

RESOLUTION OF THE CITY COUNCIL

No.

Approved

RESOLVED, That the Accompanying copy of agreement, effective July 1, 1990 to June 30, 1992, by and between the City of Providence and Local 799, International Association of Firefighters, AFL-CIO, is hereby not ratified.
(Accompanying Agreement Attached).

**THE COMMITTEE ON
FINANCE**

**Approves Passage of
The Within Resolution**

Michael R. Bennett
Chairman

Jul. 17, 1992 Clerk

3397L

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

CITY OF PROVIDENCE

AND

LOCAL 799, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,

AFL-CIO

1990 - 1992

COPY

COPY

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AGREEMENT

Pursuant to the provisions of Chapter 28-9.1 of the General Laws of the State of Rhode Island, 1956, as amended, entitled, "An Act to Provide for Settlement of Dispute Concerning Wages or Rates of Pay and Other Terms and Conditions of Employment of Fire Department", this Agreement is made and entered into this ____ day of May, 1990 by and between the CITY OF PROVIDENCE (hereinafter referred to as the "City") and LOCAL 799, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO, (hereinafter referred to as the "Union").

PREAMBLE

The Union acknowledges and recognizes that the City has in the past years embarked on a systematic program to raise the level of fire protection in the City of Providence by the periodic purchase of new fire department vehicles, apparatus and equipment and the rebuilding and refurbishing of current equipment and fire department facilities. The Union recognizes and acknowledges that at times the systematic program has put a temporary strain on existing fire department equipment and apparatus, and as a consequence, has caused the City to borrow equipment from surrounding communities in order to maintain its full level of fire effectiveness. The Union endorses what the City has done in this respect and endorses completely the City's plans to purchase new engines and ladder trucks and also new safety equipment.

ARTICLE I

Section 1 - RECOGNITION

The City recognizes the Union as the exclusive bargaining agent for, and this agreement shall only apply to, all uniformed employees of the Providence Fire Department, excepting only the Fire Chief, Assistant Fire Chiefs, Deputy Assistant Fire Chief, Fire Battalion Chiefs, Fire Marshall, Fire Equipment Superintendent I, and Fire Equipment Superintendent II, for the purpose of collective bargaining and entering into agreements relative to wages, salaries, hours and working conditions.

The rights of the City and the rights of employees of the Fire Department under this agreement and under the Firefighters Arbitration Act and State Labor Relations Act shall be respected, and the provisions of this Agreement shall be observed for the orderly settlement of all questions arising under this agreement.

Section 2 - UNION SECURITY

The City agrees not to discharge or discriminate in any way against employees covered by the Agreement for Union membership or activities, and shall permit the use of bulletin boards in the fire station for the posting of notices concerning Union business and activities.

The City and the Union recognize that this is an agency shop agreement and in accordance with such, it is understood that each employee who is a member of the bargaining unit herein above-defined, but who is not a member of the Union, shall be liable to contribute to the said Union as representation costs, an amount equivalent to such dues that are from time to time authorized, levied, and collected from the general membership of said Union. The City agrees to deduct the above amounts from the earnings of each of said employees so covered by this Agreement in accordance with Section 3 hereafter.

Section 3 - DUES DEDUCTED

The City shall, at no expense to the Union, deduct Union dues weekly upon receipt of authorization of members of Local 799, who sign lawful deduction form cards to be supplied by the Local, and members must continue to pay dues for the duration of this contract. Authorization of dues deduction by a member of the Union may be revoked by thirty (30) days' notice, in writing, to the City Controller and to the Secretary-Treasurer of the Union such deductions in each month following the month of deduction. Dues deducted shall be forwarded by the City to the Secretary-Treasurer of the Union.

The Union agrees to indemnify the City and hold it harmless for any and all claims, liabilities, and costs incurred by the City as a result of the City's compliance with Section 2 and/or

3 of this Article, provided that this indemnification by the Union shall not apply in the event of the City's noncompliance with Section 2 and/or 3 of this Article.

Section 4 - NEGOTIATIONS

All employees covered by this Agreement who are officers of Local 799 or who are appointed by Local 799 as members of that committee's collective bargaining negotiating team (said negotiating team not to exceed ten (10) in number) shall be allowed time off for official Union business in negotiations or conferences with the City Administration, Commissioner of Public Safety and/or Chief of the Department, with pay, and without the requirements to make up said time; except that this provision for time off, with pay, shall not apply to more than three (3) members at one time.

Section 5 - UNION ACTIVITIES

Elected Union Officials, President, Vice-President, Secretary-Treasurer, and six (6) Executive Board Members (including a Health and Safety Representative) who are on duty shall be granted time off with pay to attend: (a) all scheduled Local Union meetings; (b) as delegates, not to exceed four (4) in number, the IAFF National Convention, the Annual State AFL-CIO Convention, the IAFF Legislative Conference, and the IAFF Health and Safety Conference; (c) not to exceed two (2) in number, the following four (4) annual

convention/seminars, the cost of which are to be assumed by Department, not to exceed a total cost of \$2,000.00 per convention: Hazardous Materials Seminar, Employee Assistance Seminar, International Association of Firefighters Regional Seminar, Pension Benefits Conference. The Chief of the Department may deny such time off in case of emergency. No elected Union official may be involuntarily transferred from one platoon to another during his term of office.

ARTICLE II

MANAGEMENT RIGHTS

The City retains all rights and responsibilities granted by law to manage, control and direct its Fire Department except as specifically abridged herein by the provisions of this Agreement.

The City shall retain the right to issue, after forty-eight (48) hours written notice to the President, Vice-President or Secretary-Treasurer of the Union, through the Chief of the Department, Rules, Regulations and General Orders covering the internal conduct affecting personnel and general personnel procedures of the Fire Department. Union officials will be permitted to meet with the Commissioner of Public Safety or the Chief of the Department, and they will make themselves available, in such forty-eight (48) hour period, to discuss the changes affecting personnel or general personnel procedures by the Rules, Regulation or General Order for which notice was

given. If agreement cannot be reached between the Union officials and the Department officials, the dispute will be subject to the grievance procedure up to, but excluding, the arbitration step, except in the case of a violation of the forty-eight (48) hour notice provided herein, or in the event that the proposed Rule, Regulation or General Order violates a specific provision of this Agreement, then a resort to arbitration shall be permitted.

ARTICLE III

SENIORITY

Seniority of employees shall be computed in each rank from the date of original appointment to that rank.

ARTICLE IV

Section 1 - VACANCIES

A. The Department shall continue to anticipate and plan for the filling of vacancies in the rank of firefighter, as now covered by ordinance and department orders, and shall maintain a pool of recruits to fill these vacancies within seven (7) days.

B. The Department shall have a promotional list available at all times. Members of the promotional list shall be promoted within seven (7) days after the occurrence of a vacancy.

C. A vacancy shall exist when a member is promoted, resigns, retires, dies or is terminated.

D. A vacancy occurs the day a member is removed from the payroll.

Section 2 - BID SYSTEM

A. Bids for vacancies shall be classified as primary, secondary, third, fourth and fifth bids. Primary bids will be awarded for vacancies created by Article IV, Section 1-C. Secondary bids shall be awarded for vacancies created by awarding of primary bids. Third bids shall be awarded for vacancies created by awarding of secondary bids. Fourth bids shall be awarded for vacancies created by awarding of third bids. Fifth bids shall be awarded for vacancies created by awarding of fourth bids. There shall be no bidding for vacancies created by awarding of fifth bids. Notwithstanding the above, no more than four (4) men (1 officer and three (3) men) shall be assigned under this bid system to each fire company.

B. When a vacancy occurs in a company, it shall be filled by bidding according to seniority in rank. Notice of the vacancy shall be given to all fire companies and special service units to be posted on bulletin boards the day after the vacancy exists. Members who wish to bid for such vacancies shall make such requests by submitting a Form 17 within fourteen (14) days after said notice is posted.

C. Any member who is awarded a primary, secondary, third, fourth or fifth bid shall be assigned to that spot within seven (7) days after the vacancy occurs. Any member who

is awarded a bid spot may not bid on another vacancy for a period of two (2) years.

D. No member who is awarded a bid spot may be involuntarily transferred for a period for two (2) years. All vacancies created by a voluntary transfer shall be subject to Article IV, Section 2A.

E. Any member involuntarily transferred will be given the reason and the factual basis for his transfer, and said transfer shall be subject to the grievance procedure.

F. This system shall not apply to chief's aides except that a vacancy created by the appointment of a chief's aide shall be considered a secondary bid, followed by a third bid, followed by a fourth bid, followed by a fifth bid. This system shall apply to the special services of air supply, carpentry shop, and cars 56 and 79, provided that for air supply and carpentry shop, the successful bidder must possess the appropriate certification and/or qualifications to perform the positions for which the bid is submitted. A successful bidder for air supply must obtain certification within thirty (30) days of bid assignment. Failure to obtain certification will result in the loss of the bid assignment and the next qualified bidder will be assigned the position. For the purpose of this section, the Rescue Division shall not be considered a special service.

G. Whenever a vacancy occurs through a promotion the bid for the vacancy shall be the members assignment when he was certified for promotion by the Division of Training.

H. A member on a certified promotion list shall not be eligible to bid on any vacancies.

Section 3 - TEMPORARY SERVICE OUT OF RANK

Members of the firefighting forces of the Providence Fire Department who are ordered to serve temporarily in a higher rank shall receive compensation of the next higher rank provided that such service shall be in excess of five (5) hours during any tour of duty.

Members of the special services of the Providence Fire Department who are ordered to serve temporarily in a higher rank, provided that such compensation shall not be payable until the member has served for three (3) calendar days' service temporarily in higher rank, the member shall receive the next higher rank salary, retroactive to the date of commencement of service temporarily in a higher rank, and provided that when a member serving in a higher rank returns to duty after authorized absence and continues to serve temporarily out of rank, he will receive credit for days previously worked out of rank in the computation of the days necessary for entitlement to retroactive pay.

Section 4 - PROMOTIONS

A. Promotion to the rank of Lieutenant, Fire Prevention Lieutenant, Fire Prevention Captain, Rescue Lieutenant, Rescue Captain, Man in Charge of Operational Control, Chief Dispatcher and Captain shall be made on a

competitive basis prescribed by the present regulations of the fire department. No member of the bargaining unit shall be eligible for promotion to the rank of Rescue Lieutenant except after two (2) years total service within the rescue squad, and the members shall also possess a E.M.T.C. certificate.

Seniority for members permanently assigned to Rescue shall begin from the date the member was permanently assigned to Rescue. Seniority for members going into a permanent assignment to rescue shall include time from original date of appointment plus time served on details to Rescue, provided, however, that said time served on details for Rescue shall be or at least a continuous six (6) month period. No member of the bargaining unit shall be eligible for promotion to Fire Prevention Lieutenant except after two (2) years continuous service within the fire prevention bureau as a fire prevention inspector/investigator.

B. The City shall have the Division of Training offer a minimum of one (1) school per year for firefighters and this school will be for the purpose of awarding points for promotions.

C. Promotion to the rank of Fire Prevention Captain shall be made on a competitive basis described by the fire department, provided, however, in the event there is one (1) Lieutenant, the examination shall be available to all Lieutenants in the fire department and in the event there are two (2) or more Lieutenants the examination shall be limited to the Lieutenants in Fire Prevention.

D. The source material list for preparation for promotional examinations shall be determined by agreement between the parties during negotiations for each collective bargaining agreement. (See list attached hereto as Exhibit A).

Section 5 - REVIEW OF EXAMINATION PAPERS

The examination papers of those members qualifying to enter promotional school may be made available for inspection by members who took the examination at the office of the Division of Training for a period of one (1) week after publication of the qualifying list. Any member who disputes the scoring of his examination and/or placement or non-placement on the qualifying list of members qualifying to enter the promotional school may present a grievance in accordance with the procedure as set forth in Article XV of this agreement.

ARTICLE V

Section 1 - DUTIES

The duties of the members of the Fire Department shall consist of prevention, control, extinguishing of fire, and emergency medical services, together with the necessary auxiliary administrative and service functions presently conducted by the Fire Department, and other governmental duties, such as filling municipal swimming pools, pumping of cellars and building inspection, as are or may be prescribed by

the Commissioner of Public Safety. Non-governmental duties shall be performed only with the consent of the Union President or Vice President. Daily station work of companies, such as cleaning of apparatus, equipment and company quarters, shall be carried out according to the past personnel practices. Beds will be made up daily by the individuals who last used them. Floor watch shall be eliminated effective May 1, 1988.

The shutting off of fire hydrants will not be required of firefighters except in cases of emergency.

Members of the Department shall comply with the Rules and Regulations issued by the Department as they are amended from time to time, and shall comply with General Orders and directives as they are issued, provided such General Orders and directives shall not violate or abridge any specific provision of this agreement, in which case the grievance and arbitration provisions of this agreement shall apply.

Section 2 -

All members of the bargaining unit appointed on or after July 1, 1989, shall as condition of continued employment, maintain certification as an emergency medical technician (EMTA). Any such member who applies for recertification and who makes a good faith effort to obtain recertification but fails the examination required for recertification shall be allowed a period of eighteen (18) months from the date of failure of said examination to achieve recertification. The City shall provide at its expense all reasonable training

expenses, supplies and equipment for any such member seeking recertification.

In addition, all members appointed prior to July 1, 1989 and currently certified as an EMTA until 1992 or 1993 will maintain that certification until the expiration of said certification.

Section 3 - DETAILS TO OTHER UNITS

Active members of the Providence Fire Department whose duties are as defined in Article V, Section 1, shall not be detailed to other City Departments. The detail from one unit to another within the Fire Department shall be the responsibility of the Chief Officers of the Department, subject to the approval of the Chief of the Department.

ARTICLE VI

Section 1 - HOURS

The regular work week for members of the Fire Fighting Force shall be an average of forty-two (42) hours. The regular work week of the other divisions shall not exceed an average of forty (40) hours except that for members on duty in the Department of Communications the regular work week shall not exceed thirty-six (36) hours. All fire inspectors shall be firefighters or graduates of the Providence Fire Department Training School while awaiting appointment.

Section 2 - SUBSTITUTIONS

A. Members of the Department shall be permitted to

substitute with members of equal rank within the Department, provided however, that within the same company officers shall be permitted to substitute with officers or acting officers. No substitutions shall be permitted when Departmental emergency conditions shall exist, unless the substituting member is on a ninety-six (96)-hour leave of absence. All requests for substitution shall be made on the proper forms and in accordance with the Department Rules and Regulations. Substitutions, other than Two-hour Relief Substitutions or Emergency Substitutions, must receive the permission of the appropriate Chief Officer twenty-four (24) or more hours in advance. Substitutions shall not be allowed for the purpose of engaging in outside employment. A member who substitutes for another member shall not be entitled to any additional pay for said hours worked in substitution over and above his own tour of duty.

B. Two-Hour Relief Substitutions

The right to substitute within the same company for two (2) hours or less shall be permitted and the right to substitute outside a company for the same period may be permitted, provided that all of the following conditions are met:

- (1) The substitute shall be qualified to perform all of the duties of the member for whom he is substituting.
- (2) The substitute must report to the officer in command in proper uniform before relieving the member for whom he is substituting.

(3) The member substituting shall enter the time, his name and the name of the member for whom he is substituting in the Company Journal.

(4) If any Departmental emergency exists, the Chief or Acting Chief of the Department may suspend this privilege.

(5) Substitutions may be made at any time provided the member shall notify the officer-in-charge within one hour after the 8:00 a.m. or 6:00 p.m. time signal which starts a tour.

C. Emergency Substitution

(1) Substitution requests titled "Emergency" shall be granted, with approval of the company officer, upon the filing of the proper forms with the member's respective company officer.

(2) In the absence of the member, the member's company officer is hereby authorized to print member's name on #7 of the proper substitution form and make note thereof.

Section 3 - OVERTIME

All hours worked in excess of ten (10) hours on any day tour, or fourteen (14) hours on any night tour, shall be compensated for at the overtime rate of pay hereinafter set forth; provided, however, that members of other divisions who normally work shorter tours shall be compensated for hours worked in excess of a normal tour at any overtime rate of pay as hereinafter set forth; provided, that members held overtime

for snow removal work or other emergency work (not including firefighting) shall be guaranteed a minimum of one (1) hour's pay, and all overtime worked in excess of one (1) hour shall be compensated for to the next one-half (1/2) hour, and provided further that overtime shall be paid when men are held over at a fire already in progress while waiting for relief, and the men are held more than one-half (1/2) hour.

Section 4 - CALL-BACK PAY

Employees called back for duty shall be compensated for a least four (4) hours, in the event the overtime actually worked is less than four (4) hours, at the overtime rate of pay hereinafter set forth.

Section 5 - OVERTIME RATE OF PAY

The hourly rate of overtime pay shall be equal to time and one-half of one-fortieth (1/40) of the employee's weekly salary. Overtime will be paid on the pay day of the second week following the calendar week in which the overtime is worked.

Section 6 - CALL-BACK

In the event it becomes necessary from time to time to call to duty an off-duty member to replace a member, such call-back shall be on an officer-for-officer and private-for-private basis.

Call-back duty in the fire force shall be controlled by the Deputy Assistant Chief who is on duty when call-back is anticipated.

As determined by the Deputy Assistant Chief that call-back personnel will be required to properly man the on-coming shift, the shift currently on duty will be utilized to perform the assigned call-back.

Members will be called for call-back duty according to seniority in the platoon to which they are assigned. They will be called by the Deputy Assistant Chief or his designee at the time the call-back is needed, and if the call-back duty is refused, he will not be called again for call-back duty until the rest of the members of his platoon have been called. Call-back duty shall be distributed as equally as possible among the firefighters in each platoon, for this purpose a firefighter who refuses a call-back shall be considered as having worked the same.

If it becomes apparent that injuries or sickness of long duration will cause a particular group to accumulate more call-backs than other groups, then call-backs will be spread among the other groups to equalize the numbers.

In the event, either by call-back, by seniority, or by detail, a special function, such as tillerman, EMTA or EMT cannot be manned by a qualified firefighter, the Deputy Assistant Chief may call the senior firefighter qualified to do the special function work, and this shall count as call-back for the firefighter awarded the work.

Members who wish call-back will sign Form #17 on a yearly basis indicating they desire call-back. A copy of the call-back sheet will be sent to the Union President weekly along with a list of refusals of call-back.

Every six (6) months the chart in the Deputy Assistant Chief's office will be matched with overtime sheets and refusal sheets. A list will be prepared by seniority of members who have less call-back. This list will be used to equalize call-back.

The bargaining unit shall have the opportunity to match their call-back information with the department's information to prepare equalization lists. All call-back over ten (10) hours will be considered a call-back. Members who desire a short call-back which is defined as less than ten (10) hours will sign a Form #17 requesting said short call-back. A master list will be kept by seniority. Once a man has worked a short call-back he will not be called until all others have had an opportunity to receive a short call-back.

Assignment of short call-back shall be from the short callback list at the discretion of the Deputy Assistant Chief on duty, the Administrative Assistant to the Department, or their designees from the short call-back list and equalized over a six-month period.

Thanksgiving, the night preceding, the day of, and the night of Christmas, and New Years, shall be days for which members of the bargaining unit may volunteer to work call-back/overtime and will not be charged for said call-back/overtime,

provided however, that whenever no member elects to work a call-back or overtime, then the junior member of the working platoon shall be ordered to work said call-back/overtime.

Firefighters shall leave with the Deputy Assignment Chief a telephone number where they may be reached for purposes of callback.

ARTICLE VII

Section 1 - VACATIONS

All employees shall be entitled to a vacation in the calendar year in accordance with the following schedule:

A. Upon completion of his training period and appointment as a permanent employee of the Fire Department, a member shall be entitled to eight (8) working days vacation during the calendar year in which he was appointed. For purposes of this article only, the appointment date for all employees sworn in on or after July 1, 1987 shall be the date that the member was actually sworn in as a permanent employee of the department, which date shall serve as their anniversary date for vacation purposes only.

B. During the calendar year and following the anniversary date in which they complete one (1) year of service, and in each calendar year thereafter, sixteen (16) working days' vacation.

C. During the calendar year and following the anniversary date in which they complete ten (10) years of continuous service and in each calendar year thereafter, twenty (20) working days' vacation.

D. During the calendar year and following the anniversary date in which they complete fifteen (15) years of continuous service, and in each calendar year thereafter, twenty-four (24) working days' vacation.

E. The provisions of this section shall be applicable commencing with calendar year 1988.

F. Each member of the bargaining unit shall relinquish one (1) week of vacation time (four (4) working days/forty-eight (48) working hours) for the calendar year 1992. The relinquishing of vacation as set forth above shall be only for the calendar year 1992.

G. Commencing on July 1, 1991 each firefighter shall be allowed to carry over vacation time earned after July 1, 1991 but not used in the calendar year in which it is scheduled to be taken to a maximum accumulation of six (6) weeks (twenty-four (24) working days).

Section 2 - VACATION PERIOD

The vacation period in any calendar year shall run from January 1 to December 31.

Section 3 - VACATION REQUESTS

All vacation requests shall be submitted to the Chief of Department no later than November 1 of the year previous to the vacation choice.

The completed vacation schedule shall be posted at least two (2) weeks before the start of the calendar year in which

the vacation is to be taken. A completed vacation list shall be posted prior to January 1 each year in all stations.

Section 4 - VACATION SCHEDULE FIREFIGHTING FORCE

A. A total of forty-four (44) firefighters, eleven (11) from each platoon shall be permitted to be on vacation in any vacation period. Vacations within each platoon shall be selected in the order of departmental seniority of firefighters within the platoon, provided, however, that officers in a platoon shall select their vacation before privates and according to departmental seniority in rank in the platoon; provided further, however, that one (1) rescue lieutenant from each platoon shall be permitted to be on vacation in addition to the forty-four (44) firefighters contained herein.

(1) Once a firefighter has selected a portion of his vacation, he shall not be eligible to select the balance of his vacation until all firefighters in the platoon have made their first selection.

(2) The vacation period of any firefighter in a platoon shall commence on the first working day or night in any calendar week that he is scheduled to work.

(3) Any firefighter on vacation for any day during a vacation period shall be counted as one of the firefighters on vacation for the entire period.

B. In the event that a firefighter was unable to take his vacation during the period in which he selected his vacation because he was on an "injured on duty" status, and he

was unable to take his vacation during the remainder of the calendar year, he will be permitted to accumulate his unused vacation in the next calendar year.

C. If, in the judgment of the Chief of the Department, the schedule reduces the manpower available below the level of safe operation, or in the event adequate personnel are not available, the Chief of the Department may vary either schedule accordingly.

Section 5 - VACATION SCHEDULES, SPECIAL SERVICES

Vacations for members of the special services division as defined in department regulations shall be chosen by rank on a seniority basis within each special service division. The number of men allowed on vacation at one time shall be subject to the operation requirements of the particular division in accordance with past practices.

Section 6 - SPECIAL VACATIONS

Special vacations approved by the Chief of the Department shall not reduce the number of regular vacations scheduled for the period in which the special vacation is taken. The special vacation shall be charged against the employee's vacation credits.

Section 7 - SPLIT VACATIONS

A. Any firefighter who is entitled to eight (8) days vacation shall have the option of splitting his vacation into two (2) four (4) day vacations.

B. Any firefighter who picks out a vacation between June 1 and September 30 may only take eight (8) consecutive working days vacation in that period.

C. Any firefighter entitled to more than eight (8) days vacation shall have the option of splitting his vacation.

D. The Chief of the Department shall have the right to vary the schedule of any vacations under this section in case of emergency.

Section 8 - PAID HOLIDAYS

The following holidays shall be paid holidays for all members of the Department:

New Year's Day	Easter Sunday
Martin Luther King's Birthday	Independence Day
Washington's Birthday	Labor Day
Memorial Day	Columbus Day
Rhode Island Independence Day	Armistice Day
V-J Day	Thanksgiving Day
	Christmas Day

Holiday pay shall be one-fifth (1/5) the employee's weekly salary, whether he works the holiday or not.

ARTICLE VIII

CLOTHING PROVISION

A. The clothing maintenance allowance will be payable as of January 1st and will be paid to firefighters on or before March 31st of each year. The clothing maintenance allowance for members of the firefighting force shall be Five Hundred Ninety Dollars (\$590.00). The clothing maintenance allowance for all other members of the Department who normally

wear dress uniforms including chiefs' aides, shall be Six Hundred Twenty Dollars (\$620.00).

B. The City agrees to replace damaged, lost or stolen station uniforms and replace all firefighting protective equipment as needed, whether destroyed, damaged, lost, stolen or worn in the line of duty. Protective equipment shall be considered to be boots, helmets, gloves, night hitches and firecoats. The City shall endeavor to furnish firefighters uniforms and protective equipment within forty-five (45) days of said written request and if unable to do so will furnish said applicant with a reasonable explanation as to the cause of any delay.

C. The City agrees to issue one station uniform, except shoes, yearly to all members. A complete station uniform will consist of a shirt, pants and shoes. Members whose station uniform consists of black pants, white shirt and black tie shall be issued the required clothing. Said uniforms are to be issued on July 1st.

D. The clothing maintenance allowance above set forth shall be for the maintenance and upkeep of said uniform and work attire only. Any new issue or item of clothing or equipment prescribed by the Department shall be furnished to members of the Department at the city's expense, including uniforms required because of promotion.

E. The City shall furnish members of the Rescue Squad with winter jackets and shall furnish members of the Division of Training with foul weather gear.

F. The first clothing maintenance allowance of a newly appointed firefighter shall be payable as of January 1st following the first anniversary date of his appointment.

ARTICLE IX

Section 1 - LEAVE OF ABSENCE

A. Leave of absence shall accrue at the rate of 1 1/4 days per month accumulative to fifteen (15) days per year. Commencing after July 1, 1992, two (2) days per year of the accumulated fifteen (15) leave of absence days shall be considered personal days pursuant to Subparagraph H of Article IX, Section 2. The maximum number of leave of absence days which may be accumulated shall not exceed 140 working days; provided, however, that only one hundred twenty (120) working days will be applied to Section 3 of this Article entitled SEVERANCE PAY. In no way shall the accumulation of leave of absence time pursuant to this section impact upon any other accumulation of time mentioned elsewhere in this agreement nor shall any current member of the bargaining unit suffer any loss of previous leave of absence time accrued. In addition, commencing after July 1, 1992, but retroactive to July 1, 1991, leave of absence days shall be accrued as follows:

1 through 140 days: full pay (100%)

Day 141 and beyond: half pay (50%)

and such formula shall be applied to Section 3 of this Article entitled, SEVERANCE PAY; provided, however, that the Commissioner of Public Safety may grant an additional ninety

(90) working days leave to members with five (5) years service or more within the Department. At the completion of the training period and after appointment to the Fire Department for a period of six (6) months, a firefighter shall be credited with fifteen (15) working days' leave of absence. An employee may borrow up to fifteen (15) days of sick leave which must be repaid from future monthly sick leave credits or from future compensation.

B. A member of the bargaining unit will have deducted from his accumulated leave of absence only those days he was scheduled to work which were not worked because of leave under this Article.

Section 2 - REASONS FOR LEAVE OF ABSENCE

Leave of absence for members of the Fire Department shall be granted for the following defined reasons:

A. Personal illness or physical incapacity to such an extent as to be rendered thereby unable to perform the duties of his present position.

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

C. Death of a mother, father, wife, child, brother, sister, mother-in-law, father-in-law, grandparent, step-parent, or other members of the immediate household, provided that in such cases the leave shall not extend more than one day beyond the date of burial of said deceased person and provided further

that in the cases 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; provided further, however, said leave of absence shall not be chargeable to sick leave. A death certificate or affidavit may be required.

D. Death of other relatives provided that in such cases the leave with pay shall be for not more than one (1) day to permit attendance at the funeral of said person. A death certificate and affidavit may be required.

E. 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 the employee for this purpose in any quarter, nor for more than fifteen (15) working days in any one calendar year. In case of emergency, the leave may be extended. (Employees can be required to sign an affidavit stating that there is no possible way to make other arrangements.)

F. Sick leave may be taken without a doctor's certificate for two (2) days, but an employee on sick leave may be examined at any time by a doctor selected by the Chief or Acting Chief of the Department, at the expense of the Department.

G. The Chief of the Department 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 future sick leave request. However, such evidence shall be required for each sick leave with pay covering an absence of more than two (2) consecutive working days.

H. Commencing July 1, 1992 there shall be two (2) personal days per year in which no specific reasoning for a request of absence shall be deemed necessary.

Section 3 - SEVERANCE PAY

A. Severance pay will be paid to a firefighter upon retirement or upon the death of a firefighter prior to retirement as follows:

For severance pay purposes he will be credited with one-half (1/2) of his accumulated and unused days of leave of absence earned on and after October 1, 1969, and for each day of such credited time he shall receive one (1) day's pay (one-fifth (1/5) of his weekly salary) at the time of retirement or death.

B. Commencing July 1, 1976, each member of the bargaining unit shall be entitled to be credited with severance pay upon retirement or upon death of the member prior to retirement as follows:

For severance pay purposes he will be credited with all his accumulated and unused days of leave of absence earned on and after July 1, 1976, and for each day of such credited time he shall receive one (1) day's pay (one-fifth (1/5) of his weekly salary) at the time of his retirement or death.

C. Commencing on July 1, 1990, each member of the bargaining unit shall be entitled to be credited with severance pay upon retirement or upon death of the member prior to retirement as follows:

For severance pay purposes he will be credited with all his accumulated and unused days of leave of absence up to one hundred twenty (120) days, and for each day of credited time, he shall receive one (1) day's pay (one fifth (1/5) of his weekly salary) at the time of his retirement or death; and in addition, for each accumulated and unused day of leave of absence in excess of one hundred twenty (120) days earned on or after July 1, 1990, he shall receive one-quarter (1/4) of one (1) day's pay as defined above. Accumulation of unused days of leave of absence shall be unlimited only for the purpose of computing severance pay.

ARTICLE X

Section 1 - INJURIES

A. Members of the bargaining unit who are injured in the line of duty shall receive full salary while their incapacity exists or until they are placed on disability retirement. Whenever a member of the bargaining unit who is temporarily serving in a higher rank is injured in the line of duty, he shall be compensated at his higher rank so long as the incapacity exists. All injuries and recurrences of injuries shall be reported as required by department regulations

B. In the event that a member of the Fire Department who is injured in the line of duty is assigned to special duty

on the ground that he cannot perform the duties of his permanent assignment (1) objects to an assignment to special duty because of his ability to perform the duties of his permanent assignment or (2) after working on the special assignment without objection, is not returned to his permanent assignment upon his request, he may submit either issue to the grievance procedure provided herein.

Section 2 - HYPERTENSION-HEART ATTACK-CANCER

Whenever a member of the bargaining unit suffers a heart attack, is suffering from hypertension, or is suffering from cancer, it shall be presumed that any of said conditions were caused as a result of the member's duties as a firefighter and he shall be entitled to all of the foregoing benefits set forth in this Article.

This section shall apply to any member of the bargaining unit who suffers a heart attack, is suffering from hypertension, or is suffering from cancer whether or not said condition occurred while the member was actually on a tour of duty.

Section 3 - MEDICAL CARE FOR INJURIES

Medical care for those injured in the line of duty shall be as follows:

A. Those members injured in the line of duty whose condition requires hospitalization shall be sent to a hospital and shall have the right to select a physician from the staff of that hospital. The choice shall be made by the injured

person, or, if his condition prevents him from making his choice, by a resident physician at the hospital. The physician so selected shall be the injured member's private physician.

B. In other cases involving injuries in the line of duty which do not require hospitalization, the injured individual shall have the right to be treated by a physician of his own choice.

C. When a member has suffered a minor injury in the line of duty which does not require the care of a physician, a report on the injury and treatment shall be made to the Chief of the Department in accordance with regulations.

D. When a member has suffered an injury in the line of duty and subsequently claims a recurrence of that injury, he shall then be examined by the Department physician. If the Department physician finds that the present condition is not related to the previous injury, the member then shall be entitled to be examined by a physician who attended him for the original injury. If the opinion of the member's physician is in conflict with that of the Department physician as to whether or not the member's condition is a recurrence of a previous injury in the line of duty, then a third physician mutually agreeable to the Department physician and to the member's physician, shall examine said member, and the opinion of the physician so selected shall be conclusive on the parties. If it is finally determined that said injury is a recurrence of the previous injury in the line of duty, the Department shall be responsible for payment of the member's medical expenses.

E. The City agrees to pay all expenses for inoculation or immunization shots for members of an employee's family when such become necessary as a result of said employee's exposure to contagious diseases where said employee has been exposed to said disease in the line of duty.

F. A member shall have a respiratory examination every two (2) years on his individual request. The examination shall be arranged by the City and shall be at the City's expense. In the event another examination is required by the City of Providence, the cost of said re-examination shall be borne by the City.

G. Whenever an injury or sickness for which benefits are paid either under the provisions of Article IX or this Article of the Collective Bargaining Agreement, or under the provisions of 45-19-1 are caused under circumstances creating a legal liability in some other person or entity other than the City of Providence to pay damages in respect thereof, the City shall be subrogated to the rights of the member of the bargaining unit to recover damages from said third party to the extent of its payments made hereunder subject to the concept of comparative negligence.

The City agrees to defray all funeral and burial expenses of any member killed in the line of duty up to a maximum of Three Thousand Dollars (\$3,000.00).

H. The City agrees to pay all medical bills within ninety (90) days of the date of submission.

ARTICLE XI

RULES

A verbal order of departmental or district application intended to remain in force for more than eight (8) days shall be confirmed by a written order from the Chief of the Department.

ARTICLE XII

Section 1 - SALARY FOR THE FIREFIGHTERS

Salaries for the firefighters of the City of Providence shall be as follows:

	<u>7/1/90</u>	<u>6/30/91</u>	<u>7/1/91</u>
Fire Captain	\$700.62	\$714.63	\$743.22
Fire Prevention Captain	700.62	714.63	743.22
Fire Rescue Captain	700.62	714.63	743.22
Captain Dispatcher Man in Charge	700.62	714.63	743.22
Carpenter Shop	700.62	714.63	743.22
Fire Lieutenant	652.24	655.08	681.28
Fire Prevention Lieutenant	652.24	655.08	681.28
Fire Rescue Lieutenant	652.24	655.08	681.28
Lieutenant-Dispatcher	652.24	655.08	681.28
	<u>7/1/90</u>	<u>6/30/91</u>	<u>7/1/91</u>
Chauffeur or Rescue	612.42	624.67	649.66
Fire Medic (EMT-C as long as certified)	612.42	624.67	649.66
Grade 1 Firefighter 1st year after appointment	583.14	594.80	618.59
Firefighter Grade 2 (appointed on or after 7/1/90)	565.61		521.86
	501.79	(6/30/92	599.99)
Firefighter Grade 3 (appointed on or after 7/1/90)	522.05		521.86
	501.79	(6/30/92	553.80)

All firefighters possessing an EMT-C certification, as long as said firefighter retains his certification, will be given an additional \$50.00 per week, and the same is to be added to the pay grade of said firefighter or fire officer/rescue officer and is to be included in his base pay for pension purposes.

All firefighters appointed on or after July 1, 1990 shall serve as a Firefighter Grade 3 for a period of six (6) months from the date of appointment, and subsequently shall serve as a Firefighter Grade 2 through June 30, 1992 and shall receive the salary as set forth above, provided that thereafter any Firefighter Grade 2 must have completed six (6) months of service in that rank to be elevated to Grade 1 Firefighter.

Section 2 - BI-WEEKLY PAYROLL

The City shall have the option of instituting a bi-weekly payroll period, and shall arrange to have a weekly salary available to any firefighter who once requests it. If a bi-weekly payroll period is instituted, all adjustments to salaries may be made bi-weekly.

Section 3 - LONGEVITY SUPPLEMENT

In addition to the above salaries, there shall be paid a longevity supplement which shall not be considered part of the employee's salary for other purposes in this agreement, except pension purposes. This supplement shall be computed on the basis of the employee's salary for the current contract year and be paid in one lump sum to said employees at the end of the fiscal year.

The payment shall be made as follows:

<u>Percentage of Annual Salary 6/30/90</u>	<u>Service as of June 30, 1990</u>
8%	5 to less than 10 years
9%	10 to less than 15 years
10%	15 to less than 20 years
11%	20 years and over

Commencing with the June 30, 1988 payment, payment of longevity will be in accordance with the above schedule and will be added to the employee's annual base salary so as to be included in his annual salary for retirement pension purposes only. The foregoing shall also apply to those employees retiring on or after July 1, 1988.

ARTICLE XIII

Section 1 - BLUE CROSS, PHYSICIANS SERVICE

A. The City agrees to assume the cost of family coverage under the Rhode Island Hospital Service Corporation (Blue Cross) in the present Semi-Private Plan and Family Coverage under the Rhode Island Medical Society Physician's Service, Plan B and Blue Shield Plan 100 or the Rhode Island Group Health Association Plan, including but not limited to Chiropractic Rider, Prescription Drug Program, Vision Care Program, Major Medical - Lifetime, maximum of One Million Dollars, Students to 23, Medical Emergency Rider, Mental Health Rider, for all employees covered by this Agreement, subject to the rules and regulations of those corporations. In the case of an unmarried member, individual coverage is to be furnished.

B. The City agrees to assume the cost of family coverage under the Rhode Island Hospital Service Corporation (Blue Cross) in the present Semi-Private Plan and Family Coverage under the Rhode Island Medical Society Physician's Service Plan B and Blue Shield Plan 100 or the Rhode Island Group Health Association Plan and paid prescriptions for all members retiring on or after July 1, 1982.

Should said member or any member of his family be eligible for medical insurance under Blue Cross or any other plan, then the City will be obligated to furnish only excess coverage so that said member will have equivalent coverage as that offered by the City. Should a retired member subsequent to retirement lose said alternate coverage, then the City will pick up full coverage under this section.

Section 2 - LIFE INSURANCE

The City shall pay for life insurance of Fifty Thousand Dollars (\$50,000.00) on the life of each member of the Bargaining Unit. The City shall pay for life insurance in the maximum amount of One Hundred Thousand Dollars (\$100,000.00) for each member of the Bargaining Unit who dies from injuries sustained while in the line of duty.

Section 3 - DELTA DENTAL

The City shall furnish Delta Dental Family Plan Benefits Level IV annual coverage for all members of the bargaining unit.

Subject to the rules and regulations of Blue Cross, the City will permit members of the unit to obtain additional level coverage on either individual or family plans, said member to pay the additional premiums himself.

Section 4 - MEMBER KILLED IN THE LINE OF DUTY

The City agrees to give the family of a member killed in the line of duty the same medical and dental coverage as an active member of the Providence Fire Department receives.

ARTICLE XIV

PROTECTION OF FIREFIGHTERS

It shall be the duty of the Fire Department to provide a safe and sheltered place for every firefighter to ride while responding to fires and other emergencies. Present apparatus shall be equipped with enclosures during the term of this Agreement. All new firefighting apparatus accepted by the Department after October 1, 1969 shall be equipped with bullet-proof lexan windows and enclosures.

A. Operating procedures during a civil disturbance shall be in accordance with the emergency operating procedures, Civil Disturbances of the Fire Department, Series 1969, General Order dated July 31, 1969.

B. During the term of this Agreement the City agrees to install exhaust fans or other adequate ventilation equipment in those firehouses where diesel exhaust is a problem. In addition, the City shall, no later than September 1, 1990, implement a program to address the acquisition of diesel emission control devices to augment fans presently in use, for the entire Department.

C. The City shall, within one hundred-twenty (120) days of the effective date of the parties' collective

bargaining agreement, conduct an annual program to test all Department ladders in order to determine that said ladders are safe for use by members of the Department. The performance of the ladder testing shall be in accordance with the standard as set forth in the bid specification for ladder testing dated February 21, 1990 and attached hereto as Exhibit B.

D. The City shall provide bullet proof vests for each rescue vehicle and develop a policy in the discretion of the Commissioner of Public Safety for providing police backup as needed to rescue vehicles responding to rescue alarms.

E. The City shall, no later than September 1, 1990, begin the implementation of a three (3) to five (5) year apparatus acquisition program as shall be determined by the City.

F. The City shall, within one hundred and eighty (180) days of the effective date of this agreement, adopt the National Fire Protection Association's standard for hearing protection as it exists as of July 1, 1990 and shall acquire the necessary equipment therefore.

G. The City shall, within one hundred and eighty (180) days of the effective date of this agreement, adopt a hazard training program as required by Title III of the Super Fund Amendments and Reauthorization Act (SARA), as that requirement exists as of July 1, 1990.

ARTICLE XV

GRIEVANCE PROCEDURE

Alleged grievances of the members of the bargaining unit in

respect to wages, rates of pay or other terms and conditions of employment arising under this contract or in connection with the interpretation thereof shall be handled in accordance with the following grievance procedures:

A. A member having a grievance shall present his grievance to his immediate superior, either personally or through his Union Steward. Every effort shall be made to resolve grievances on this level before resorting to formal procedures. A grievance remaining unresolved after the foregoing procedure shall be referred to the appropriate Chief Officer who shall make a serious and sincere attempt to settle the complaint. Local 799 shall have the right to initiate a grievance concerning matters of general application for all members of the bargaining unit.

B. If the procedures laid down heretofore fail to resolve the grievance, the individual shall, in writing, bring it to the attention of his district representative on the Executive Board of Local 799. Said Executive Board member shall, within five (5) days of the receipt of said grievance, arrange for the individual to present his alleged grievance at a meeting of the majority of the Executive Board to determine the justification of the complaint. If, in the judgment of the Executive Board, the nature of the grievance justifies further action, it shall, through the President or Vice President, or the President's appointee of Local 799, carry the grievance to the Chief of the Fire Department.

C. The Chief of the Fire Department shall meet with the President or Vice President of Local 799 or the President's appointee within five (5) days of the receipt of request from said officer of Local 799. If either party feels it is necessary the individuals involved in the grievance shall be ordered to appear before the Chief of the Fire Department and the President or Vice President of Local 799 or the President's appointee for the purpose of testifying on the grievance within ten (10) days (unless otherwise agreed upon) of the first meeting between the Chief of the Fire Department and the President or Vice President of Local 799, the Chief shall render his decision in writing, a copy of the same to be delivered to the President of Local 799.

D. If the decision of Chief of the Fire Department is not acceptable to Local 799, the Union may request that the matter be referred to arbitration. The arbitration shall be initiated by Local 799 filing with the American Arbitration Association a notice of arbitration. The notice of arbitration shall be filed within ten (10) days of the receipt of the decision of the Chief above.

The parties will be bound by the voluntary labor arbitration rules of the American Arbitration Association. The decision of the arbitrator upon issues submitted to arbitration shall be final and binding on the City and the Union. The fees and necessary expenses of the arbitration proceeding incurred by the Arbitrator shall be borne by the non prevailing party, unless otherwise mutually agreed in writing.

Each grievance will have to be initiated within ten (10) working days of the occurrence of the grievance, or, if neither the grievant nor the Union had knowledge of the occurrence at the time of its happening then within ten (10) days of the first such knowledge by either the grievant or the Union.

Cognizant of the statutory strike prohibition, the Association additionally agrees that neither it nor its members will engage in any strike, slowdown or concerted refusal to perform duties during the term of this Agreement, over any matter which is subject to final and binding arbitration under this article.

ARTICLE XVI

DETAIL PAY

A. All members of the bargaining unit who were required to report a private detail shall be guaranteed at least a minimum of four (4) hours pay at the rate of time and one-half.

B. Private details on Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, and Easter Sunday, shall be compensated for at double the regular rate for detail pay. In determining whether the detail is worked on a particular day or not, the day will be considered to commence at 8:00 a.m. on the day of the holiday up to 8:00 a.m. on the day following the holiday.

C. As illustrative of the foregoing, Christmas Eve will be considered as beginning at 8:00 a.m. on December 24th and ending December 25th at 8:00 a.m.

D. (1) All private detail assignments will be given out by the Fire Prevention Bureau. They will be projected in advance as far as possible. A detail list will be prepared in July of each year by seniority in each rank of the members who desire private details.

(2) Whenever a private detail is given or refused, a copy will be sent to the President of the Union. The detail list will be posted in headquarters showing the disposition of all private details and will be open for inspection to any member of the department.

(3) Details will be assigned in accordance with seniority within the rank.

(4) Once a member has served a detail or has refused to serve a detail he shall not be assigned another one until all members have served a detail.

E. Any employee shall have the right to withdraw his name from the detail list at any time, but no employee's name shall be deleted from the detail list without his consent; however, the paid detail member may be removed from the paid detail list for the following reasons:

(1) when an assigned paid detail member fails to appear at members assigned paid detail;

(2) whenever a member is late for member's assigned paid detail;

(3) whenever the paid detail member leaves the paid detail without obtaining permission from the respective chief officer;

(4) whenever the paid detail member relinquishes the assigned paid detail to another member without permission of member's respective chief officer; or

(5) whenever the paid detail member violates any departmental rule or regulation while on the assigned paid detail.

F. Any employee who may be injured while on a private detail shall be entitled to the same rights, privileges and benefits as if he were injured while performing his duties for the City of Providence and shall be subject to all rules and regulations of the Providence Fire Department.

G. For every three (3) firefighters on detail there shall be a lieutenant; for each five (5) men on a detail there shall be a lieutenant and a captain.

H. The Union shall have at any time after six (6) months from the date of this Agreement to reopen the matter of the pay for detail pay as provided in Paragraph (1) hereof, also the details on which double pay is paid for details under Paragraph (2) hereof.

ARTICLE XVII

Section 1 - BUREAU OF OPERATIONAL CONTROL

The Bureau of Operational Control shall consist of five (5) groups, with three (3) men permanently assigned to each group.

The Bureau of Operational Control shall be headed by a Captain Dispatcher. Each group shall be headed by a Man in Charge. There shall be a total of five (5) dispatch lieutenants who shall be uniformed members of the unit.

Section 2 - FIRE PREVENTION BUREAU

The Fire Prevention Bureau shall consist of at least one (1) Fire Prevention Lieutenant and one (1) Fire Prevention Captain and as many fire prevention inspector/investigators as deemed necessary by the Chief of the Department. Graduates of the Firefighters' School may, prior to their appointment as firefighters, be utilized on a temporary basis (one-hundred twenty (120) days or less) or part-time basis (less than twenty (20) hours per week), as fire prevention inspectors/investigators notwithstanding that they are not members of the bargaining unit or covered by this agreement.

Section 3 - FIRE RESCUE CAPTAINS

There shall be at least five (5) Fire Rescue Captains.

ARTICLE XVIII

MINIMUM MANNING

The City agrees to the following minimum manning standards: Each of the fifteen (15) engine and eight (8) ladder companies shall be manned by three (3) men, and each of the five (5) rescue vehicles shall be manned by two (2) men.

Special hazards shall run with one man in addition to the three (3) men on the engine company. The City agrees that it will call back men whenever it is necessary to maintain this level of eighty-three (83) men, including three chiefs, and that the City shall make available Two Hundred Thousand Dollars (\$200,000.00) to be used by the City to help defray the costs, if any, of maintaining a minimum manning level of eighty-three (83) men, including three chiefs, on an annual basis.

The City agrees to expend the sum of one hundred thousand (\$100,000.00) dollars each year during the period from October 31 through June 30 to achieve increased manning on engine and ladder companies by adding a fourth (4th) man to either engine or ladder companies, and the call-back, if any, for such additional manpower shall be charged to a separate call-back account. No charge shall be made to this account for all call-backs occasioned by multiple alarm fires or call-backs necessitated for reasons for other than minimum manning; for example, pumping cellars, snow removal, etc.

In order to assist the City in providing funding for this new winter minimum manning allocation, the Union agrees to reduce the salary for Firefighter Grade 3 and Firefighter Grade 2 as set forth in Article XII, Section 1 for the period from July 1, 1990 to June 30, 1992 and to forego the July 1, 1990 clothing issue as provided in Article VIII of this Agreement.

ARTICLE XIX

SUSPENSION

The City agrees that any member suspended for a violation of a departmental regulation shall be suspended with pay and shall be furnished a statement of charges within seven (7) days of said suspension. In addition, a department trial shall commence within twenty-one (21) days of the furnishing of said charges. Any member indicted by the grand jury for the commission of a felony shall be dealt with according to department rules and regulations.

ARTICLE XX

DISABILITY PENSION - MEDICAL SERVICES

The City agrees that it will pay any and all medical expenses incurred by any retired firefighter who has been placed on disability pension for medical services related to the injury or any recurrence of the injury which caused his disability and that it will reimburse such firefighter for the above expenses incurred, except that any amounts paid for medical expenses by any medical insurer will be subtracted from the amount which the City will pay.

ARTICLE XXI

DIVE RESCUE TEAM

Any member of the Department Dive Rescue Team who is incapacitated by reason of an injury received or sickness contracted as a result of engaging in any department directed

Dive Team operation, training drills or other activity, shall be entitled to all of the benefits as set forth in Article X of this agreement. The City shall replace any dive equipment owned by a Dive Team member which is damaged during a department directed Dive Team activity.

ARTICLE XXII

MUTUAL AID

Whenever fire apparatus, excluding rescue apparatus, from another community is sent to the City for Mutual Aid and remains for one (1) hour, the Providence Fire Department shall call back three (3) off duty members to man such vehicles. Whenever fire apparatus, excluding rescue apparatus, leaves the City of Providence on Mutual Aid and remains out of the City for three (3) hours, three (3) members from the off duty platoon will be called back for each piece of equipment that leaves the City. These men will man reserve equipment in the stations. In the event that no reserve is available, the men will be used to bring manpower back to original status. This policy shall not be in effect during the July 4th week.

A copy of the Mutual Aid Agreement will be provided to the Union. Only paid, full time permanent Departments shall be utilized for Mutual Aid, unless all off duty firefighters are called back and more manpower is required.

ARTICLE XXIII

CHILD OF FIREFIGHTER KILLED IN THE LINE OF DUTY

The Department will give preference for appointment to the Fire Department to the child of any firefighter who is killed, permanently disabled due to an injury in the line of duty or placed on accidental disability pension; provided said child meets all physical and mental qualifications for appointment and passes any examinations required of applicants.

ARTICLE XXIV

PENSION ESCALATION

The City agrees to provide the following increased cost-of-living adjustment and the Union agrees to the following increased pension contribution subject to the parties successfully seeking proper legislative approval of the necessary modifications to the provisions of the City of Providence Retirement Act, (PL 1923, Chapter 489, as amended) as set forth in a Memorandum of Agreement between the Union and the City dated _____:

In lieu of the current three percent (3%) non-compounded cost-of-living adjustment, a four percent (4%) compounded cost-of-living adjustment for members of the Fire Department of the City who retire on or after July 1, 1990; and a five percent (5%) compounded cost-of-living adjustment for members of the Fire Department of the City who retire on or after July 1, 1991; and

Effective July 1, 1990 the percentage contribution required of members of the Fire Department of the City shall be increased by three-quarters of one percent (3/4%); and effective July 1, 1991 an additional three-quarters of one percent (3/4%).

The Union agrees that the increased pension contribution as set forth above shall also apply to the June 30, 1990, longevity supplement provided in Article XII, Section 3 of this agreement.

The City agrees that any member who retires on or after May 15, 1990 shall receive these benefits as if they had retired on July 1, 1990.

The City agrees that should the annual cost estimate for the above Pension Act modifications is less than the cost as determined by the Pension System Actuary on an annual basis (\$535,000.00), the City shall allocate the difference to the winter minimum manning allocation as set forth in Article XVIII of this Agreement.

The City agrees to request a revised estimate of the cost of this escalation from the Pension System Actuary each January, said estimate to be provided to Local 799 upon receipt. The Union shall have the right to seek independent verification of the Actuary's estimates and final annual cost breakdown.

ARTICLE XXV

CO-OPERATION

The Union agrees that it will cooperate with the City in order to achieve maximum utilization of the members of the bargaining unit. To this end, the Union agrees that it will take all appropriate steps to discourage the abuse of sick leave or leave for injury on duty or other leaves under this Collective Bargaining Agreement and agrees that it will take affirmative steps to inform its membership of the impropriety of such abuse and possible disciplinary action taken against members of the Bargaining Unit who may be found guilty of such abuses.

ARTICLE XXVI

PRE-PAID LEGAL SERVICES

The City agrees to assume the full cost for coverage on a Pre-paid Legal Services Corporation of Rhode Island underwritten by Midwest Mutual Insurance Company which is supported by the Rhode Island Bar Association. The City shall assume the cost of the premium for coverage under the Basic Midwest Policy for single members and the cost of the Family Plan Coverage for married members.

The City shall also contribute to a supplemental legal services fund established by the Union to augment the above referenced legal coverage at a cost of Twenty Thousand (\$20,000.00) Dollars for the 1991 fiscal year and Seventy Five Thousand (\$75,000.00) Dollars for the 1992 fiscal year. Said

funds shall be payable within twenty (20) days of the signing of this Agreement. The Union agrees that the above referenced legal service coverage shall not be used by a member who may become involved in a legal dispute with the City. In order to provide the funds to pay for this benefit, the Union agrees to permanently forego the July 1 issuance of shoes to each member of the Department as previously provided in Article VIII of this agreement.

ARTICLE XXVII

COMPLETE UNDERSTANDING

This Agreement constitutes the entire agreement and complete understanding between the City and the Union arrived at as the result of collective bargaining, except such amendments hereto or modifications hereof as shall be reduced to writing and executed by the parties following the execution of this agreement.

ARTICLE XXVIII

DURATION

This Agreement shall be for the term beginning July 1, 1990 and ending June 30, 1992.

IN WITNESS WHEREOF, the said City of Providence has caused this instrument to be executed and its corporate seal to be affixed thereto by Vincent A. Cianci, Jr., its Mayor, hereunto duly authorized, and said Local 799, International Association

of Firefighters, AFL-CIO, has caused this instrument to be signed by Stephen T. Day, its President, thereunto duly authorized on the day or date first above written.

CITY OF PROVIDENCE

By: James A. Crang
MAYOR

LOCAL 799, INTERNATIONAL
ASSOCIATION
OF FIREFIGHTERS, AFL-CIO

By: Stephen T. Day
PRESIDENT

EXHIBIT A
SOURCE MATERIAL LIST FOR PROMOTIONAL EXAMINATIONS

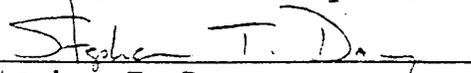
The following sources of information will be used as reference material for study within the Providence Fire Department. These reference sources are also used in promotional examinations specifically for fire officer ranks:

1. Fire Service Hydraulics (For Lieutenants exams, formulas and Quick-Cal, for Captain exams, Quick-Cal only) as taught in the Division of Training.
2. A Pocket Guide to Arson Investigation (Factory Mutual System Publication).
3. IFSTA Manuals as Follows:
 - a. Essentials of Firefighting (second edition)
 - b. Fire Department Company Officer (first edition)
 - c. Water Supplies for Fire Department (Providence Version, not IFSTA)
 - d. Fire Service Ground Ladder Practices (eighth edition)
 - e. Salvage and Overhaul (seventh edition)
 - f. Hose Practices (seventh edition)
 - g. Fire Stream Practices (sixth edition)
 - h. Forcible Entry (seventh edition)
 - i. Fire Ventilation Practices (sixth edition)
 - j. Fire Service Rescue Practices (fifth edition)
 - k. Fire Service First Responder (first edition)
 - l. Self-Contained Breathing Apparatus (Providence SCBA Revised, not IFSTA)
 - m. Fire Cause Determination (first edition)
 - n. Pumping Apparatus
4. Hazardous Materials - Emergency Response Guidebook 1987. (I.A.F.F. Student Text)
5. Providence Fire Department Training Bulletins.
6. Book of Rules and Regulations governing the Fire Department and general orders and amendments thereto.
7. General Orders, Memos and Announcements - Prov. Fire Dept.
8. All approved policy, procedures and information used within the Providence Fire Department.

In addition to the above material, the following shall also be used as reference material:

1. State Fire Safety Code 1976 as amended [Fire Prevention ranks only].
2. Fire Inspection and Code Enforcement (5th Ed. [Fire Prevention ranks only].

Any future additions, deletions or other modification of these sources are subject to the written agreement of the parties, and will be announced by the Division of Training.



Stephen T. Day
President
Local 799, I.A.F.F.



For the
CITY OF PROVIDENCE

DECEMBER 12 1991

Date
2522L

Date

- d. the minimum complement of personnel to be on duty at all times commencing July 1, 1991, pursuant to the foregoing and Article XVIII of the collective bargaining agreement, as is hereby amended, shall be ninety-two (92);
 - e. four more personnel, in addition to the foregoing, shall be added to the minimum complement, at such stations and companies as the parties shall agree to, immediately upon the completion of the Forty-Second (42nd) Division of Training School currently being established; the minimum complement of personnel to be on duty at all times thereafter, in accordance with the foregoing and Article XVIII of the collective bargaining agreement, as is hereby amended, shall be ninety-eight (98);
2. To the extent that the final report of the Auditor calls for additional manning beyond the aforementioned levels, the parties shall implement such staffing as soon as is practical thereafter;
 3. The staffing changes implemented hereunder shall be continued in full force and effect throughout the remainder of the term of the collective bargaining agreement and in accordance with Chapter 28-0.1 of the Rhode Island General Laws.

In WITNESS WHEREOF, the said City of Providence and Local 799, International Association of Firefighters, by their duly authorized representatives, have hereunto set their hands and seals this 18th day of April, 1991.

CITY OF PROVIDENCE:

BY: Vincent A. Cianci, Jr.
 Vincent A. Cianci, Jr.
 Mayor

LOCAL 799, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

BY: Stephen T. Day
 Stephen T. Day
 President

OR OTHER DULY AUTHORIZED AGENT:

.....

INTERIM MEMORANDUM OF AGREEMENT ON STAFFING CHANGES

Entered into in accordance with and in amendment of that collective bargaining agreement between the parties dated May 15, 1990, and effective July 1, 1990 through June 30, 1992, executed this 18TH day of April, 1991.

WHEREAS, Pursuant to the collective bargaining agreement, the Realignment of Personnel Safety Study was conducted from September 1, 1990 through and including February 28, 1991; and

WHEREAS, The Auditor as of this date has produced a preliminary report indicating substantial savings achieved as a result of the realignment undertaken; and

WHEREAS, The agreement between the parties now calls for implementation of staffing of nine (9) more fire service positions (in addition to those positions added as part of the Study), according to the savings reported by the Auditor, effective March 1, 1991;

NOW THEREFORE, the parties by their duly authorized representatives, hereby agree as follows:

1. Article XVIII of the collective bargaining agreement is hereby amended, such that the minimum complement of personnel to be on duty at all times shall be:
 - a. from the effective date of this agreement through June 30, 1991, eighty-nine (89), at the stations indicated in Exhibit A to the Staffing Memorandum of Agreement incorporated into the collective bargaining agreement.
 - b. commencing on July 1, 1991, in addition to the foregoing, two (2) additional personnel shall be added at the companies located in the Atwells Avenue station, as indicated in Exhibit A to the Staffing Memorandum of Agreement incorporated in to the collective bargaining agreement;
 - c. Chief Aides assigned to each Chief to be counted for Minimum Manning. As of July 1, 1991, Car 21 will have an Aide. At the completion of the Training School, Cars 22 and 23 will each have an Aide.

MEMORANDUM OF UNDERSTANDING REGARDING
CHANGES IN COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF PROVIDENCE AND LOCAL 799,
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
1990-1992

This Memorandum of Understanding between the City of Providence and Local 799, International Association of Firefighters, dated this 12TH day of DECEMBER, 1991, is set forth as part of the changes incorporated in the current Collective Bargaining Agreement, expiring June 30, 1992, and are the result of a mutual agreement between the parties.

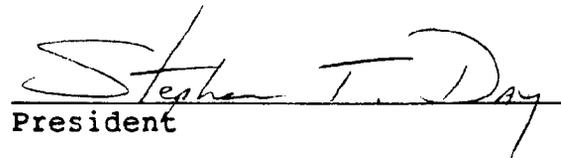
WHEREFORE, the parties hereby agree as follows:

1. Any changes in the current Collective Bargaining Agreement, expiring June 30, 1992, and contained in this Memorandum of Understanding are subject to a ratification vote by the members of Local 799. Further, it is agreed that any other wage or benefit increases received by any other City bargaining unit under a collective bargaining agreement with the City of Providence, for the term July 1, 1991 - June 30, 1992, shall also be made available to members of Local 799.

CITY OF PROVIDENCE


Mayor

LOCAL 799, INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS


President