations and Planning Officer (Civilian Defense), Personnel Technician, Plumbing Inspector I, Plumbing Inspector II, Plan Estimator, Principal Planner, Project Supervisor, Plumbing Inspector III, Port Security Officer, Program Specialist, Public Works Inspector I, Public Works Inspector II, Purchasing Agent I, Real Estate Aide II, Renewal Inspector I, Renewal Inspector II, Renewal Inspector III, Rehabilitation Specialist, Research Assistant, Senior Draftsman, Senior Planner, Senior Appraiser, Sewing Instructor (Senior Citizens), Sewer Drain Inspector, Stenographer Reporter (City Council), Switchboard Operator, Mechanical Engineer, Business Relocation Officer, Traffic Planner, Training & Public Information Officer (Civilian Defense), Utility Inspector, Water Service Inspector.

C. Department of Public Safety - Clerk Typist I, Clerk Typist II, Clerk Stenographer II, Clerk III, Clerk Stenographer III, Clerk IV, Woman Parking Checker, Control Center Operator, Switchboard Operator, Radio Repair Technician, Radio Engineer, Chief Radio Engineer, Foreman - Cable Crew, Foreman - Line - Crew, General Foreman, Fire Alarm Technician.

Section 2. All present Employees who are members of the Union on the effective date of this Agreement shall remain members in good standing by the payment of their regular monthly dues as a condition of continued employment. All present Employees who are not members of the Union, and all Employees who are hired hereafter for work in the classifications specified herein shall

become and remain members in good standing by the payment of the required initiation fee and regular monthly dues on the 31st day following the execution of this Agreement or the date of employment, whichever is later, and shall hereafter maintain such good dues standing for the term of this Agreement.

Section 3. Upon receipt of written notice from the Union, the Employer shall discharge any Employee who fails to become or is not a member of the Union on the prescribed day, provided membership was available under the same terms and conditions as generally applicable to other members. Further, all Employees who fail to maintain their Union membership in good dues standing shall be summarily discharged by the Employer. The Union agrees to indemnify, defend and hold the Employer harmless from any claim arising from any such discharge.

Section 4. "Membership in good standing" as referred to herein means solely the tender or payment of normal dues and the standard initiation fee.

Section 5. The Employer agrees not to enter any Agreement or contract with members of the bargaining unit, individually or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such Agreement entered into not through the duly authorized representative of the Union, shall be null and void.

ARTICLE II

PAYROLL DEDUCTION OF UNION DUES

Section 1. The Employer agrees to deduct from the wages of each Employee, who has authorized the Employer in writing to do so, such initiation fees and monthly dues as the Union shall designate. Such deductions shall be made in the same weekly pay period of each month and shall be remitted monthly to the Secretary-Treasurer of Local Union 1033.

ARTICLE III

UNION ACTIVITIES

Section 1. The Union Negotiating Committee shall consist of no more than three (3) members of the bargaining unit, together with any other persons deemed necessary by the Union. No more than two (2) additional members of the bargaining unit shall be permitted to participate in negotiations concerning any specific department.

Not more than three (3) members of the Negotiating Committee shall be excused from duty with pay for the purposes of participation in negotiating Agreements, provided reasonable advance notice is given to their Department Head.

Section 2. The Union shall furnish the Employer and appropriate Department Heads with a list of Stewards, and shall, as soon as possible, notify said appropriate City officials in writing of any changes thereto. Only those who are Officers and Stewards shall be recognized by the Employer for the purpose of meetings.

The Union may be represented by International Representatives, Representatives of the Rhode Island General Council and/or Counsel.

Section 3. There shall be no deduction of pay from a grievant and/or Union Officer or Steward, when directly involved in meetings with management during working hours.

Section 4. Designated Union Representatives shall be permitted to visit employees on job sites and at department buildings.

ARTICLE IV

SENIORITY AND PROMOTION

Section 1. Definition. Seniority shall be defined as the total length of service with the Employer. Seniority shall be defined as length of service within a Department, for the purpose of applying for and filling promotional vacancies.

Seniority shall be acquired by a fulltime Employee, after completion of a ninety (90) day probationary period, at which time seniority shall be retroactive to the first day of employment.

Union Stewards shall be considered senior in service in their respective departments.

Section 2. Cumulation. Seniority shall accumulate during absence because of illness, injury, vacation, or other authorized leave.

Section 3. Break in Seniority. Seniority shall be considered broken only 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 exceeds an authorized leave of absence;
- (e) When an Employee engages in other work without

authorization while on leave of absence;

(f) When an Employee is laid off in excess of three
(3) consecutive years.

Section 4. Reduction in Work Force. In the event a reduction in forces is required, the most junior employee in the classification shall be subject to layoff. The employee thus affected may exercise his seniority in his Department in any equal or lower rated classification, provided he has the ability to perform the duties of the classification. If he is unable to exercise his seniority within his Department, he may exercise his seniority in any equal or lower rated classification in the bargaining unit, provided he has the ability to perform the duties of the classification. Ability to perform the duties of the classification shall mean the ability to perform the duties of the classification after a break-in period of five (5) work days. Similarly, an employee who has been downgraded or laid off as a result of a reduction in forces shall be recalled to his former classification in accordance with his seniority.

ARTICLE V

FILLING OF PROMOTIONAL VACANCIES

Section 1. Definition. A promotional vacancy shall be a vacancy in any position above laborer up to and including general foreman.

Section 2. Definition. A promotional vacancy shall be a vacancy in any position above clerk and up to but not including superintendents, deputies, assistant directors, and directors.

Section 3. The Employer agrees to fill all promotional vacancies from the best qualified in the bargaining unit, subject to the provisions in Section 4 below.

Section 4. The Employer agrees that the first consideration will be given to filling all promotional vacancies from within the Department where the vacancy exists. Notice of a vacancy shall be posted for a period of three (3) working days, on appropriate City bulletin boards.

(a) Any Employee who has completed his probationary period, who is interested in filling the vacancy in his department shall apply in writing to the Department Head within seven (7) working days after said notice has been posted.

(b) The vacancy shall be filled on the basis of qualifications and ability, as agreed by the parties. Where qualifications and ability are relatively equal, seniority shall be the determining factor. Should a question arise of the decision made by the Employer in the question of ability, this shall constitute a grievance and be submitted to the Grievance and Arbitration Procedure included in this Agreement.

Section 5. The Employer agrees that when detailing Employees to higher level duties for potential promotion, selection will be made from among the best qualified Employees.

The Employer further agrees that temporary promotions will be utilized when feasible in temporary replacements of supervisory personnel, or in determining potential for promotion.

Section 6. The successful bidder shall have a trial period of thirty (30) days, and if he is not deemed qualified for the position, he shall be restored to his former job and the position shall be re-bid.

Section 7. During the period of vacancy, the Employer shall have the right to fill the position on a temporary basis.

ARTICLE VI

SALARIES AND HOURLY RATE SCHEDULE

Section 1. Salaries for blue collar workers in the classifications listed shall be paid as follows:

	<u>Grade</u>	<u>Effective</u> <u>7-1-74</u>	<u>Effective</u> <u>7-1-75</u>
Automobile Drivers	-	\$3.67	\$4.02
Bird, Animal Handlers	-	\$3.80	\$4.15
Building Custodian	-	\$3.10	\$3.45
Building Custodian III	-	\$3.85	\$4.20
Cement Finisher	-	\$3.95	\$4.30
Charwomen	-	\$75.00 per week	\$82.00 per week
Curator, Animal & Bird	-	\$5.075	\$5.425
Curbsetter	-	\$3.85	\$4.20
Elevator Operator	-	\$3.10	\$3.45
Equipment Operator	-	\$3.75	\$4.10
Sanitation Equipment Oper.	-	\$4.25 *	\$4.60 *
Foreman	-	\$3.95	\$4.30
General Foreman	-	\$4.25	\$4.60
Heavy Equipment Oper.	-	\$3.95	\$4.30
Horticultural Supervisor	-	\$4.25	\$4.60
Laborer	-	\$3.70	\$4.05
Sanitation Laborer	-	\$4.15 *	\$4.50 *
Maintenance Man II	-	\$3.775	\$4.125
Maintenance Man III	-	\$4.225	\$4.575
Asst. Master Mechanic Water	-	\$4.30	\$4.65
Mechanic	-	\$3.95	\$4.30
Meter Reader I	-	\$3.95	\$4.30
Meter Reader II	-	\$4.20	\$4.55

	<u>Grade</u>	<u>Effective 7-1-74</u>	<u>Effective 7-1-75</u>
Parking Meter Maintenance Man I	-	\$3.75	\$4.10
Parking Meter Maintenance Man II	-	\$4.20	\$4.55
Senior Mechanic	-	\$4.20	\$4.55
Sewer Construction Worker	-	\$3.75	\$4.10
Sewer Equipment Operator	-	\$3.85	\$4.20
Stationary Equipment Operator	-	\$3.75	\$4.10
Traffic Marker & Sign Painter I	-	\$3.95	\$4.30
Traffic Signal Maintenance Man, I	-	\$4.20	\$4.55
Traffic Signal Maintenance Man, II	-	\$4.45	\$4.80
Tree Trimmer	-	\$3.95	\$4.30
Watchman	-	\$2.75	\$3.10

* Over and above the wages and benefits itemized above, when the Waste Collective Division shall number sixty three (63) Laborers and Equipment Operators and four (4) Spares, that rate of pay shall be \$4.15 per hour for Sanitation Workers and \$4.25 per hour for Sanitation Operators.

Section 2. Salaries for white collar workers in the classifications listed shall be paid as follows effective July 1, 1974:

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Account Collector	9	124	128	132	136	141
Accountant I	10	130	133	137	142	147
Accountant II	14	153	158	164	169	175
Admin. Officer (Civilian Defense)	22	197	204	210	217	225
Appraiser	16	164	169	175	180	186

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Assessment Aide	9	124	128	132	136	141
Assistant Planner	13	147	150	154	158	164
Associate Planner	15	158	164	169	175	180
Associate Engineer I	16	164	169	175	180	186
Associate Engineer II	20	186	191	197	203	208
Associate Engineer III	23	203	209	216	223	230
Bacteriologist I	11	135	139	143	148	153
Bacteriologist II	14	153	158	164	169	175
Building Inspector I	10	130	133	137	142	147
Building Inspector II	14	153	158	164	169	175
Building Inspector III	22	197	204	210	217	225
Business Relocation Officer	25	213	222	229	239	247
Clerk (Food Stamp Program)						
Clerk I	1	80	82	84	88	91
Clerk II	3	91	93	95	99	102
Clerk III	5	102	104	107	110	113
Clerk IV	9	124	128	132	136	141
Clerk Stenographer I	2	85	88	90	94	97
Clerk Stenographer II	4	97	99	101	104	108
Clerk Stenographer III	6	108	110	112	116	119
Clerk Typist I	1	80	82	84	88	91
Clerk Typist II	3	91	93	95	99	102
Draftsman (DPUD)	9	124	128	132	136	141
Duplicating Equipment Operator	10	130	133	137	142	147
Electric Inspector I	14	153	158	164	169	175
Electric Inspector II	16	164	169	175	180	186

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Electrical Inspector III	20	186	191	197	203	208
Engineering Aide (DPUD)						
Engineering Aide II	7	113	116	118	121	124
Engineering Aide III	11	135	139	143	148	153
Engineer						
Engineering Associate	16	164	169	175	180	186
Fallout Shelter Co- Ordinator (Civil Defense)	21	191	198	205	211	219
Field Worker (Prov. Human Relations Comm.)	15	158	164	169	175	180
Financial Specialist	20	186	191	197	203	208
Fiscal Officer	21	191	198	205	211	219
Intergroup Specialist	16	164	169	175	180	186
Inventory Control Clerk	9	124	128	132	136	141
Laboratory Assistant						
Laboratory Technician II	6	108	110	112	116	119
Land Disposition Officer	25	213	222	229	239	247
Management Aide I (DPUD)	9	124	128	132	136	141
Management Aide II	15	158	164	169	175	180
Management Officer	21	191	198	205	211	219
Mayor's Stenographer	9	124	128	132	136	141
Mayor's Typist	4	97	99	101	104	108
Mechanical Engineer	23	203	209	216	223	230
Mechanical Equipment Inspector I	12	141	145	149	153	158
Mechanical Equipment Inspector II	15	158	164	169	175	180
Mechanical Equipment Inspector III	20	186	191	197	203	208

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Operations & Planning Officer (Civil Defense)	25	213	222	229	239	247
Personnel Technician	14	153	158	164	169	175
Plumbing Inspector III	20	186	191	197	203	208
Port Security Officer	9	124	128	132	136	141
Program Specialist	20	186	191	197	203	208
Public Works Inspector II	11	135	139	143	148	153
Purchasing Agent I	9	124	128	132	136	141
Real Estate Aide II	15	158	164	169	175	180
Rehabilitation Specialist	20	186	191	197	203	208
Renewal Inspector I	9	124	128	132	136	141
Renewal Inspector II	11	135	139	143	148	153
Renewal Inspector III	14	153	158	164	169	175
Research Assistant	15	158	164	169	175	180
Senior Appraiser	24	208	214	222	228	235
Senior Draftsman	15	158	164	169	175	180
Senior Planner	21	191	198	205	211	219
Sewing Instructor (Senior Citizens)						
Sewer Drain Inspector	-	\$3.50 hour				
Stenographer Reporter (City Council)	9	124	128	132	136	141
Switchboard Operator	2	85	88	90	94	97
Traffic Planner	20	186	191	197	203	208
Training & Public Inform- ation Officer (Civilian Defense)	25	213	222	229	239	247
Utility Inspector	12	141	145	149	153	158
Water Service Inspector	7	113	116	118	121	124

Salaries for white collar workers in the classifications listed shall be paid as follows effective July 1, 1975:

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Account Collector	9	136.25	140.25	144.25	148.25	153.25
Accountant I	10	142.25	145.25	149.25	154.25	159.25
Accountant II	14	165.25	170.25	176.25	181.25	187.25
Admin. Officer (Civilian Defense)	22	209.25	216.25	222.25	229.25	237.25
Appraiser	16	176.25	181.25	187.25	192.25	198.25
Assessment Aide	9	136.25	140.25	144.25	148.25	153.25
Assistant Planner	13	159.25	162.25	166.25	170.25	176.25
Associate Planner	15	170.25	176.25	181.25	187.25	192.25
Associate Engineer I	16	176.25	181.25	187.25	192.25	198.25
Associate Engineer II	20	198.25	203.25	209.25	215.25	220.25
Associate Engineer III	23	215.25	221.25	228.25	235.25	242.25
Bacteriologist I	11	147.25	151.25	155.25	160.25	165.25
Bacteriologist II	14	165.25	170.25	176.25	181.25	187.25
Building Inspector I	10	142.25	145.25	149.25	154.25	159.25
Building Inspector II	14	165.25	170.25	176.25	181.25	187.25
Building Inspector III	22	209.25	216.25	222.25	229.25	237.25
Business Relocation Officer	25	225.25	234.25	241.25	251.25	259.25
Clerk (Food Stamp Program)						
Clerk I	1	92.25	94.25	96.25	100.25	103.25
Clerk II	3	103.25	105.25	107.25	111.25	114.25
Clerk III	5	114.25	116.25	119.25	122.25	125.25
Clerk IV	9	136.25	140.25	144.25	148.25	153.25
Clerk Stenographer I	2	97.25	100.25	102.25	106.25	109.25
Clerk Stenographer II	4	109.25	111.25	113.25	116.25	120.25
Clerk Stenographer III	6	120.25	122.25	124.25	128.25	131.25

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Clerk Typist I	1	92.25	94.25	96.25	100.25	103.25
Clerk Typist II	3	103.25	105.25	107.25	111.25	114.25
Draftsman (DPUD)	9	136.25	140.25	144.25	148.25	153.25
Duplicating Equipment Operator	10	142.25	145.25	149.25	154.25	159.25
Electrical Inspector I	14	165.25	170.25	176.25	181.25	187.25
Electrical Inspector II	16	176.25	181.25	187.25	192.25	198.25
Electrical Inspector III	20	198.25	203.25	209.25	215.25	220.25
Engineering Aide (DPUD)						
Engineering Aide II	7	125.25	128.25	130.25	133.25	136.25
Engineering Aide III	11	147.25	151.25	155.25	160.25	165.25
Engineer						
Engineering Associate	16	176.25	181.25	187.25	192.25	198.25
Fallout Shelter Co- Ordinator (Civil Defense)	21	203.25	210.25	217.25	223.25	231.25
Field Worker (Prov. Human Relations Comm.)	15	170.25	176.25	181.25	187.25	192.25
Financial Specialist	20	198.25	203.25	209.25	215.25	220.25
Fiscal Officer	21	203.25	210.25	217.25	223.25	231.25
Intergroup Specialist	16	176.25	181.25	187.25	192.25	198.25
Inventory Control Clerk	9	136.25	140.25	144.25	148.25	153.25
Laboratory Assistant						
Laboratory Technician II	6	120.25	122.25	124.25	128.25	131.25
Land Disposition Officer	25	225.25	234.25	241.25	251.25	259.25
Management Aide I (DPUD)	9	136.25	140.25	144.25	148.25	153.25
Management Aide II	15	170.25	176.25	181.25	187.25	192.25
Management Officer	21	203.25	210.25	217.25	223.25	231.25
Mayor's Stenographer	9	136.25	140.25	144.25	148.25	153.25

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Mayor's Typist	4	109.25	111.25	113.25	116.25	120.25
Mechanical Engineer	23	215.25	221.25	228.25	235.25	242.25
Mechanical Equipment Inspector I	12	153.25	157.25	161.25	165.25	170.25
Mechanical Equipment Inspector II	15	170.25	176.25	181.25	187.25	192.25
Mechanical Equipment Inspector III	20	198.25	203.25	209.25	215.25	220.25
Operations & Planning Officer(Civil Defense)	25	225.25	234.25	241.25	251.25	259.25
Personnel Technician	14	165.25	170.25	176.25	181.25	187.25
Plumbing Inspector III	20	198.25	203.25	209.25	215.25	220.25
Port Security Officer	9	136.25	140.25	144.25	148.25	153.25
Program Specialist	20	198.25	203.25	209.25	215.25	220.25
Public Works Inspector II	11	147.25	151.25	155.25	160.25	165.25
Purchasing Agent I	9	136.25	140.25	144.25	148.25	153.25
Real Estate Aide II	15	170.25	176.25	181.25	187.25	192.25
Rehabilitation Specialist	20	198.25	203.25	209.25	215.25	220.25
Renewal Inspector I	9	136.25	140.25	144.25	148.25	153.25
Renewal Inspector II	11	147.25	151.25	155.25	160.25	165.25
Renewal Inspector III	14	165.25	170.25	176.25	181.25	187.25
Research Assistant	15	170.25	176.25	181.25	187.25	192.25
Senior Appraiser	24	220.25	226.25	234.25	240.25	247.25
Senior Draftsman	15	170.25	176.25	181.25	187.25	192.25
Senior Planner	21	203.25	210.25	217.25	223.25	231.25
Sewing Instructor Senior Citizens						
Sewer Drain Inspector		\$3.85 hour				
Stenographer Reporter (City Council)	9	136.25	140.25	144.25	148.25	153.25
Switchboard Operator	2	97.25	100.25	102.25	106.25	109.25

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Traffic Planner	20	198.25	203.25	209.25	215.25	220.25
Training & Public Information Officer (Civilian Defense)	25	225.25	234.25	241.25	251.25	259.25
Utility Inspector	12	153.25	157.25	161.25	165.25	170.25
Water Service Inspector	7	125.25	128.25	130.25	133.25	136.25

Section 3. Salaries for Department of Public Safety employees in the classifications listed shall be paid as follows:

Effective 7/1/74

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Clerk Typist I	1	80	82	84	88	91
Clerk Typist II	3	91	93	95	99	102
Clerk Steno. II	4	97	99	101	104	108
Clerk III	5	102	104	107	110	113
Clerk Steno. III	6	108	110	112	116	119
Clerk IV	9	124	128	132	136	141
Woman Parking Checker	-	\$2.85 hour				
Control Center Operators	10	130	133	137	142	147
Switchboard Operators	2	85	88	90	94	97
Radio Repair Technician	-	\$179.00				
Radio Engineer	-	\$216.00				
Chief Radio Engineer	-	\$238.00				
Foreman - Cable - Crew	-	\$4.725 hour				
Foreman - Line - Crew	-	\$4.725 hour				
General Foreman	-	\$4.25 hour				
Fire Alarm Technician	-	\$4.475 hour				

Effective 7/1/75

<u>Classifications</u>	<u>Grade</u>	<u>Salary Steps</u>				
		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Clerk Typists I	1	92.25	94.25	96.25	100.25	103.25
Clerk Typist II	3	103.25	105.25	107.25	111.25	114.25
Clerk Steno. II	4	109.25	111.25	113.25	116.25	120.25
Clerk III	5	114.25	116.25	119.25	122.25	125.25
Clerk Steno. III	6	120.25	122.25	124.25	128.25	131.25
Clerk IV	9	136.25	140.25	144.25	148.25	153.25
Woman Parking Checker	-	\$3.15 hour				
Control Center Operators	10	142.25	145.25	149.25	154.25	159.25
Switchboard Operators	2	97.25	100.25	102.25	106.25	109.25
Radio Repair Technician	-	\$193.00				
Radio Engineer	-	\$230.00				
Chief Radio Engineer	-	\$252.00				
Foreman - Cable - Crew	-	\$5.075 hour				
Foreman - Line - Crew	-	\$5.075 hour				
General Foreman	-	\$4.60 hour				
Fire Alarm Technician	-	\$4.825 hour				

ARTICLE VII

HOURS OF WORK AND OVERTIME

Section 1. The regular work week for all employees covered by this Agreement outlined in Article VI, Section 1, shall consist of five (5) consecutive eight (8) hour days, Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:00 a.m. and shall finish at 4:30 p.m., with one-half (1/2) hour lunch period.

The regular work week for Automobile Drivers shall consist of thirty-five (35) hours per week, consisting of five (5) consecutive seven (7) hour days, Monday through Friday.

Section 2. The regular work week for all Employees covered by this Agreement outlined in Article VI, Section 2, shall consist of five (5) consecutive seven (7) hour days, Monday, Tuesday, Wednesday, Thursday, and Friday. The regular work shift for day workers shall commence at 8:30 a.m. and shall finish at 4:30 p.m., with one (1) hour lunch period.

Section 3. The regular work week for all Employees covered by this Agreement outlined in Article VI, Section 3, shall consist of five (5) consecutive seven (7) hour days, Monday, Tuesday, Wednesday, Thursday, and Friday. The regular work shift for day workers shall commence at 8:30 a.m. and shall finish at 4:30 p.m. with one (1) hour for lunch.

Section 4. Overtime. Time and one-half shall be paid in each of the following instances:

(a) Hourly Basis of Pay. Any regular Employee of the Employer, whose pay is established on an hourly basis in the City Compensation Plan, shall be entitled to and shall be paid overtime pay at the rate of one hundred fifty per cent (150%) of the rate of payment established in the City Compensation Plan, for the particular position which he holds, for each full hour, or part of an hour, of employment in excess of the standard hours of employment worked or credited in any one work week. In the event an Employee is sick during the work week, the sick day shall be considered as part of the work week for the purpose of computing overtime.

(b) Daily Basis of Pay. Any regular Employee whose pay is established on a daily basis in the City Compensation Plan shall be

entitled to and shall be paid overtime at the rate of one hundred fifty per cent (150%) of the rate of payment established in the City Compensation Plan for the particular position which he holds, for each full day or part of in excess of standard days of employment worked or credited in any one work week.

(c) Overtime work shall be equally distributed among Employees in each Department, on the basis of seniority, based on the work he customarily and ordinarily performed during that week. A list of eligible Employees of each Department shall be posted and maintained by the Superintendent and the Steward of each Department. Should a dispute arise under the application of this clause, and upon request, the Employer shall furnish to the Union a record of overtime.

Section 5. It is recognized that in some circumstances, hourly paid employees may have a regular schedule that requires work during a period not included in the work week as defined in Section 1 of this Article. Such Employee shall not be paid 150% of his hourly rate of pay for work during such periods, but shall receive an additional twenty-five (25¢) cents per hour for performing such scheduled work. This section shall apply to Animal and Bird Handlers at Roger Williams Park.

Section 6. Any Employee covered by this Agreement who is called into work outside of his regular hours, shall be paid at the rate of one hundred fifty (150%) per cent of the rate of payment established in the City Compensation Plan for the particular position which he holds for all such hours worked, but in any event, shall be guaranteed four (4) hours straight time pay.

ARTICLE VIII

SALARY DIFFERENTIALS

Section 1. Differential in Pay. Hourly paid Employees regularly assigned to pumping stations, sewage disposal, night sweepers, highway and water department assigned to the 2nd and 3rd shifts shall receive 10¢ additional per hour of regular pay.

Salaried Employees of the Public Safety Department regularly assigned to the 2nd and 3rd shifts shall receive an additional \$3.50 per week above their rate of pay.

ARTICLE IX

HEALTH AND WELFARE

Section 1. The Employer agrees to provide full Blue Cross and Physicians Service coverage Plan U-100, Major Medical for all Employees covered by this Agreement and members of their families. The cost of this coverage as outlined above shall be borne solely by the Employer.

Section 2. Both the Employer and the Union shall have the right to petition the City Council for Amendments to the Retirement Act, provided, however, that the Amendments desired be first considered and recommended by the Retirement Board.

Section 3. Any Employee having an application for Accidental Disability Retirement benefits pending before the Retirement Board shall have the right to appear before the Board, and may be represented by counsel, or by a Union Representative, prior to the Board's action upon the application.

Section 4. Any Employee having an application for Temporary Disability benefits shall have the right to appear before the Commission on Relief of Injured Employees, and may be represented by Counsel, or by a Union Representative, prior to the Commission's

action upon the application. The Department Heads shall forward any accident report to the Commission within forty-eight (48) hours of the report being filed by the Employee. Any Employee who sustains an on-the-job injury shall be entitled to temporary disability benefits as outlined in the City of Providence Injured Employees' Act.

ARTICLE X

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA NATIONAL PENSION FUND

Section 1. For the purpose of providing retirement benefits for Employees covered by this Agreement, the Employer for each day or portion thereof for which an Employee receives pay, shall make a contribution of one dollar and sixty cents (\$1.60) to the Laborers' International Union of North America, National Pension Fund, but not to exceed eight (\$8.00) dollars per week for each Employee (five times the daily rate).

Section 2. Effective January 1, 1975, for the purpose of providing retirement benefits for all white collar workers, the Employer for each day or portion thereof for which an Employee receives pay, shall make a contribution of one dollar and forty cents (\$1.40) but not to exceed seven dollars (\$7.00) per week for each Employee (five times the daily rate), to the Laborers' International Union of North America, National Pension Fund, provided that the Employer shall include all of its Employees not covered by this Agreement but who participate in the Employer's pension system as a separate class in said Fund on the terms set forth by the Trustees thereof. Effective July 1, 1975, the contribution shall be increased to two dollars and ten cents (\$2.10) per day, but not to exceed ten dollars and fifty cents (\$10.50) per week.

Section 3. Effective July 1, 1975, for the purpose of providing retirement benefits for Employees covered by this Agreement, the Employer for each day or portion thereof for which an Employee receives pay, shall make a contribution of two dollars and forty cents (\$2.40)

to the Laborers' International Union of North America, National Pension Fund, but not to exceed twelve (\$12.00) dollars per week for each Employee (five times the daily rate).

For the purposes of this Article, each day paid for including days of paid vacation, holidays, and other days for which pay is received by the Employee in accordance with the Agreement shall be counted as days for which contributions are payable.

(a) Said sums shall be paid into the Fund not later than the twentieth (20th) day of each month and up to the end of the last complete payroll period of the preceding calendar month.

(b) The Union reserves the right to remove Employees whose wages, hours, and working conditions as set forth in this Agreement are not met, if the Employer has failed to remit the aforementioned Pension Fund monies due to the Fund within the time for payment thereof.

ARTICLE XI

HOLIDAYS

Section 1. All permanent Employees in the bargaining units covered by this Agreement shall be paid the regular rate of pay, for each of the following designated holidays:

New Year's Day	Victory Day	Veterans' Day
Memorial Day	Labor Day	Thanksgiving Day
Fourth of July	Columbus Day	Christmas Day
		Election Day, November of every even year

provided that the Employee has worked on the last working day before said holiday, and has worked on the next working day following said holiday, and provided that said holiday occurs on a day when such Employee normally renders services.

If a holiday is worked, each Employee shall be paid, in addition

to the above mentioned holiday pay, at 150% of his regular hourly rate of pay for the actual time worked, but the period of work shall not be credited as part of his work week in computing overtime. Whenever such holiday occurs on a day when an Employee normally renders service, the holiday shall be considered as part of his work week for the purposes of computing overtime.

ARTICLE XII

VACATION LEAVE

Section 1. Any Employee who has been in the employ of the Employer for more than six (6) months in the aggregate shall receive one (1) week vacation with pay.

Section 2. Any Employee who, on June 1, has completed one (1) year employment shall be granted two (2) weeks annual vacation leave each calendar year with pay.

Section 3. Any Employee who, on June 1, has completed ten (10) years of employment shall be granted three (3) weeks annual vacation leave each calendar year with pay.

Section 4. Effective July 1, 1975, any Employee who, on June 1, has completed fifteen (15) years of employment shall be granted four (4) weeks annual vacation leave each calendar year with pay.

ARTICLE XIII

SICK LEAVE

Section 1. All Employees of the bargaining unit regularly employed continuously for at least one (1) month, shall be entitled to sick leave with full pay.

Sick leave shall be granted for the following reasons:

(a) Personal illness or physical incapacity to such an extent as to be rendered thereby unable to perform the duties of his or her position.

(b) Attendance upon members of the family within the household of the Employee, whose illness requires the care of such Employee, provided that not more than seven (7) working days with pay shall be granted to Employees for this purpose in any one calendar year.

(c) Enforced quarantine when established and declared by the Department of Health, or other competent authority for the period of such quarantine only.

Section 2. Sick leave with full pay for the Employees of this bargaining unit shall be computed at the rate of one and one-quarter working days per month.

Such annual sick leave of fifteen (15) working days with pay, when not used, shall be cumulative, but the accumulated and unused portion of such sick leave shall not exceed one hundred twenty (120) days at one time; provided, however, any Employee with at least ten (10) years of continuous service, who contracts a serious illness, may be granted, with the approval of the Personnel Director, the Finance Director, and the Mayor, a further leave, not to exceed ninety (90) days in addition to his accumulated sick leave, as of the date such illness occurs.

Section 3. The Department Head may require a physician's certificate or other satisfactory evidence in support of any request for sick leave, provided the Employee affected has been told on the occasion of his last prior absence for sickness, that such evidence might be required for any future sick leave request. However, such

evidence shall be required for each sick leave with pay covering an absence of more than three (3) consecutive working days.

ARTICLE XIV

BEREAVEMENT LEAVE

Section 1. All Employees of the bargaining unit shall be allowed leave, without loss of pay, because of the death of a mother, father, husband, wife, child, brother, sister, or other members of the immediate household; provided that in such cases the leave shall not exceed more than one (1) day beyond the date of burial of said deceased person, and provided in the case of Employees of the Jewish faith, said leave shall be for the actual period of mourning observed, but not to exceed seven (7) days from the day of burial.

Section 2. In the event there is a death in the Employee's family, but not in the immediate household, as defined above, the Employee shall be granted sufficient time to attend the funeral services.

ARTICLE XV

MISCELLANEOUS

Section 1. Protective Clothing. The Employer shall provide required protective clothing for those Employees engaged in activities which subject their regular clothing to extraordinary wear and tear.

Section 2. Bulletin Boards. The Employer shall provide Bulletin Boards in conspicuous places to be used solely for the posting of Union Notices, Rules and Regulations.

Section 3. Safety. Both the Employer and the Union shall cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices and rules for the protection of Employees and the public.

ARTICLE XVI

CHANGES OR AMENDMENTS

Section 1. It is hereby agreed that this Agreement contains the complete Agreement between the parties and no additions, waivers, deletions, changes or amendments shall be made during the life of this Agreement, except by mutual consent, in writing, of the parties hereto.

ARTICLE XVII

SEVERABILITY

Section 1. Should any final decision of any Court of competent jurisdiction affect any practice or provision of this Agreement, only the practice or provision so affected shall become null and void; otherwise, all other provisions or practices under this Agreement shall remain in full force and effect.

ARTICLE XVIII

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Grievances. It is mutually understood and agreed that all grievances of Employees, or the Employer, arising out of the provisions of this contract shall be dealt with as follows:

Section 2. Union Stewards and Officers shall be guaranteed sufficient time off during working hours to seek to settle grievances without loss of pay. An aggrieved Employee shall have the right to Union Representation, including Council and International Representation during the entire duration of the grievance procedure.

Step #1. Employees in the first instance may register grievances with the Steward of the Union, who shall present such grievances to the immediate Supervisor and/or Superintendent. The Supervisor and/or Superintendent shall have one (1) working day to adjust the grievance.

Step #2. In the event the grievance is not satisfactorily adjusted in Step #1, the Union shall present such grievance herein with the Director and/or Department Heads, Director of Personnel Bureau and/or the Chief of Police or his designee. The Director and/or Department Heads, Director of Personnel Bureau and/or the Chief of Police or his designee shall have three (3) working days to adjust the grievance.

Step #3. If unable to reach a satisfactory adjustment within three (3) working days, the Union shall submit the grievance in writing to the Mayor or the Commissioner of Public Safety, for those affected employees working under his supervision, within five (5) days, who must then meet or adjust the grievance within five (5) days. A response to the Union by the Mayor or the Commissioner of Public Safety must be in writing within five (5) working days.

Section 3. If a grievance is not settled, such grievance shall at the request of the Union, be referred to the American Arbitration Association in accordance with its rules then obtaining.

The Arbitrator shall hold a hearing within ten (10) days of his appointment, and his decision shall be final and binding upon the parties. The expenses of such Arbitrator shall be borne equally by the parties. The Arbitrator shall have no power to alter, amend, add to or deduct from the provisions of this Agreement.

The submission to arbitration must be made within ten (10) days of receipt of the Mayor's or Commissioner's answer, as stated in Step #3 or else it shall be deemed to have been waived.

The Employer and the Union agree to apply the decision of the Arbitrator to all substantially similar situations.

Any grievance which is not presented within five (5) days of the date of the occurrence shall be deemed to have been waived.

Section 4. Cognizant of the statutory strike prohibition, the Union additionally agrees that neither it, nor its members, will engage in any strike, slowdown, or connected refusal to perform duties nor will the Employer lockout its Employees during the term of this Agreement, over any matter which is subject to final and binding arbitration under this Article.

ARTICLE XIX

DURATION OF AGREEMENT

Section 1. The provisions of this Agreement shall remain in effect from July 1, 1974, through June 30, 1976, and shall continue thereafter from year to year, unless either party to the Agreement gives notice in writing one hundred twenty (120) days prior to the expiration date to the other party of his desire to terminate the Agreement, in which event this Agreement shall terminate at the end of the contract year in which said notice is given. In the event that such notice is given, negotiations shall begin immediately, no later than sixty (60) days prior to the termination of the Agreement.

Section 2. The provisions of the preceding section shall not prevent the parties, by written agreement, to extend any portion of this Agreement, (after the one hundred twenty (120) day notice has been given) for any agreed upon period beyond its expiration date.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

CITY OF PROVIDENCE, RHODE ISLAND

RHODE ISLAND GENERAL COUNCIL
ON BEHALF OF LOCAL UNION 1033


Joseph A. Doorley Jr., Mayor


Arthur A. Coia, Business Manager

PUBLIC SERVICE EMPLOYEES'
LOCAL UNION 1033

Frederick DesLauriers
Frederick DesLauriers, President

Joseph Virgilio
Joseph Virgilio, Secretary-Treasurer

WITNESSED:

Arthur E. Coia
Arthur E. Coia, Vice President
Laborers' International Union
of North America

* Note: When the Waste Collection Division shall number 63 Laborers and Equipment Operators and 4 Spares, that rate of pay shall be \$4.15 per hour for Sanitation Workers and \$4.25 per hour for Sanitation Operators, but until that time the Sanitation Laborers' pay shall be \$3.70 an hour and the Sanitation Equipment Operators' pay shall be \$3.75 per hour.

AMENDMENT TO AGREEMENT

BETWEEN

CITY OF PROVIDENCE, RHODE ISLAND

AND

RHODE ISLAND GENERAL COUNCIL

ON BEHALF OF

PUBLIC EMPLOYEES' LOCAL UNION 1033

AFFILIATE OF THE

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

A G R E E M E N T

THIS AGREEMENT entered into this 12th day of September, A. D. 1974, by and between the CITY OF PROVIDENCE, RHODE ISLAND, hereinafter referred to as the "EMPLOYER" and the RHODE ISLAND GENERAL COUNCIL On behalf of PUBLIC EMPLOYEES' LOCAL UNION 1033 Affiliated with the Laborers' International Union of North America, AFL-CIO, hereinafter referred to as the "UNION":

W I T N E S S E T H:

WHEREAS, the Union and the Employer entered into an Agreement on July 31, 1974, setting forth the hours, wages, working conditions and fringe benefits for employees as described therein, employed by the City of Providence, said Agreement to expire on June 30, 1976; and

WHEREAS, both parties are concerned with providing employees covered therein with additional fringe benefits in the way of defraying legal counsel to said employees;

NOW, THEREFORE, the partes have agreed as follows:

"LEGAL SERVICES"

Section 1. Effective September 1, 1974, in order to provide employees, and their dependents with assistance in defraying the cost of legal counsel, the employer agrees to contribute five cents (5¢) per hour for each hour worked

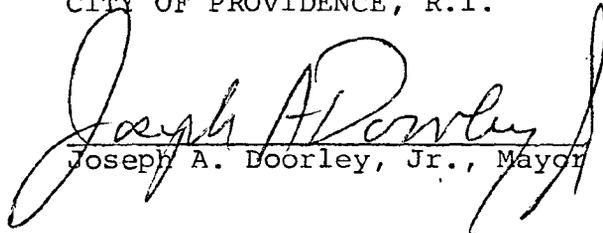
by each employee covered by this agreement to the
"RHODE ISLAND PUBLIC SERVICE EMPLOYEES' LEGAL SERVICES FUND".

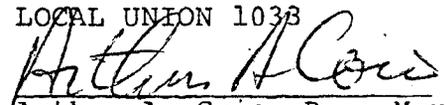
Section 2. Said contribution will be paid to such Fund not later than the twentieth (20th) day of each and every month for the hours worked by said employees up to the end of the last completed payroll period of the preceeding calendar month. The Union reserves the right to remove employees if the employer has failed to remit the aforementioned monies to the Fund within the time for payment thereof.

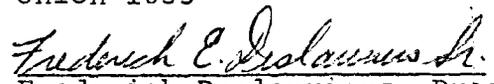
Section 3. The Legal Services Fund shall not be used to provide benefits which defray any expenses for disputes, grievances, or legal proceedings between the employee-participant, his spouse, or dependents and the employer, the Union, or any of its members, their agents, or any legal entity to which they are a part.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment to Agreement the day and year first above written.

CITY OF PROVIDENCE, R.I.

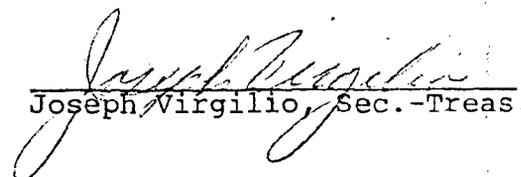

Joseph A. Doorley, Jr., Mayor

RHODE ISLAND GENERAL
COUNCIL on behalf of
LOCAL UNION 1033

Arthur A. Coia, Bus. Mgr.

Public Employees Local
Union 1033

Frederick Deslauriers, Pres.

WITNESS

Arthur E. Coia, Vice President
Laborers' International Union of
North America


Joseph Virgilio, Sec.-Treas.

AMENDMENT TO AGREEMENT

BETWEEN

CITY OF PROVIDENCE, RHODE ISLAND

AND

RHODE ISLAND GENERAL COUNCIL

ON BEHALF OF

PUBLIC EMPLOYEES' LOCAL UNION 1033

AFFILIATE OF THE

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

A G R E E M E N T

THIS AGREEMENT entered into this 12th day of September, A.D., 1974, by and between the CITY OF PROVIDENCE, RHODE ISLAND, hereinafter referred to as the "EMPLOYER" and the RHODE ISLAND GENERAL COUNCIL on behalf of PUBLIC EMPLOYEES' LOCAL UNION 1033 Affiliated with the Laborers' International Union of North America, AFL-CIO, hereinafter referred to as the "UNION":

W I T N E S S E T H:

WHEREAS, the Union and the Employer entered into an Agreement on July 31, 1974, setting forth the hours, wages, working conditions and fringe benefits for employees as described therein, employed by the City of Providence, said Agreement to expire on June 30, 1976; and

WHEREAS, there are certain employees covered by the present collective bargaining agreement who will not have sufficient credits at age sixty-five (65) to be eligible for minimum pension benefits covered under the Laborers' International Union of North America, National Pension Fund, and

WHEREAS, there are certain employees covered by the present collective bargaining agreement who will not have sufficient credits for the additional \$100.00 per month under the Laborers' International Union of North America, National Pension Fund which will go into effect on July 1, 1975,

NOW, THEREFORE, the parties agree that Article X entitled "Laborers' International Union of North America, National Pension Fund" shall be amended as follows:

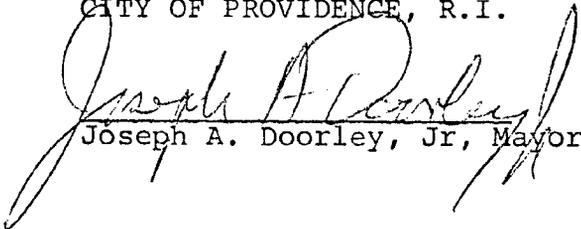
ARTICLE X

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, NATIONAL PENSION FUND

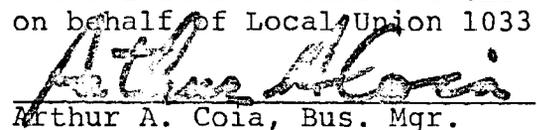
Section 4. All employees covered under the present collective bargaining agreement will be allowed to work up to one (1) additional year beyond their mandatory retirement age of sixty-five (65) to be eligible for pension benefits as provided for in Section 3, and/or to attain the fifteen (15) years minimum service with the City of Providence to be eligible for a pension benefit as provided for in Article X.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment to Agreement the day and year first above written.

CITY OF PROVIDENCE, R.I.


Joseph A. Doorley, Jr, Mayor

RHODE ISLAND GENERAL COUNCIL
on behalf of Local Union 1033


Arthur A. Coia, Bus. Mgr.

PUBLIC EMPLOYEES' LOCAL UNION
1033


Frederick Deslauriers, President


Joseph Virgilio, Sec.-Treas.

WITNESS:


Arthur E. Coia, Vice President
Laborers' International Union
of North America