



USAW-RI

United Service and Allied Workers of Rhode Island



The Meeting on November 26, 2013 between the PPL USAWRI Negotiation Committee and the PPL Administration resulted in both fulfillment of requests and excellent discussions with management.

Negotiation committee: Bill Turner, Joyce Choiniere, Ann Poulos, and Ann Peterson

- **A paid day off** for all eligible employees on December 26, 2013 (this year only).
- **2 % across the board increase** in wages starting January 1, 2014.
- **Equity for library clerks.** One C-2 employee was moved to C-4 classification (from \$15.10 to \$18.07 per hour) BEFORE the increase; another employee was raised to C-4 in title only since wage was already equal to other C-4 employees.
- **Open and frank discussion with management of overall safety and security concerns** and concerns specifically related to the catered events, including replacing and upgrading employee access doors, securing the Washington Street door, and placing mirrors in blind spots in the stacks.
- **Snow removal equipment** was slated for purchase prior to negotiations. However, input by the negotiations team helped to ensure that purchase would be a timely one.

The administration and the PPL USAWRI negotiation team will continue discussions no later than May 1, 2014.

Sincerely,

Frank J. Alfano

PPL Representative

**TENTATIVE AGREEMENT BETWEEN PROVIDENCE PUBLIC LIBRARY AND
UNITED SERVICE & ALLIED WORKERS OF RHODE ISLAND**

Providence Public Library ("PPL") and United Service & Allied Workers of Rhode Island (the "Union") agree to the following changes to their Agreement dated July 1, 2009 subject to ratification by the Union by December 31, 2013.

Article XXXI – Wages

Effective January 1, 2014, all full time and permanent part time bargaining unit employees will receive a 2% wage increase.

Article XXXIV – Duration

The Collective Bargaining Agreement is extended up to and including June 30, 2014.

THE PROVIDENCE PUBLIC LIBRARY

By: Kay Ellen Hubbard

UNITED SERVICE & ALLIED WORKERS OF
RHODE ISLAND

By: Frank J. Caffaro


**ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN PROVIDENCE PUBLIC LIBRARY
AND UNITED SERVICE & ALLIED WORKERS OF RHODE ISLAND:**

The Library Board of Trustees agrees to keep the issue of a salary/wage increase to all fulltime and permanent part time bargaining unit employees open until such time as the Board of Trustees makes a final decision, said time currently anticipated to be Nov/Dec. 2014.

The Library Board of Trustees agrees to give a temporary, one time only paid day off for all fulltime and permanent part time bargaining unit employees on Friday, December 26, 2014. This does not set a precedent.

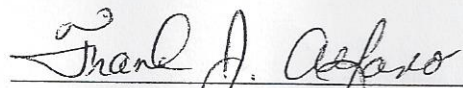
The Library Board of Trustees agrees to give a temporary, one time only paid personal day off for all fulltime and permanent part time bargaining unit employees to be used in FY2015 only. This does not set a precedent.

Library Representative:


Kay Ellen Bullard, Assistant Library

Date: Aug. 27, 2014

Union Representative:

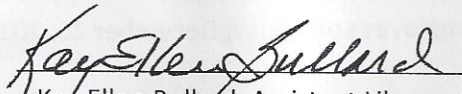

Frank Alfano, Bargaining Unit Agent

Date: August 27, 2014

**ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN PROVIDENCE PUBLIC LIBRARY
AND UNITED SERVICE & ALLIED WORKERS OF RHODE ISLAND:**

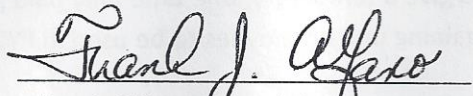
The Library Board of Trustees agrees to permanently increase wages of all fulltime and permanent parttime bargaining unit employees by 2 %, effective January 1, 2015.

Library Representative:


Kay Ellen Bullard, Assistant Library

Date: 9/30/14

Union Representative:


Frank Alfano, Bargaining Unit Agent

Date: 10-1-14

MEMORANDUM OF UNDERSTANDING

Procedures for Snow Events – Maintenance Staff March 2015

This is a Memorandum of Understanding entered into between the Providence Public Library ("Employer") and United Service & Allied Workers of Rhode Island ("the Union").

If an employee works on a Holiday:

Employee receives time and one half for hours worked plus comp time for the holiday.

If an employee works on a Sunday:

Employee receives time and one half for hours worked plus comp time for hours worked.

If an employee works on a regular work day and all staff is out on a storm day:

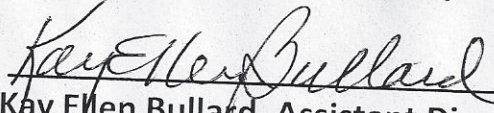
Employee will receive 8 hours for the Storm Day

For the first 8 hours worked the employee will receive straight time but will have the option to take comp time instead.

All hours worked over the initial 8 hours will be at time and one half with no comp time.

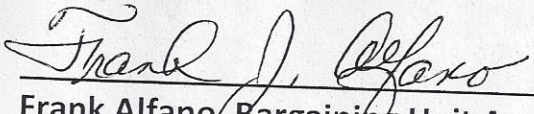
PLEASE NOTE: Carryover days - It is at the discretion of the administrator to allow vacation/comp days exceeding the normal carryover limit.

Providence Public Library Representative


Kay Ellen Bullard, Assistant Director

3/15/15

USAW of RI Representative


Frank Alfano, Bargaining Unit Agent

MEMORANDUM OF UNDERSTANDING

Labor Management Committee

The parties agree to establish a Labor Management Committee composed of the Union delegates and Union representatives, as well as Management representatives. The Committee will meet quarterly, or more often upon mutual agreement.


Membership will include three Union representatives including one alternate in the event that a full member cannot attend. Membership will also include three management representatives. It is recommended that the Executive Director or Associate Director be one of the management representatives.

The parties agree to the shared goal of making all Labor Management meetings productive. An agenda will be set forth by both parties in advance of each meeting setting forth items that they seek to address. Facilitation of meetings will alternate each meeting between union and management. Facilitation should include coordinating and sending out the full agenda, conducting the meeting and sending out minutes for review. The facilitator for each subsequent meeting will be identified at the close of each meeting.

The goal of the Committee is to continue to improve communication between management and union members, increase patron and employee satisfaction, and to discuss and resolve any workplace issues as they come up. The committee will have the authority to resolve issues within the meeting, or may make recommendations to present to the full local union membership, the Library Executive Director, and /or the Board of Directors.

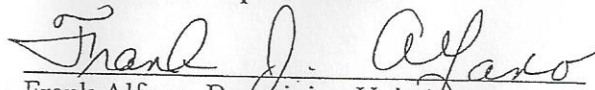
Said meetings will occur during paid working hours provided they are no longer than one hour and there are four (4) or fewer union employees present. Longer and larger meetings may take place on unpaid time.

Providence Public Library Representative


Kay Ellen Bullard, Assistant Director

5.16.2015
Date Signed/

USAW of RI Representative


Frank Alfano, Bargaining Unit Agent

9-16-2015
Date Signed

**TENTATIVE AGREEMENT BETWEEN PROVIDENCE PUBLIC LIBRARY AND UNITED
SERVICE & ALLIED WORKERS OF RHODE ISLAND**

Providence Public Library ("PPL") and United Service & Allied Workers of Rhode Island (the "Union") have agreed to the following changes to the Collective Bargaining Agreement subject to ratification by the Union on or before August 15, 2016.

Article XIII – Holidays

December 26, 2016 and January 2, 2017 will be observed as holidays. Christmas and New Years observed holidays for the second and third years of the contract will be considered by the Labor Management Committee.

Article XXIX – Retirement Plan

In each of the three years of the contract through June 30, 2019, the employer will make a matching contribution of up to 3% (three percent) to the employee's 403(b) account in accordance with the plan documents.

Article XXXI – Wages

Wages will increase as follows:

1. There will be an across-the-board wage increase of 2% (two percent) effective January 1, 2017.
2. There will be an across-the-board wage increase of 2% (two percent) effective January 1, 2018.
3. For year three of the contract, there will be a reopener only for wages beginning January 1, 2019. The reopener period will begin May 1, 2018 and end on June 30, 2018.

Article XXXIV – Duration

The Collective Bargaining Agreement is extended up to and including June 30, 2019.

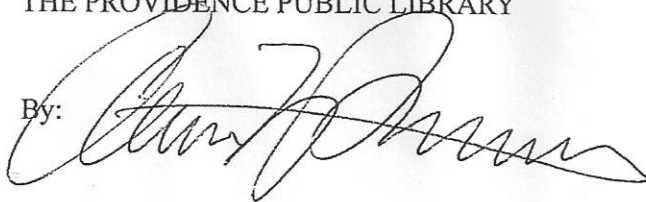
Personal Day

Employees will receive a floating personnel day in each year of the contract. The date the employee will use the floating date will be agreed upon by her/his manager.

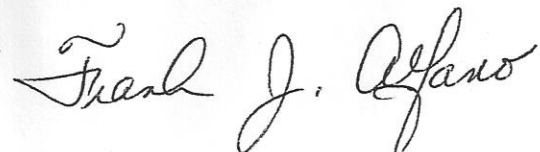
THE PROVIDENCE PUBLIC LIBRARY

UNITED SERVICE & ALLIED WORKERS OF
RHODE ISLAND

By:



By:

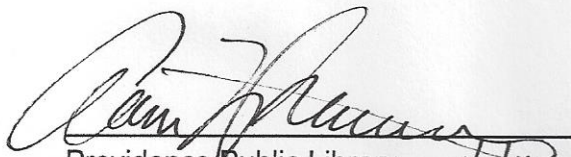


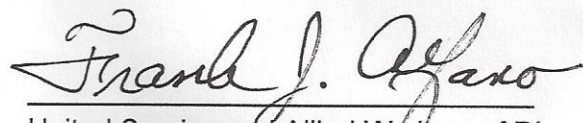
8-23-16

Addendum to the Collective Bargaining Agreement
between Providence Public Library and United Service and Allied Workers
of Rhode Island

To replace the "Hours of Work and Overtime" section of the CBA (Article XXIV), subparagraph 5:

Professional librarians may, by written agreement with the Library, choose to be compensated on an exempt basis. Any professional librarian who is classified as exempt will not be paid overtime for hours worked in excess of seven and one half (7.5) in a day or thirty-seven and one half (37.5) in any workweek. Exempt professional librarians will be paid premium pay for hours worked on legal holidays, including Sundays. The premium pay rate will be calculated by dividing the employee's weekly salary by 37.5, then multiplying that rate by one and one half.


Providence Public Library 11/7/16


United Service and Allied Workers of RI

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

PROVIDENCE PUBLIC LIBRARY

AND

UNITED SERVICE & ALLIED WORKERS OF
RHODE ISLAND

July 1, 2016 to June 30, 2018