

RESOLUTION OF THE CITY COUNCIL

No. 225

Approved June 24, 2022

RESOLVED, That the accompanying copy of the Collective Bargaining Agreement by and between the City of Providence, Rhode Island and the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO for the period of July 1, 2022 through June 30, 2025, is hereby approved and ratified by the Providence City Council.

IN CITY COUNCIL

JUN 16 2022
READ AND PASSED

JOHN J. IGLIOZZI, PRESIDENT

ACTING

CLERK

I HEREBY APPROVE.

Mayor

Date:

6/24/22



CITY OF PROVIDENCE

Jorge O. Elorza, Mayor

April 28, 2022

HAND-DELIVERED

Honorable Council President
John J. Iglizzi
Providence City Council
Providence City Hall
Providence, RI 02903

RE: City Local 1033 Agreements

Dear Council President Iglizzi:

Enclosed with this correspondence please find the tentative agreement by and 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, AFL-CIO for the period of July 1, 2022 through June 30, 2025.

I hereby submit the enclosed tentative agreements to the Providence City Council for ratification.

Sincerely,

A handwritten signature in blue ink, appearing to be "J. Elorza", is written over the word "Sincerely,".

Jorge O. Elorza
Mayor

Enclosures

City of Providence, Rhode Island 02903-1789
Phone (401) 421-7740 Fax (401) 274-8240

TENTATIVE AGREEMENT

ENTERED into this 29th day of March 2022, by and between the CITY OF PROVIDENCE and the RHODE ISLAND LABORERS' DISTRICT COUNCIL on behalf of LOCAL UNION 1033 pursuant to Article XXV and Article XXVII of the parties' Agreement effective July 1, 2019 to June 30, 2022;

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, 2022 to June 30, 2025; and

WHEREAS, the parties hereto desire to codify their AGREEMENT and 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 July 1, 2019 to June 30, 2022" 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, 2022 to June 30, 2025 except as expressly modified herein.

2. Article III – Non-discrimination

- Replace "creed" with "religion."
- Add "gender identity, gender expression and genetic information" as reasons for which discrimination is prohibited.

3. Article IV – Hours of Work and Overtime

Section 1: Increase the number of hours worked of Automobile Driver to 40 per week.

Section 3: Delete the second paragraph.

4. Article VI – Salaries and Hourly Rate Schedule

Section 1: The economic increases shall be as follows and as provided for in the below paragraphs:

- a. Effective July 1, 2022, an amount equal to an across-the-board wage increase for

9. Article XVIII – Health and Welfare

Section 1(e): Effective July 1, 2022, the premium/working rate for the purpose of computing the employee co-payment shall be equal to the premium/working rate in existence on June 30, 2022. Effective July 1, 2023, the premium/working rate for the purpose of computing the employee co-payment shall be two percent (2%) greater than the premium/working rate in existence on June 30, 2023. Effective July 1, 2024, the premium/working rate for the purpose of computing the employee co-payment shall be three percent (3%) greater than the premium/working rate in existence on June 30, 2024. Additionally, the salary range categories shall be indexed to reflect wage increases whenever an increase is effective.

The following chart represents the co payments effective during the term of this agreement.


1-Jul-22		Annual		Bi Weekly
(< \$47,414.45)	Individual	\$ 1,001.55		\$ 38.52
	Family	\$2,507.84		\$ 96.46
(\$47,414.45-56,568.80)	Individual	\$ 1,101.82		\$ 42.38
	Family	\$ 2,758.62		\$106.10
(> \$56,568.80)	Individual	\$ 1,335.41		\$ 51.36
	Family	\$ 3,343.78		\$ 128.61

1-Jul-23		Annual		Bi Weekly
(< \$48,718.35)	Individual	\$ 1,021.58		\$ 39.29
	Family	\$ 2,558.00		\$ 98.38
(\$48,718.38-60,811.46)	Individual	\$ 1,123.86		\$ 43.23
	Family	\$ 2,813.79		\$ 108.22
(> \$60,811.46)	Individual	\$ 1,362.12		\$ 52.39
	Family	\$ 3,410.66		\$ 131.18

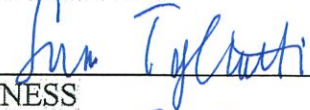
1-Jul-24		Annual		Bi Weekly
(< \$50,179.90)	Individual	\$ 1,052.23		\$ 40.47
	Family	\$ 2,634.74		\$ 101.34


13. This Agreement is subject to ratification by the Providence City Council and the Union.

FOR THE UNION

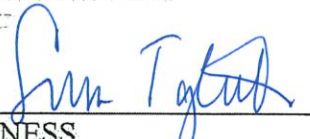


RONALD R. COIA, ESQ.
Business Manager
Local Union 1033



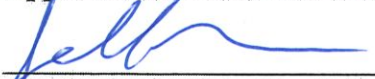
WITNESS


VICKI A. VIRGILIO
President
Local Union 1033




WITNESS

Approved as to form and correctness:




JEFFREY DANA, City Solicitor

FOR THE EMPLOYER



JORGE O. ELORZA
Mayor of Providence

WITNESS


EMMANUEL R. ECHEVARRIA
Chief Human Resource Officer
City of Providence



Finance Department

April 27, 2022

Councilwoman Joanne Ryan
Chairwoman, Committee on Finance
c/o City Clerk's Office
Providence City Hall
Providence, R.I. 02903

Dear Chairwoman Ryan:

For your consideration, please find the accompanying fiscal note pertaining to the proposed amendments to the L.I.U.N.A Local 1033 contract.

The parties have negotiated:

A three-year contract representing the period July 1, 2022 through June 30, 2025 with a fiscal impact of \$3,262,165, across the City and Water Supply Board.

The tentative agreement has received the unanimous ratification of the 1033 membership on March 24, 2022, followed by the formal execution of the tentative agreement and signed by the parties on March 29, 2022.

Please note that the amended contracts modify the terms of the existing contract, which ends on June 30, 2022.

The substantive changes in the contract can be categorized within the following three areas: health benefits, wages, and other fringe benefits.

Health Benefits:

The Union and the City have agreed to:

- Increases to co-share rates.
- Mandatory employee wellness participation
- Increased wellness penalties for non-participating employees

Total savings of all health care initiatives is \$2,232,049

Wages and FICA:

- The City has agreed to a 2.5% salary increase effective July 1, 2022, which will cost \$1,018,130, a subsequent increase of 2.75% effective July 1, 2023, which will cost \$2,168,170, and a 3% increase effective July 1, 2024 in the final year of the contract, which will cost \$3,273,536. The total increase in wages and FICA equals \$6,645,521.
- The Union has agreed that all new hires will receive a wage 15% below the applicable rate for FY 2023, FY 2024 and FY 2025. It is expected that this will save the City \$274,251 in FY 2023, \$469,656 in FY 2024, and \$590,494 in FY 2025, or a grand total of \$1,324,401 over the three-year contract.

Other Fringe Benefits:

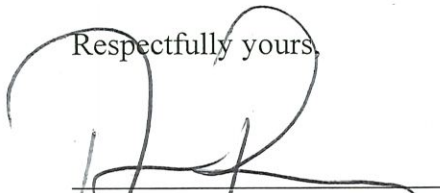
- The City agrees to increase its contribution to the Union health Fund. This is expected to cost an additional \$173,094 over the three-year contract.


Please see a breakdown and summary of the costs and savings associated with this contract in the attached charts.

Furthermore, this tentative agreement does not contain any wage reopeners, parity clauses, or raises or benefits accorded on the last day of the contract.

I am looking forward to discussing this fiscal note in further detail at your earliest convenience.

Respectfully yours,



Nicole Pollock
Chief of Staff

Lawrence J. Mancini
Chief Financial Officer

Jeffrey Dana
City Solicitor

CC:

Mayor Jorge O. Elorza

Council President John J. Igliazzi

Members of the City Council

Sara Silveria, Finance Director

Krystle Lindberg, Deputy Finance Director & Budget Officer

James J. Lombardi, Council Chief of Staff & City Treasurer

Gina M. Costa, Internal Auditor

Comined City + Water Supply Board				
	2.50%	2.75%	3.00%	
Salary Base	Year 1	Year2	Year 3	Total
Year 1	(965,268)	(965,268)	(965,268)	(2,895,803)
Year 2		(1,088,339)	(1,088,339)	(2,176,678)
Year 3			(1,219,929)	(1,219,929)
	(965,268)	(2,053,607)	(3,273,536)	(6,292,411)
Payroll Taxes				
Year 1	(52,863)	(52,863)	(52,863)	(158,588)
Year 2		(61,701)	(61,701)	(123,402)
Year 3			(71,121)	(71,121)
	(52,863)	(114,564)	(185,684)	(353,110)
Total Wage & Fringe	(1,018,130)	(2,168,170)	(3,459,220)	(6,645,521)
New Hire Wage Reduction				
Year 1	274,251	187,862	96,749	558,863
Year 2		281,793	193,498	475,291
Year 3			290,247	290,247
	274,251	469,656	580,494	1,324,401
Health Fund Contribution Increase				
Year 1	0.02 (15,052)	0.03 (15,052)	0.04 (15,052)	(45,156)
Year 2		(37,629)	(37,629)	(75,258)
Year 3			(52,680)	(52,680)
	(15,052)	(52,681)	(105,361)	(173,094)
Health Benefits Savings				
Co-Share Increase	-	26,810	67,830	94,640
Wellness	637,000	649,740	669,232	1,955,972
Wellness Penalty	86,400	86,400	86,400	259,200
Dental Contributions	(25,921)	(25,921)	(25,921)	(77,763)
	697,479	737,029	797,541	2,232,049
	(61,452)	(1,014,167)	(2,186,546)	(3,262,165)
proof	-	(0)	0	0