

AGREEMENT

between the

**RHODE ISLAND COUNCIL FOR POSTSECONDARY
EDUCATION**

and the

**PROFESSIONAL STAFF ASSOCIATION
AT RHODE ISLAND COLLEGE
AFT/AFL-CIO Local 3302**

for the period

July 1, 2013 to June 30, 2018

PURPOSE

It is the purpose of this Agreement to carry out the policy of the Rhode Island Board of Governors for Higher Education as incorporated in this Agreement by encouraging a harmonious and cooperative relationship between the Board and its employees by providing for procedures that will facilitate free and frequent communication between the Administration and its employees.

By means of this Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present high standards of service to the Board of Governors and agree further that sound labor-management relations are essential to carry out this end.

MEMORANDUM OF AGREEMENT

This Agreement is made and entered into as of July 1, 2013 by and between the Board of Governors for Higher Education, hereinafter referred to as the Board or the Employer, and the Professional Staff Association at Rhode Island College, Local 3302, American Federation of Teachers, AFL-CIO, hereinafter referred to as PSA@RIC.

ARTICLE I: RECOGNITION AND DEFINITIONS

A. Recognition

1.1 The employer, pursuant to certification decisions of the Rhode Island State Labor Relations Board in Cases EE2087, 2097, recognizes the PSA@RIC as the sole and exclusive bargaining agent for all staff members within the bargaining unit.

B. Definitions

1.2 The term "Administration" shall be defined as the President, the Vice Presidents, and other top-level supervisors of the College excluded from the bargaining unit by the Rhode Island State Labor Relations Board.

1.3 The term "Board" as used in this Agreement refers to the Rhode Island Board of Governors for Higher Education.

1.4 The terms "College" and "RIC" refer to Rhode Island College.

1.5 The term "College Division" shall mean the major operating units of the College that report to the President or to a Vice President.

1.6 The term "Department" as used in this Agreement refers to sub-units or offices within a College Division.

- 1.7 The unqualified term "Staff" as used in this Agreement means a member or members of the bargaining unit as defined in Section 1.1 of this Agreement.
- 1.8 The term "President" as used in this Agreement means the chief executive officer or acting chief executive officer of Rhode Island College.
- 1.9 The term "PSA@RIC Officer" as used in this Agreement means any duly elected officer of the Professional Staff Association at Rhode Island College, Local 3302, American Federation of Teachers, AFL-CIO.
- 1.10 The term "PSA@RIC Representative" as used in this Agreement means any representative of the Professional Staff Association at Rhode Island College who has been officially designated in writing as such by the President of the Professional Staff Association at Rhode Island College.
- 1.11 In those instances where an office, department, or unit that employs PSA@RIC members does not report to a Vice President but reports directly to the President, all references in this Agreement to actions that are to be undertaken by the appropriate Vice President shall be construed to vest the President with those specific responsibilities.
- 1.12 Unless otherwise specifically provided within this Agreement, the term "working day" shall refer to any day, Monday through Friday, inclusive, excepting any legal state holiday or day on which such state holiday is observed, as provided in the General Laws of the State of Rhode Island. These holidays are enumerated in Section 17.16 of this Agreement.

ARTICLE II: ASSOCIATION RIGHTS

- 2.1 The Board and PSA@RIC encourage periodic meetings between the President, or his or her designee, and PSA@RIC representatives for the purpose of discussing the terms and conditions of employment covered by this Agreement, and other such matters as fiscal/budgetary or institutional planning/reorganization, that may be of concern to either party. Such meetings shall be arranged in accordance with applicable circumstances at the mutual convenience of the President and PSA@RIC representatives. The parties shall have the obligation to share with each other the information necessary to facilitate these discussions.

In case of a reorganization as defined as a change in the published organizational chart, or position movement from one Division to another, the Administration will notify the Association in writing of the pending reorganization twenty (20) working days prior to its implementation.

ARTICLE III: MANAGEMENT RIGHTS

- 3.1 The PSA@RIC recognizes that the Board, the Commissioner of Higher Education and the Administration of the College have responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the College to the full extent authorized by law.
- 3.2 Except as hereinafter specifically provided, the operation and administration of Rhode Island College, including the right to make rules and regulations pertaining thereto, shall be fully vested in the Board and its Chair and their duly designated representatives. Nothing herein stated shall be construed as a delegation or waiver of any powers or duties vested in the Board or any agent thereof.
- 3.3 In the event that this Agreement or any part of it shall at any time be held to be contrary to law, void, or invalid by any court of competent jurisdiction, the parties shall meet to renegotiate the items in question within ten (10) working days after such a ruling has been made.

ARTICLE IV: NONDISCRIMINATION CLAUSE

- 4.1 The Board and the PSA@RIC agree not to discriminate in any way against staff covered by the Agreement on account of race, religion, creed, color, national origin, sex, sexual orientation, age, disability status, marital status, or political affiliation.
- 4.2 The PSA@RIC and the Board shall not discriminate against, interfere with, restrain or coerce a staff member for exercising the right to join or not join the PSA@RIC and will not discriminate against the staff member in the administration of the Agreement because of membership or non-membership in the PSA@RIC.

ARTICLE V: DUES DEDUCTION - AGENCY SHOP

- 5.1 Membership in the PSA@RIC may be determined by each individual staff member; provided, however, that all staff who have chosen not to join the PSA@RIC shall pay to the PSA@RIC a service charge as contribution toward the negotiation and administration of any collective bargaining agreement in an amount equal to the regular biweekly membership dues of said organization.
- 5.2 The State Controller shall deduct biweekly from said nonmember's salary the above service charge and remit the same to the Treasurer of the PSA@RIC.
- 5.3 The State Controller shall also deduct PSA@RIC dues from the wages of those members who have authorized the State to do so in writing and shall forward promptly to the Treasurer of the PSA@RIC a check representing the amount so deducted.

- 5.4 Whenever new personnel are employed, the Administration shall forward to the PSA@RIC President and Treasurer notification of such employment. This notification shall contain the name and address of the staff member, the position for which the staff member has been hired, the source of funding, the type of contract, the term of employment, as well as the salary and other remuneration that the staff member is to receive.

ARTICLE VI: PSA@RIC COMMITTEES

- 6.1 Designated PSA@RIC representatives or officers shall be granted time with pay during working hours to investigate and seek to settle grievances. Hours of work utilized for such union business will be reported on the staff member's bi-weekly attendance report.
- 6.2 No PSA@RIC committee member or representative shall be discriminated against as a result of the performance of PSA@RIC business.
- 6.3 The PSA@RIC shall furnish the Board and the Administration with a written list of its officers and representatives and shall notify the Board and the Administration of any change in such officers and representatives.
- 6.4 American Federation of Teachers representatives will be permitted to visit PSA@RIC officers, representatives, and committee members on RIC premises for the purpose of discussing PSA@RIC business.

ARTICLE VII: PERSONNEL FILES

- 7.1 The College shall maintain an official personnel file in the Office of Human Resources for each staff member who is subject to this Agreement. Only official correspondence relative to a staff member's service and/or professional ability, personnel transactions, and official evaluation reports shall be included in the file. The file shall also include the official job description of the staff member. Whenever material is added to or withdrawn from the file, notification will be sent to the staff member by the Office of Human Resources.
- 7.2 The staff member shall have the right to examine his/her official personnel file at any time upon request during normal business hours and to file a statement in response to any item placed in his/her personnel file.
- 7.3 A designated member of the PSA@RIC having written authorization from the staff member concerned, and in the presence of a representative of the Administration, may examine the official personnel file of that member.
- 7.4 A staff member shall have the right to reproduce all documents in his/her personnel file and to initial such material to indicate he/she has seen it, but the initials shall not indicate agreement with the substance of the material.

- 7.5 No anonymous material shall be placed in a staff member's personnel file.
- 7.6 Materials shown to be false or unsubstantiated shall be removed from a staff member's official personnel file. The burden of proof for false or unsubstantiated material shall rest with the staff member.
- 7.7 The College Administration shall be responsible for maintaining a separate file on grievances under process arising from the provisions of this Agreement. Completely processed grievances that relate to a staff member's evaluation, suspension, demotion, or dismissal may be placed in the member's personnel file, but such material shall be complete and shall contain a statement concerning the final disposition of the grievance.
- 7.8 Each staff member shall be responsible for providing additional pertinent information for an up-to-date personnel file.

ARTICLE VIII: POSTING OF NEW AND VACANT POSITIONS

- 8.1 Whenever any new or vacant position occurs the Administration shall consult with the President of PSA@RIC regarding, but not necessarily limited to, the job description and members of the bargaining unit on the recall list. The Administration shall then determine the extent of the search, provided that such action is not in conflict with the Affirmative Action Policy of the College or applicable laws and regulations. The Administration will provide the PSA@RIC President, upon request, with information regarding the status of all new/vacant positions not filled permanently six months after posting.
- 8.2 Notices of all new and vacant positions within the bargaining unit shall be posted on the Office of Human Resources web site for a period of ten (10) working days, and shall be e-mailed to the President of the PSA@RIC. Staff members applying for such vacancies shall make a request in writing to the appropriate authority as specified in the official job posting prior to the end of the posting period. Such postings shall include pay grade, duties and responsibilities, qualifications, and the nature of funding (temporary, limited, permanent).
- 8.3 Notices of all other new and vacant positions under the jurisdiction of the Board of Governors received by the Office of Human Resources of Rhode Island College shall be posted on the Office of Human Resources web site and on the central bulletin board for a period of ten (10) working days, and shall be e-mailed to the President of the PSA@RIC. Staff members applying for such vacancies shall make a request in writing to the appropriate authority in accordance with the time limit stated thereon.
- 8.4 The PSA@RIC and the Board recognize the official job descriptions that govern the responsibilities of PSA@RIC staff members. The Board may not change the official job description of a position that is filled by a staff member in the bargaining unit

without prior consultation with the member and the PSA@RIC. Such consultation will include a meeting of the Administration, the affected member(s), and the President of PSA@RIC or his/her designee. At this meeting the Administration will advise the parties of the change(s), and the member(s) and the PSA@RIC President or his/her designee will have the opportunity to respond and offer suggestions regarding such change(s).

- 8.5 Whenever a PSA@RIC member is a candidate for a position to be filled in the bargaining unit and is deemed by the Administration to be at least as well qualified as the best qualified candidate(s) acceptable for appointment to that position, the PSA@RIC member will be offered the position, subject to the Affirmative Action Policy of the College as well as applicable laws and regulations. Should two or more equally qualified PSA@RIC candidates be deemed by the Administration to be at least as well qualified as the best qualified candidate(s) acceptable for appointment to that position, the PSA@RIC candidate with the most seniority will be offered the position. PSA@RIC members who are candidates and are not appointed shall upon request be given a statement of reason(s). Issues arising under this section shall be subject to the grievance procedure only up to the level of the President.
- 8.6 Whenever a staff member is officially appointed by an appropriate appointing authority to a higher level position on an acting basis, the staff member shall be compensated at the minimum of the higher pay grade or receive a 10% adjustment, whichever is greater. In no event, however, shall such compensation exceed the maximum of the higher pay grade.
- 8.7 The Director of Human Resources shall notify the President of the PSA@RIC in advance of requests and recommendations to the Board of Education Personnel Review Committee (PRC) regarding new or existing classifications, Personnel Policy Manual updates, changes in job descriptions, and other pay plan related matters and other personnel or pay plan-related matters relating to members of or positions in the PSA@RIC. Whenever possible this notification shall be one week in advance of the requests or recommendations to the PRC.

ARTICLE IX: HOURS OF WORK

- 9.1 The basic work week for all staff members covered by the Agreement shall be a thirty-five (35) hour work week, non-standard, consisting of five (5) consecutive days, normally Monday through Friday. It is agreed that the normal work schedule shall be on a calendar year basis (12 months), except where a position is specifically designated as an academic year position.
- 9.2 A staff member may request a modification to his/her current work schedule by submitting a proposal to his/her supervisor and the Vice President for Administration and Finance (VPAF). The proposal shall include the modification requested, (which may provide for less than thirty-five hours (in which case, the staff member's salary

and benefits would be pro-rated to his/her percentage of full-time status, to the extent lawfully permitted).

Such requests may be granted only if recommended by the supervisor, approved by the VPAF, and communicated in writing to the PSA President. The decision of the VPAF to grant or to deny such request is not subject to the grievance procedure. Any such request may be granted in whole or in part. Requests that are granted shall be set forth in writing and shall include the duration of the modified work schedule.

At the conclusion of the duration of any modified work schedule, the agreement may be extended by mutual agreement of the VPAF and the staff member. Any such modification shall not alter the staff member's bargaining unit status; however, in no case shall approval of requests for modified work scheduled be construed to recognize PSA@RIC representation of part-time staff.

- 9.3 The Administration will not solely, upon its discretion, change any staff member's predetermined work week without prior consultation with the member and the PSA@RIC. Such consultation will include a meeting of the Administration, the affected member(s), and the President of PSA@RIC or his/her designee. At this meeting the Administration will advise the parties of the change(s) and the member(s) and the PSA@RIC President or his/her designee will have the opportunity to respond and to offer suggestions regarding such change(s). In the event that it becomes necessary to alter any work schedules, such alterations shall be made on a fair and equitable basis. Staff members whose work schedules are altered may have such alterations reviewed by the President or President's designee, whose decision shall be final and binding.
- 9.4 The primary professional obligation of all employees at Rhode Island College is to perform fully all assigned College duties and responsibilities; therefore, the College expects that no professional staff members will engage in any other employment during normal working hours unless specified in the staff member's official job description.

Notwithstanding the foregoing, the College recognizes that at times the institution may find it advantageous to encourage certain activities in furtherance of its mission. Any staff member who has an obligation that would cause him/her to be absent from assigned College duties during the normal work week, shall follow established procedures for discharging applicable time as specified in this Agreement.

- 9.5 It is agreed that when it becomes necessary for the efficient conduct of the business of the College, the appropriate Vice President, President or their designees, may direct or authorize overtime work.
- 9.6 Overtime work shall be defined as the required performance of work in excess of thirty-five (35) hours per week for eligible staff members.
- 9.7 When overtime is authorized, a staff member shall be compensated in each or any of the following instances, and each instance shall not be dependent on any other instance, but there shall be no duplication or pyramiding of overtime.

- a. Staff members in classifications that are covered by the Fair Labor Standards Act shall receive either paid overtime or compensatory time at time and one-half for all hours worked in excess of 40, and compensatory time at one hour for each hour worked for hours 36 to 40. Staff members whose salaries are \$34,122 or less July 1, 2015 through June 30, 2016, \$36,200 or less July 1, 2016 through June 30, 2017, \$37,286 or less July 1, 2017 through June 30, 2018, shall be paid at the rate of time and one-half for hours worked in excess of thirty-five (35) hours. Staff members in classifications that are exempt from the Fair Labor Standards Act shall receive compensatory time at the rate of one hour for each hour worked in excess of 35 hours per week.
- b. Whenever a staff member is required to work on a holiday that falls on his/her regularly scheduled work day, he/she shall be credited with the number of hours in his/her official work schedule for that day plus the number of hours actually worked at the rate of time and one-half.
- c. Overtime work is to be made a matter of record and distributed fairly and equitably among staff members capable of performing the work in their respective class of position. In the event that the PSA@RIC believes that overtime is being unfairly and inequitably distributed within the bargaining unit, it may, upon request with reasonable notice, inspect records of overtime.
- d. Hours credited for holidays, sick leave, vacation, compensatory time, and compensable injury, shall be considered as time worked for the purpose of computing overtime.

9.8 Members must discharge compensatory time within 90 days from the date that said time is earned, as recorded on the college's online time reporting tracking system. If, however, a member is denied opportunity to expend said compensatory time throughout the ninety (90) day period, he/she shall refer the matter to the VPAF or his/her designee who shall, within fifteen (15) days, at his/her sole discretion, either order the payment of the compensatory time which was accrued within the previous ninety (90) day period, or prescribe a schedule of no more than three (3) months over which this compensatory time shall be expended, or combination of both.

9.9 Call-In Time

- a. Eligible staff members who are called in to work at the college after having left their place of employment and outside their regularly scheduled work hours shall receive not less than (4) hours of pay at their overtime rate.

- b. Employees who are asked to work remotely (waiting to be engaged), with advance approval of a supervisor, shall receive not less than two hours of pay at their compensatory/ overtime rate for actual hours worked.
- c. Employees who are asked to work remotely (engaged to wait), with advance approval of a supervisor, shall receive their compensatory/ overtime rate for the full period of time they are engaged to wait and for actual hours worked.

ARTICLE X: ACADEMIC YEAR STAFF AND HENRY BARNARD SCHOOL

ACADEMIC YEAR STAFF

10.1 Academic Year Staff

- a. The academic year shall extend from the date of the Administrative Conference that marks the opening of College, normally the Monday one week prior to the start of classes, through the Undergraduate Commencement Day, provided the staff member has completed his or her individual obligations to the College.
- b. Academic year staff members shall receive all state holidays in this period in accordance with the provisions of Article XVII of the Agreement and eighty percent (80%) of the personal days set forth in 17.7 of the Agreement.
- c. Academic year staff members shall be compensated at the rate of 80% of the calendar year equivalent for comparably graded positions as determined herein.
- d. Academic year staff members shall accrue sick leave at the rate of 80% of the yearly rate listed in Article XVII of the Agreement (Sick Leave).
- e. Academic year employees hired on or after July 1, 1999 shall receive (6) days of vacation during the first year of employment. Thereafter, and for academic year staff hired prior to July 1, 1999, academic year staff shall be granted eleven (11) vacation days per academic year which shall be discharged within said academic year and cannot be carried over. The use of this time shall be mutually agreed to in advance by the staff member, his/her supervisor, and the appropriate Dean or Vice President, and the use of such time shall not be unreasonably withheld.

10.2 Henry Barnard School Academic Year Staff

- a. Henry Barnard School staff members on academic year contracts shall abide by the calendar established for the Henry Barnard School.

- b. Henry Barnard School academic year staff members shall receive all state holidays and personal days in this period in accordance with the provisions of Article XVII of the Agreement.
- c. The base salary for Henry Barnard School academic year staff members shall be 80% of the calendar year equivalent for comparably graded positions as determined herein. Said staff members shall be compensated at the rate of their base salary divided by 180 for each day worked in excess of 180.
- d. Henry Barnard School academic year staff members shall accrue sick leave at the rate of 80% of the yearly rate listed in Article XVII of the Agreement (Sick Leave).

ARTICLE XI: EVALUATION

- 11.1 The performance of all staff members shall be evaluated at least once annually between June 1 and July 1, but normally not more than two (2) times each year. The evaluation, initiated by the immediate supervisor at the request of the Administration, shall be based on that member's current official job description.

New staff members shall be considered as probationary members for the first twelve (12) months of their continuous employment in the non-classified staff service at Rhode Island College. The performance of a probationary staff member shall be evaluated at least once while they are on probationary status.

- 11.2 The evaluation shall include a summary description of the individual's performance during the period under review. Each staff member shall be apprised of his/her evaluation during a personal conference between the supervisor and staff member prior to the formalization and submission of the evaluation to the Administration. The evaluation form shall be read and signed by the staff member to indicate that he/she has read the evaluation but the signature need not imply agreement. The staff member may append to the evaluation any appropriate comments he/she wishes.

The evaluation, along with any appended comments, shall then be forwarded to the President through the appropriate supervisors, who shall acknowledge their review of the evaluation and make recommendations thereon if they desire. Whenever an administrator rejects or modifies a recommendation by a supervisor to the disadvantage of a staff member, he/she shall notify the supervisor and the staff member in writing stating his/her reasons.

The evaluation will be forwarded to the President who shall review the evaluation and all additional documents, take appropriate action, and return all to the supervisor and the staff member.

- 11.3 No evaluation shall be based on anonymous, erroneous, or unsubstantiated material. Staff members shall be offered constructive criticism, and specific areas of improvement shall be noted, if appropriate, on an ongoing basis.
- 11.4 The evaluation form shall include an attachment which shall set forth the provisions of this Article to provide direction and guidelines to the evaluator.

ARTICLE XII: DISMISSALS, DEMOTIONS, AND SUSPENSIONS

A. Standards for Notice of Dismissal

12.1 All staff members shall serve an initial probationary period of one (1) year. The termination of such staff members in accordance with Articles XI and XII shall not be subject to the grievance procedure. A probationary staff member may be dismissed with a written statement containing reasons for such dismissal which shall be sent, if possible, ten (10) working days before the effective date of the dismissal. In the event that a staff member changes positions prior to the completion of the probationary period, he or she shall continue to serve in a probationary status in the new position for a period of six (6) months or up to a total period of one (1) year, whichever occurs later.

12.2 A staff member who has served his/her probationary period, but less than two (2) years, and as a result of his/her evaluation is deemed to be incompetent and/or inefficient, shall be warned in writing that his/her performance is below expectation and advised that he/she has four (4) months to correct the deficiency. If said staff member fails to perform at an acceptable level after the four (4) month period, he/she may be dismissed.

A staff member who has served for two (2) or more years and as a result of his/her evaluation is deemed to be incompetent and/or clearly inefficient shall be warned in writing that his/her performance is below expectation and advised that he/she has six (6) months to correct the deficiency. If said staff member fails to perform at an acceptable level after the six (6) month period, he/she may be dismissed.

Discipline and Discharge

12.3 It is agreed that the Administration may reprimand, demote, suspend, or dismiss a staff member who has successfully completed his/her probationary period, only for just cause.

12.4 It is agreed that the Administration may demote or suspend a probationary staff member with a statement of reasons.

12.5 In cases of a demotion, the Administration shall give the staff member and the PSA@RIC written notice of its intention to effect the demotion not less than one (1) month before the date it is intended to become effective. Such written notice shall

contain the reason(s) for which the demotion is to take place.

- 12.6 In the case of a suspension or dismissal, the Administration shall notify the staff member and the PSA@RIC on or before the effective date of such action. Such notification shall be followed by a written statement within two (2) working days. Such written notice shall contain the reason(s) for which the suspension or dismissal is to take place.
- 12.7 All cases of reprimand, demotion, suspension, and dismissal (other than probationary staff members) shall be subject to appeal through the grievance procedure and to arbitration if the staff member and/or the PSA@RIC notifies the Administration in writing that he/she has been unfairly treated and states the reason therefor.
- 12.8 In the event that a staff member is demoted, suspended, or dismissed under this section, and the staff member appeals said action and his/her appeal is sustained, he/she shall be reinstated to his/her former position and compensated at his/her regular rate of pay for any time lost during the period of such demotion, suspension, or dismissal.

A staff member may be granted a demotion upon request if a position exists and such an accommodation is not detrimental to the operation of the department or College when recommended by the appropriate supervisor and approved by the President or President's designee.

ARTICLE XIII: BULLETIN BOARDS

- 13.1 A bulletin board shall be reserved for exclusive use of PSA@RIC in a mutually agreeable location.

ARTICLE XIV: FRINGE BENEFITS

- 14.1 Retirement. Full-time staff members in the bargaining unit are required to participate in the Teachers Insurance and Annuity Association and the College Retirement Equities Fund (TIAA-CREF) annuity program or other retirement programs made available by the Board of Governors after completion of two (2) years of employment and attainment of age thirty (30). After two years of employment regardless of age, members will be informed and may elect to join TIAA-CREF or other retirement programs made available by the Board of Governors. Staff members who are members of the Rhode Island Employees' Retirement System (ERS) at the time of employment at the College may elect to remain in the Employees' Retirement System.
- 14.2 Disability Insurance. All full-time staff members who are members of TIAA-CREF or who will be eligible for membership in the future and who have one (1) year of service at the College are covered by disability insurance. Also covered are full-time staff members with one (1) year of service at the College and who have less than seven years of service in ERS. Staff members with seven (7) years of membership in ERS are

eligible for total disability benefits under that program and are not eligible under TIAA-CREF disability insurance.

14.3 Group Life Insurance. It is agreed that all staff members shall be eligible to participate in the State Employees' Group Life Insurance Program as established by 26-12-6 of the General Laws of 1956, as amended, unless designated in writing that he/she desires not to be insured.

14.4 Tax Deferred Annuity Program. Full-time staff members within this bargaining unit are permitted to request that a portion of their salary be allocated for the purchase of annuities, subject to rules and regulations of the State of Rhode Island and Internal Revenue codes.

14.5 a. Health Insurance.

For the term of the 2013-2018 contract the health insurance benefits extended to eligible employees by the State shall be those for which the Director of Administration has contracted in accordance with RIGL 36-12, and shall include health insurance, prescription, dental, and vision/optical benefits.

Premium Sharing:

For years 2013-2015 of the contract, all employees will participate in premium sharing on a percentage of premium basis as follows:

Individual	
Less than \$82,400	13%
\$82,400 and over	15%

Family Coverage	
Less than \$51,500	10%
Less than \$82,400	13%
\$82,400 and over	15%

For years 2016-2018 of the contract, all employees will participate in premium sharing on a percentage of premium basis as follows which will be indexed to salary increases:

Individual	
Less than \$101,210	20%
\$101,210 and over	25%

Family	
Less than \$50,605	15%
\$50,605 to less than \$101,210	20%
\$101,210 and above	25%

Plan design changes effective 1/1/16

	Current Plan	Proposal
In-Network Deductible	\$0	\$250 (\$500 family)* (effective 1/1/16)
In-Network OOP Max	\$0	\$500 (effective 1/1/16)
OON Deductible	\$0	\$500 (effective 1/1/16)
OON OOP Max	\$3,000/\$6,000	\$3,250 (\$6,500 for family) (effective 1/1/16)
PCP Copay	\$10	\$15 (effective 1/1/16)
Spec Copay	\$20	\$25 (effective 1/1/16)
Urgent Care Copay	\$35	\$50 (effective 1/1/16)
ER Copay	\$100	\$125 (effective 1/1/16)
RX Plan (G/F/NF)	\$5/\$20/\$40	\$7/\$25/\$45 (effective 1/1/16)

*The \$500 family deductible is cumulative, meaning once any combination of family members has paid \$500 toward items covered by the deductible, the deductible has been met.

Wellness Plan: The Wellness Plan shall be made available as of 1/1/16.

Health Insurance Waiver:

The employee health insurance waiver shall continue in the amount of \$2,002 annually through 12/31/2015. Effective 1/1/16 the waiver payment for eligible employees will become \$1,001.

In the event of mid-contract changes in plan design, the parties agree to reopen the contract to negotiate the impact of those changes.

Effective July 1, 2008 there will be a ten percent (10%) cap on annual premium escalation.

If two (2) State employed spouses hired into state service on or after July 1, 2015 are covered under one State family insurance plan, the co-share set forth in this Collective Bargaining Agreement shall be determined based on the income of the higher earner of the two (2) spouses as determined by the total rate of pay. Further, the spouse that does not receive insurance through the State but is covered by their State employed spouse will not receive the waiver payment.

For clarification purposes only, employees on paid or unpaid leave are responsible for their regular co-share payment for health insurance (i.e. medical, dental, and vision). Failure to make such payments may result in termination of such benefits upon thirty (30) days' notice.

b. Retiree Health Insurance

Changes in retiree health insurance coverage will be effective July 1, 2008; the Pre-65 retiree health insurance benefit will be eliminated, and the Post-65 Medicare supplemental coverage will still be available.

The employee contribution towards retiree health coverage shall be as follows:

- 1/1/08 - 0.5% of base salary
- 7/1/08 - 0.75% of base salary
- 7/1/09 - 0.9% of base salary

Eligible employees retiring before July 1, 2008 from active service with the BOG shall receive the same retiree health care insurance benefit that is currently offered, with the following cost sharing:

Pre-65 Medical Coverage

YEARS OF SERVICE	AGE AT RETIREMENT	EMPLOYER'S SHARE	EMPLOYEE'S SHARE
10-15	60	50%	50%
16-22	60	70%	30%
23-27	60	80%	20%
28+	Any	90%	10%
28+	60	100%	0%
35+	Any	100%	0%

Post-65 Medicare Supplemental Coverage

YEARS OF SERVICE	EMPLOYER'S SHARE	EMPLOYEE'S SHARE
10-15	50%	50%
16-19	70%	30%
20-27	90%	10%
28+	100%	0%

Stipulations for retirement after June 30, 2008:

Employees retiring after June 30, 2008, who are not yet 65 years of age will no longer be entitled to the Pre 65 Medical Coverage but may purchase health insurance coverage at the actual retiree premium rate for themselves and their spouses. Upon attaining the age of 65 these employees shall receive the Post-65 Medicare supplemental coverage based on their years of service at their retirement age.

Employees retiring after June 30, 2008, who are at least 65 years of age shall receive the Post 65 Medicare supplemental coverage in accordance with the table above for Post-65 Medicare supplemental coverage.

14.6 Tuition Waiver

- a. Tuition waiver is applicable only to full-time non-classified employees of the Council for Postsecondary Education. Waiver of fees shall be limited strictly to tuition. The individual must pay for all other fees, books, supplies, travel, and other expenses. The level of eligibility for members of the bargaining unit shall be unrestricted.

- b. Tuition waiver only applies to institutions under the jurisdiction of the Council for Postsecondary Education. This waiver applies to the employee's spouse or domestic partner, as defined in RIGL §36-12-1, and dependent children, as defined below, who are pursuing courses in a regular study program for credit at the first baccalaureate level only at any institution, and who are taking courses at one of the three institutions under the Council of Postsecondary Education's jurisdiction. In the event of an employee's death, the tuition waiver benefit shall be provided for those spouses or domestic partners, as defined in RIGL §36-12-1, and dependent children, as defined below, who have been accepted or are enrolled at the time of such death and who maintain continuous enrollment. For purposes of this policy, "dependent children" is intended to refer to a child, as defined in Internal Revenue Code §§ 117(d), 132(h), and 152(f)(1), of the eligible employee, for whom the eligible employee is entitled to claim and does claim a dependency deduction on their federal personal income tax return under Internal Revenue Code Section 152, including Section 152(e), or both of whose parents are deceased and who has not

attained age 25.

- c. An employee must provide evidence of marriage, domestic partnership, or dependency in order to receive a tuition waiver hereunder.
- d. However, pursuant to RIGL §16-97.7 no eligible employee of the Council for Postsecondary Education, his or her spouse, domestic partner or dependent children, shall receive a tuition waiver as a result of employment status with the Council for Postsecondary Education, without first consenting to the public disclosure of the existence and amount of the waiver. This applies to any waiver at the Community College of Rhode Island, Rhode Island College, and/or the University of Rhode Island.
- e. To be eligible to receive a tuition waiver for any semester or session at an institution under the Council's jurisdiction, an employee of the Council for Postsecondary Education must be a full time employee on the date of the first day of classes for that semester or session.
- f. If an employee is an otherwise "eligible employee" but is on leave without pay, neither the employee nor his or her spouse or domestic partner, as defined in RIGL §36-12-1, or dependent children are eligible for tuition waiver unless specifically approved by the institution.
- g. Tuition waivers are not applicable to non-credit courses.

14.7 Travel. Reimbursement for travel expenses shall be at the prevailing State rate in accordance with regulations of the State of Rhode Island and approval has been granted by the appropriate Vice President or President, or their designees.

14.8 Whenever a member of the bargaining unit has requested and received approval by the appropriate Vice President to attend professional meetings and conferences, the Board shall reimburse the member for all travel expenses approved in advance by the appropriate Vice President or President which may be incurred as a result of attendance at such meetings or conferences.

ARTICLE XV: SENIORITY AND LAYOFFS

15.1 It is hereby agreed that the parties hereto recognize and accept the principle of seniority. Seniority shall be defined as the length of service of a staff member within the non-classified staff service at Rhode Island College. Said length of service shall determine the seniority of the staff member. In determining seniority, the staff member's first date of hire in the non-classified staff service at Rhode Island College shall prevail as applicable, unless seniority has been broken. In the event a staff member returns from serving in a non-bargaining unit BOG position, the staff member shall retain his/her prior PSA seniority, but not receive a seniority credit for the period of time served in the non-bargaining unit BOG position. Staff members hired on the same day shall have

their seniority established by a lottery method acceptable to both parties.

- 15.2 The principle of seniority shall apply in cases of days off, vacation time, and holiday time at the departmental level.
- 15.3
- a. The principle of seniority shall apply to layoffs, recalls, and reductions in force, as described below, provided the staff member(s) retained possess(es) the qualifications and experience to perform the work in accordance with the official job description.
 - b. Any member who is to be laid off is eligible to replace any other staff member over whom the staff member has seniority, provided that the staff member exercising seniority has the qualifications and experience, as determined by the Administration, to perform the work in accordance with the official job description.
 - c. Any member other than one described in 15.3d. who is to be laid off is eligible to fill any vacant posted position which has not reached the final stages of the search procedure (which shall be defined as that point when the Search or Screening Committee has completed its duties as charged), provided that the staff member exercising seniority has the qualifications and experience, as determined by the Administration, to perform the work in accordance with the official job description.
 - d. Any member hired between July 1, 1979 and June 30, 1983, whose position is supported primarily by research grant funds, federal funds, or other outside funds and who is to be laid off because such funds are no longer available or have not been replaced shall be eligible to displace only those individuals who occupy similarly funded positions over whom they have seniority and subject to the conditions in 15.3a., 15.3b., and 15.3c. In the event that funds for such positions are restored, staff members who have been laid off shall receive priority consideration for reemployment in such positions, provided that they have the qualifications and experience, as determined by the Administration, to perform the work in accordance with the official job description. The priority consideration will be based upon the date of hire. Staff members shall have their names placed on the appropriate recall list for two (2) years from the date of layoff.
 - e. Any member hired after July 1, 1983 whose position is supported primarily by research grant funds, federal funds, or other outside funds shall not be eligible to displace any other individual in PSA@RIC. Such staff members shall have their names placed on the recall list for two (2) years from the date of layoff, unless the individual has attained statutory status in accordance with the provisions of **§ 36-4-59** of the Rhode Island General Laws.
 - f. Section 15.3d. and 15.3e do not apply to members of the bargaining unit who were in positions supported by research grant funds, federal funds, or outside funds prior

to July 1, 1979.

- g. Any staff member of PSA@RIC may apply for or be offered a position covered by Article 15.3d. and 15.3e. Such staff member shall continue to accrue seniority while working in that position, according to Article 15.1.

15.4 The Administration shall prepare and forward to the President of PSA@RIC a seniority list of all staff members. Revised seniority lists shall be furnished to the PSA@RIC every six (6) months if so requested.

15.5 Loss of Seniority. A staff member shall lose his/her seniority for the following reasons:

- a. Voluntary resignation;
- b. Termination not reversed through the grievance procedure;
- c. Retirement;
- d. When a staff member fails to notify the Departmental Director or appropriate supervisor of his/her absence from work within three (3) working days unless extenuating circumstances prohibit such notification;
- e. Failure to return to work within fifteen (15) working days after recall from layoff;
- f. When a staff member has been laid off in excess of two (2) consecutive years;
- g. When a staff member fails to renew a leave of absence;
- h. When a staff member engages in other work without authorization while on leave of absence.

15.6 Any staff member who has been laid off shall have his/her name placed on the recall list for two (2) years from the date of layoff. Staff members shall retain their seniority while they remain on the recall list.

15.7 Prior to the implementation of any reduction in force among staff members in the bargaining unit, the President shall consult with the President of PSA@RIC relative to the proposed layoffs.

It shall be the declared objective of this consultation to minimize the adverse effects of the layoff or reduction in force. The President of PSA@RIC shall be entitled to make his/her views and recommendations concerning the implementation of the layoff or reduction in force known to the President.

To further minimize the adverse effects of any layoff or reduction in force upon staff members, the President shall make every effort to accomplish such reductions through attrition.

Staff members who are scheduled to be laid off shall be given at least twenty (20) working days notice prior to such layoff. A copy of all layoff notices shall be sent to the President of PSA@RIC at the same time that staff members are notified of their scheduled layoff. In addition, the Vice President for Administration and Finance shall provide the President of PSA@RIC with an up-to-date copy of the seniority list as well as copies of all current official job descriptions.

Not later than five (5) working days following the above notification, the President of PSA@RIC shall meet with the Vice President for Administration and Finance to inform him/her of those positions against which personnel who are scheduled for layoff wish to assert their seniority (bumping rights).

Not later than five (5) working days following the receipt of the bumping list from the President of PSA@RIC, the Vice President for Administration and Finance shall inform the President of PSA@RIC of the Administration's determination under Sections 15.3b., 15.3c., and 15.3d.

- 15.8 An employee who has been laid off shall be given preferential employment rights to any newly created or vacant position within the bargaining unit provided that he/she is qualified for the position. Individuals who elect to apply for a posted position will do so within the time limit specified by the posting. Their application will contain the statement that "they are exercising recall rights in accordance with the PSA@RIC Agreement." The individual will submit the application according to the instructions on the posting.

The Office of Human Resources shall alert the screening committee/interviewer to this application and require the screening committee/interviewer to declare whether the individual possesses the qualifications necessary to perform the available work in accordance with the official job description. If the individual is deemed to be qualified by the screening committee/interviewer, that individual will be hired in accordance with the Agreement. If the individual is deemed not to be qualified, the screening committee/interviewer shall put in writing the reasons, which shall be signed by the appropriate administrative representative and returned to the Office of Human Resources with copies to the individual and the union.

- 15.9 The determinations made by the Administration under Section 15.3b., 15.3c., 15.3d., 15.3e., and Section 15.8 are subject to the grievance procedure only to the level of the President.

- 15.10 An individual who is recalled to a position in a different classification from which they were laid off shall serve a twelve (12) month probationary period in the new classification. The College may place any such staff member on the recall list in accordance with Section 15.6, with a written statement of reasons, at any time prior to the conclusion of the probationary period.

ARTICLE XVI: SICK LEAVE BANK

16.1 For the duration of this Agreement, a process shall be available to assist any PSA member with a catastrophic illness and/or injury who has exhausted all available leave. This process shall seek to provide temporary, short-term leave, not to exceed six months in duration. The role of the applicant, the Administration, and the PSA@RIC in this process shall be as follows:

16.2 Applicant

- a. The individual must have a catastrophic illness or injury that precludes her/him from performing the duties of her/his position and shall have exhausted all accrued leave and any additional leave provided by the College.
- b. The individual must provide medical documentation, of sufficient nature, to the College's designated representative. In the event that a disparity arises, both the individual and the College shall choose one licensed medical practitioner who shall review and issue a determination that shall be binding upon all parties.
- c. The individual agrees to provide information and shall make herself/himself available if requested.
- d. The individual shall receive not more than six months leave which shall cease if the individual's medical condition no longer prevents her/him from performing the duties of her/his position.

16.3 The College Administration

- a. The Administration shall review such requests and provide the individual with a decision in a timely manner.
- b. If the Administration grants an individual's request, it shall notify the President of the PSA@RIC of the total number of hours that must be provided by PSA@RIC members to meet the request.
- c. The Administration shall have the right to request and receive reimbursement from the PSA for the administrative actions involved in reducing the accruals of members who have voluntarily forgone the opportunity to utilize accrued leave to help a colleague.

16.4 The PSA@RIC

- a. The PSA shall provide the Administration with a list of individuals who have agreed to a transfer of their accrued personal, vacation, compensatory, or sick

leave to the sick leave bank. This list shall include each member's name, the type of leave, and number of hours for each type of leave. The total hours transferred by all members shall not exceed six months. In the event that all hours offered are not used, the hours shall not be reimbursed to those members who contributed them. The sick leave bank may be replenished as needed following the above procedure.

- b. The PSA shall provide reimbursement to the Administration for reasonable costs associated with the administrative aspects of accrual transfers, if requested.

16.5 Special circumstances and/or requests for deviations from this process shall be at the discretion of the College President and the President's decision on such issues shall not be subject to the grievance procedure.

ARTICLE XVII: LEAVES

17.1 Sick leave (also refer to Article XVI) with pay shall be granted to staff members covered by this Agreement. Sick leave with pay is hereby defined to mean the necessary absence from duty due to illness, injury, childbearing, or exposure to contagious disease, and may include absence due to illness or to death in the immediate family of the staff member or necessary attendance on a member of the immediate family who is ill. Sick leave may also be used for routine medical and dental appointments, with the advance approval of the immediate supervisor, when it is inappropriate to schedule them during nonworking hours.

17.2 Staff members shall accrue four (4) hours for each biweekly period of service. When the total accumulation shall amount to 875 hours (125 days) for a staff member assigned to a thirty-five (35) hour work week, or a nonstandard or nonscheduled work week, no further credit shall accrue until the total shall have been reduced to less than the maximum. When the service of a staff member shall be terminated by retirement (which for the purposes of this section shall mean voluntary separation from service that qualifies the employee for the employee's retirement benefit pursuant to the applicable retirement plan) or death, such staff member or his/her estate shall be entitled to receive full pay for each hour of accrued sick leave to his/her credit as of the date of termination according to the following formula:

A thirty-five (35) hour per week staff member, or a nonscheduled or nonstandard staff member shall be entitled to receive full pay for 50% of all accrued sick leave over 390 hours up to and including 630 hours and full pay for 75% of all accrued sick leave over 630 hours up to and including 875 hours.

17.3 The Administration may require a physician's certificate or other satisfactory evidence for each sick leave with pay covering an absence of three (3) consecutive work days.

17.4 Whenever a staff member shall be absent from his/her duties and receiving compensation as provided in the Workers' Compensation Laws, he/she shall be granted a sick leave in accordance with the rules applicable thereto, in an amount not to exceed his/her regular compensation. Deductions from accumulated credits shall be applied only to that part of his/her salary which is paid as an addition to Workers' Compensation payments, and the total of the two shall not exceed the regular salary for a given pay period. Annual leave credits may be applied in the same manner. When such absence shall not be covered by sick leave or annual leave, it shall be deemed to be leave without pay.

17.5 Bereavement Leave. Each staff member shall be granted leave with pay for four days or a death in the immediate family. The immediate family shall include father, mother, brother, sister, husband, wife, son, daughter, grandchild, grandmother, grandfather, mother-in-law, father-in-law, brother-in-law, sister-in-law, and any person living in the staff member's household. Days needed beyond four (4) may be taken from sick leave or personal days.

An employee shall be granted a bereavement day for attendance at the funeral of a relative in the first degree by blood or marriage (i.e., aunt, uncle, niece, nephew, cousin in the first degree).

17.6 Special Time Off. Whenever it appears desirable, in the best interests of the Board and its employees, to allow collective absence from duty, the President or President's designee may excuse staff members at a stated time, provided that enough staff members remain on duty to maintain contact with the public and to carry on crucial work.

Staff members who are required to work when other staff members are so excused shall be paid their regular rate of pay and in addition shall be granted, at the discretion of the President, either compensatory time off or cash payment for this service at the rate of time and one-half for each hour worked.

17.7 Personal Days. Each staff member shall receive four (4) days leave with pay per calendar year for the purpose of attending to personal business. Staff members shall not be required to give a reason as a condition of utilizing this personal leave, but prior approval must be obtained from the immediate supervisor to assure that the absence does not interfere with the proper conduct of the office. New employees will have personal days pro-rated in their first year of employment as follows: employees hired between January 1 and April 30 will receive four (4) days; employees hired between May 1 and August 31 will receive three (3) days; employees hired after September 1 will receive two (2) days.

Personal leave credits cannot be carried over from year to year.

17.8 Military Training Leave. Staff members covered by this Agreement who, by reason of membership in the United States Military, Naval or Air Reserve, or the Rhode Island

National Guard or Naval Reserve, are required by the appropriate authorities to participate in training activities or in active duty as a part of the state military force or special duty as a part of the federal military force, shall be granted military training leave with pay not to exceed fifteen (15) working days in any one calendar year.

- a. Should the staff member be required to participate in such training activities for a period greater than fifteen (15) working days, he/she shall be granted leave without pay for this period.
- b. During the period of military training leave with pay, the staff member shall accrue sick and vacation leave credits.
- c. Such training activities as defined in this section shall not include weekly drill nights or similar drill periods lasting less than one day or training periods voluntarily engaged in by the staff member beyond the training period required generally of the staff members of the respective armed service.

17.9 Jury Duty. Every staff member covered by this Agreement who is ordered by appropriate authority to report for jury duty shall be granted a leave of absence from his/her regular duties during the actual period of such jury duty and shall receive for such period of jury duty his/her regular pay or his/her jury duty pay, whichever is the greater.

17.10 Parental Leave.

- (a) Staff members with one or more years of service shall be granted six consecutive weeks, inclusive of paid holidays, of paid parental leave upon the birth of a child or the placement of an adopted child under the age of twelve (12) years. Staff members should provide at least one month's notice prior to the start of the leave, whenever possible.
- (b) Additional time needed beyond said six consecutive weeks due to medical reasons may be charged to sick leave, with proper medical documentation.

17.11 Leave Without Pay. It is agreed that, upon written application to the appropriate Vice President or President, a staff member who has served his/her probationary period (or in the case(s) of maternity or adoption of a child less than twelve (12) years old has completed six (6) months of continuous employment) may be granted a leave of absence without pay, not to exceed one (1) year, subject to renewal, for reason of personal illness, disability, or other purpose(s) deemed proper and approved by the Administration.

At the expiration of such leave, the staff member shall be returned to the position from which he/she is on leave at the same salary the staff member would have been earning if he/she had not been on leave without pay.

Seniority shall be retained during all leaves without pay.

Staff members on leave without pay due to personal illness, disability, parental leave, or family leave are eligible for State paid health benefits for the duration of their leave, not to exceed one (1) year, and when applicable must pay the employee's share of the optional health plans. If, in unusual circumstances, a leave is extended for more than one (1) year, the employee must transfer to a direct payment plan, at the group rate, for his or her health care, if the employee wishes to maintain coverage.

17.12 Leaves for Professional Meetings and Conferences. It is hereby agreed that attendance at and/or participation in professional meetings or conferences related to a staff member's area of responsibility at the College is important to the enhancement of job performance. The College agrees, therefore, to encourage such participation by granting time off with pay during normal working hours. Application for such leaves shall be submitted to the appropriate Vice President, President, or their designees for approval.

17.13 Leave for Professional Development.

- a. The Administration recognizes the importance of professional development and will endeavor to provide such opportunities to staff members. Staff members who have served at least one (1) year full-time may be granted short-term leaves of absence to pursue professional development at workshops, seminars, training, and conventions. This leave shall be granted at regular pay and the recipient, upon the termination of the leave, shall return to his/her duties at the College. Application for such leaves shall be made to the appropriate Vice President, President, or their designees thirty (30) working days prior to the date for which the leave is requested. In certain circumstances, shorter notice for such leave may be considered.
- b. Staff members are encouraged to take advantage of the many training and professional development programs that are offered by Rhode Island College. Staff are also encouraged to discuss individual training and development needs with their supervisors and, where practical, such requests should be granted. The College offers a wide variety of programs to address the education needs of its employees from one-hour programs of instruction to matriculation in undergraduate, graduate, and post-graduate degree programs.

PSA leadership is also encouraged to work with the Administration in recommending programs that would be of interest and value to broader groups of members.

17.14 Sabbatical/Study Leave.

- a. Sabbatical Leave. A member of the PSA@RIC who has served for at least six (6) years of continuous service may, subject to the approval of the President, be granted a leave of absence for study, research, or other professional improvement

for a period of one (1) year (two semesters in the case of academic year staff members) at half-pay or for a period of six (6) months (one semester in the case of academic year staff members) at full pay, with the understanding that he/she shall return to his/her duties at the College for at least one (1) year upon the termination of the leave, unless by mutual agreement between the staff member and the President it is deemed inadvisable. Staff members may select the time period (semester in the case of academic year staff members) in which they take a sabbatical leave if they specify it in the initial application. Upon return from sabbatical leave a staff member's salary shall be the same as he/she would have received had the period of his/her leave been spent in the service of the Board, and he/she shall return to the same position level that he/she held at the time the leave commenced if it exists or, if not, a substantially equivalent level. Time spent on approved leave of absence with or without pay does not constitute a break in continuous service; however, such leave time shall not be credited as continuous service.

A sabbatical/study leave shall not be construed as a break in service, except that staff members on such a leave shall not accrue time for sabbatical leave, study leave, sick leave, annual leave, or as expressly prohibited by retirement provisions under law. A staff member returning from such leave shall receive the appropriate salary and fringe benefits as if he/she has been continuously employed. A staff member on leave with pay shall retain all fringe benefit entitlements except those expressly prohibited by law.

- b. Study Leave. A staff member who has served as such for at least three (3) years may, upon written approval of the President, be granted a leave of absence for the purpose of pursuing a course of study for a period of either six (6) months or one (1) year. Such staff member may apply for one-half (1/2) pay for the six-month period or one-quarter (1/4) pay for the one-year period. The staff member shall agree in writing to return to the department of the College that he or she left for a period of one (1) year upon the termination of his/her leave, unless by mutual agreement between the staff member and the President it is deemed inadvisable.
- c.
 1. A member of the PSA@RIC, on applying for sabbatical/study leave, shall present to the appropriate Vice President a comprehensive plan for study, research, or other professional improvement he/she proposes to take while on leave. An application for sabbatical leave that requires budgeted funds shall be submitted at least twelve (12) months preceding the date on which the leave is to commence. All sabbatical proposals shall be submitted between June 1 and June 30. A copy of the proposal cover sheet should be sent to the President of PSA@RIC at that time.
 2. By September 1 or sooner, if the Vice President determines that the applicant's proposal contains insufficient information, the Vice President will return the proposal to the applicant with an explanation of the area(s) where the proposal is insufficient. By September 15, the applicant shall

resubmit the proposal, and by October 15, the Vice President will forward the proposal to the President with a recommendation.

3. The President will make the final decision and inform the applicant by December 15.

Cover Sheet

The cover sheet will contain the following information:

- i.* Name of sabbatical applicant.
- ii.* Department and College unit.
- iii.* Date first employed at Rhode Island College.
- iv.* Dates and lengths of previous sabbaticals/study leaves.
- v.* Titles of projects of previous sabbaticals.
- vi.* Title of current sabbatical proposal.
- vii.* Abstract of current sabbatical proposal.
- viii.* Date of submission to Department Head, Vice President, and PSA@RIC President.
- ix.* Date that Vice President returned the proposal to the applicant for additional information (if applicable).
- x.* Date that Vice President forwarded recommendation for approval or disapproval to the President.
- xi.* Date of Presidential action.

Contents of the Sabbatical proposal:

The proposal should be described in detail and explained in what ways it would benefit the sabbatical applicant, the institution, and society.

- d. The total number of staff members taking sabbatical/study leave in a given year shall be limited to five percent (5%) of the total PSA@RIC membership; however, the number of staff members on sabbatical or study leave during a given year may not be restricted below five percent (5%) unless the number of eligible applicants is below that figure.
- e. Categories of proposals for sabbatical/study leaves are:

- i.* Scholarly research and writing or appropriate creative activity; projects for study at the post-doctoral level.
 - ii.* Projects that are related to the improvement of professional skills and performance.
 - iii.* Work on doctoral dissertations or comparable activity to complete a doctorate.
 - iv.* Projects to improve the individual's competence.
- f. The criteria for selection of applications for sabbatical/study leave shall be considered according to the following priority:
 - i.* The quality of the proposal itself as measured by the degree to which it would contribute to professional growth of the individual and its value to this institution and to society.
 - ii.* The length of accrued time since the last sabbatical/study leave.
 - iii.* The accomplishments on or as a result of any previous sabbatical/study leave.
 - iv.* The problems involving urgency with respect to time or requiring arrangements long in advance.
 - v.* The length of service.
 - vi.* Reporting on previous sabbatical/study leaves.
- g. In cases where the number of applications exceeds the number that could feasibly be granted leave without jeopardizing the work of a department, the selection shall be made on the basis of total years of service to the College, the time since the last sabbatical/study leave, and the merit of the proposed sabbatical/study leave, as determined by the appropriate Vice President with the approval of the President. If a member is denied a sabbatical/study leave because the proposed leave would jeopardize departmental or program offerings, the year(s) of postponement shall be credited toward his/her next sabbatical/study leave.
- h. While on sabbatical/study leave a staff member may receive travel expenses or other financial aid from sources other than the College, provided he/she is not required to perform duties that would interfere with the objectives for which the leave was granted. Examples of permissible extra income are funds from the Fulbright program and the National Research Council. No compensated employment is permitted during a staff member's sabbatical/study leave without the prior approval of the appropriate Vice President or President.

- i. At the close of the period of sabbatical/study leave, the staff member shall file with the appropriate Vice President a report of his/her professional activities during the period of leave.

17.15 Annual Vacation.

- a. The annual vacation for a staff member shall total twenty-two (22) working days.
- b. For new staff members hired into positions advertised after September 14, 1985, the annual vacation for the first year shall be eleven (11) working days. Thereafter, annual vacation for such staff members shall total twenty-two (22) working days.
- c. Vacation time shall be allowed to accumulate to a maximum of forty-four (44) working days. The time and number of days of the vacation to be taken are to be mutually agreed to in advance by the staff member, the immediate supervisor, and the appropriate Vice President. A staff member may earn and expend an additional twenty-two (22) days but may not carry more than forty-four (44) days beyond the second pay period of the calendar year. Staff members who are entitled by law to an additional five (5) vacation days may not carry more than fifty-four (54) days beyond the second pay period of the calendar year.
- d. For staff members hired into positions advertised after September 14, 1985, vacation time shall be allowed to accumulate to a maximum of fifteen (15) working days during the first five (5) years. The time and number of days of the vacation to be taken are to be mutually agreed to in advance by the staff member, the immediate supervisor, and the appropriate Vice President. In the second year of employment a staff member may earn an additional twenty-two (22) days but may not carry more than fifteen (15) days beyond the second pay period of the calendar year. After five (5) years, Section 17.15c. will pertain.
- e. All staff members shall be guaranteed at least ten (10) consecutive vacation days per year. No vacation may be taken until a staff member shall have served in the employ of the Board for six (6) months; however, this time shall be included when crediting vacation time.
- f. When the service of any staff member shall be terminated by resignation, death, dismissal or otherwise, and such staff member shall not have used actual vacation time equal to the vacation credits due him/her, such staff member or his/her estate shall be entitled to receive full pay for each day of vacation to his/her credit as of the day of termination.
- g. For the purpose of Section 17.15, working days shall refer to five (5) days per week, Monday through Friday, exclusive of scheduled holidays.

17.16 Holidays. The following shall constitute the official holidays provided they continue to be designated as such by the General Assembly:

New Year's Day
Martin Luther King, Jr. Day
Memorial Day
Independence Day
Victory Day
Labor Day
Columbus Day
Veterans Day
Election Day - Any day on which a general election of State Officers is held
Thanksgiving Day
Christmas Day

- a. Each staff member shall be entitled to time off at his/her regular rate of pay for the holidays specified above when such holidays fall on his/her regularly scheduled work days, and shall be credited with the number of hours in his/her official work schedule for that day.
- b. When any holiday shall fall on the scheduled day off within the scheduled work week of any staff member, the next scheduled work day shall be substituted for the holiday.
- c. If a holiday falls on a regularly scheduled work day within a staff member's vacation period, the staff member shall not be charged annual leave for his/her absence on that day.

17.17 Special Sick Leave. Any staff member whose employment requires exposure to unusual employment hazard shall be granted special sick leave credits not to exceed 105 hours in a calendar year. Such sick leave credits shall be available and sick leave granted upon written recommendation by the Administration to the Director of Human Resources that it has been determined by blood tests or other approved method and supported by a statement from a qualified physician that the health of the staff member required such sick leave to permit recuperation from exposure to such occupational hazards.

17.18 Advance Sick Leave. Staff members may be granted advance sick leave not to exceed seventy (70) hours when all sick leave and annual vacation leave have been exhausted. The request must be approved by the Vice President for Administration and Finance at the recommendation of the appropriate supervisor or Vice President. Upon similar application, consideration may be given for an additional thirty-five (35) hours advance sick leave. Advance sick leave will be paid back on a biweekly accrual basis after return to work. Accruals will be subtracted from the advance sick leave until a zero balance results. At this time the staff member will resume accruing sick leave on a normal basis.

A staff member who, for any reason except death, fails to comply with these conditions shall be obligated to repay the College the dollar value equal to the sick leave advanced.

- 17.19 Compensatory Time. When the service of any staff member shall be terminated by resignation, dismissal, death, or otherwise, and such staff member shall not have used accrued compensatory time equal to the credits due him/her, such staff member or his/her estate shall be entitled to receive full pay for each hour of accrued time to his/her credit as of the date of termination either in a lump sum or by discharging it through the biweekly pay schedule.

ARTICLE XVIII: GRIEVANCE PROCEDURE

- 18.1 For the purpose of this Agreement, the term "grievance" means any difference or dispute between the Board and the PSA@RIC or between the Board and any staff member with respect to the interpretation, application, or violation of any of the provisions of this Agreement.

- 18.2 There shall be a grievance procedure as follows:

Step 1: Vice Presidential Level

A grievance shall be presented by the aggrieved in writing to the appropriate Vice President within ten (10) working days after the staff member knew or should have known of the act, event, and/or commencement of the condition that is the basis of the grievance. The Vice President shall grant a hearing to the aggrieved within ten (10) working days of the receipt of the written grievance. A written decision shall be rendered within ten (10) working days of the conclusion of the hearing.

Step 2: Presidential Level

If the grievance is not resolved in Step 1, it shall be submitted within ten (10) working days of the decision of the Vice President to the President or his/her designee, who shall grant a hearing to the aggrieved within ten (10) working days of the receipt of the written grievance. A written decision shall be rendered within ten (10) working days of the conclusion of the hearing.

Step 3: Commissioner of Higher Education Level

If the grievance is not resolved in Step 2, it shall be submitted within ten (10) working days of the President's decision to the Commissioner of Higher Education or his/her designee, as agent for the Board of Governors, who shall grant a hearing to the aggrieved within ten (10) working days of the receipt of the grievance. A written decision shall be rendered within ten (10) working days of the conclusion of the hearing.

- 18.3 The time limits specified herein shall be regarded as maximums and every effort shall be made to expedite the processing of grievances provided, however, that the parties may by mutual agreement extend any time limitation specified herein.

- 18.4 A grievance shall automatically proceed to the next step of the grievance procedure if within the time limits specified herein a decision has not been rendered. It shall be the responsibility of the aggrieved or PSA@RIC to forward copies of grievance letters and responses thereto to each successive step of the procedure.
- 18.5 Either party to this Agreement shall be permitted to call witnesses as part of the grievance procedure. The Board, on request, will produce payroll and other records, as necessary. Staff witnesses who are state employees and grievants will receive their regular rate of pay for time spent processing grievances. Such time spent shall be subject to approval of the appropriate vice president, which should not be unreasonably withheld.
- 18.6 Further, in a group grievance only one (1) of the grievants and the appropriate staff representative shall be in pay status as spokesperson for the group. Group grievances are defined as, and limited to, those grievances that cover more than one (1) staff member within an employing unit and that involve like circumstances and facts for the grievance involved. The PSA@RIC Representative has the right to assist the aggrieved at any step of the grievance procedure. Nothing contained herein deprives an individual staff member of the right to process his/her grievance without PSA@RIC representation; the facts and correspondence of said grievance shall be furnished to the PSA@RIC. No grievance processed without PSA@RIC representation shall be cited as precedent for any other grievance.
- 18.7 It is also agreed that in all cases of dismissal the aggrieved may go immediately to Step 2 of the grievance procedure.
- 18.8 Decisions rendered shall be forwarded to the PSA@RIC and to the aggrieved staff member.
- 18.9 For purposes of this article the following definitions shall apply:
- a. "working day" shall mean any day (Monday through Friday) on which the College is open for the transaction of business;
 - b. "within a working day" shall mean prior to the end of the shift on the working day following receipt of the grievance, and shall be exclusive of weekends, vacations, and holidays;
 - c. "aggrieved" shall mean either the staff member and/or the PSA@RIC.
- 18.10 Arbitration - If a grievance is not resolved under Article XVIII, such grievance shall, at the request of the PSA@RIC be referred to the Labor Relations Connection or the American Arbitration Association, in accordance with the rules then obtaining.

- a. The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.
- b. Only grievances arising out of the provisions of this Agreement relating to the application or interpretation or violation thereof may be submitted to arbitration.
- c. All submissions to arbitration must be made within ten (10) working days after the grievance procedure decision.

ARTICLE XIX: HEALTH AND SAFETY

19.1 The Board shall make every reasonable effort to provide and maintain safe working conditions relating to the safety and health of all staff members.

ARTICLE XX: SAVINGS CLAUSE

20.1 Should any provision of this Agreement or any application thereof be unlawful by virtue of any federal or State law, such provision of this Agreement shall be null and void, but in all other respects the provisions of this Agreement shall continue in full force and effect for the life thereof.

ARTICLE XXI: ALTERATION OF AGREEMENT

21.1 It is hereby agreed that any alteration or modification of this Agreement shall be binding upon parties hereto only if executed in writing and signed by the parties.

21.2 The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

ARTICLE XXII: NO STRIKES OR LOCKOUTS

- 22.1 The PSA@RIC and its members will not cause, call, or sanction any strike, work stoppage, or slowdown, nor will the Board lock out its employees during the term of this Agreement.
- 22.2 It is agreed that all provisions of this Agreement are binding on each of the individuals covered by this Agreement.

ARTICLE XXIII: PERSONNEL APPEALS PROCESS

- 23.1 Purpose. The purpose of this appeal process is to remedy inequities in the placement of positions in pay grades of members of the bargaining unit.
- 23.2 Right to Appeal. During the term of this agreement, any employee who claims that his/her job description or job duties have been changed, or that he/she has undertaken additional job responsibilities, or that his/her situation is unique so as to constitute an inequity with the member's present grade shall have the right to appeal for a grade change as follows:
- 23.3 Internal Review.
- a. The employee shall request a review by the Director of Human Resources who will meet with the individual and the Association within fifteen (15) working days following the request.
 - b. The Director of Human Resources will conduct the appropriate research, and within fifteen (15) working days of the meeting with the member, will respond in writing to the employee and the Association stating his/her recommendation for approval or disapproval and the reasons for his/her actions.
 - c. If agreement is reached with the employee and the Association, the recommendation will go directly to the Personnel Review Committee (PRC) for a hearing in accordance with the provisions of paragraph 23.5.
 - d. If an agreement cannot be reached with the employee, the appeal will be directed to the committee specified in paragraph 23.4.
- 23.4 Personnel Appeals Committee.
- a. The employee shall request a review by the College Personnel Appeals Committee (PAC), a three (3) member committee comprised of one (1) member appointed by the College President, one (1) member appointed by the President of the Association, and one member appointed by the President of the College with the approval of the Association.

- b. The PAC will meet with the employee within ten (10) working days following receipt of the request. At this meeting, the staff member shall have the right to present evidence in support of his/her claim.
- c. By a majority vote of the Committee, the PAC shall make a recommendation on the appeal in writing, with reasons, within ten (10) working days following the last meeting with the member unless more time is needed to gather additional information.

23.5 Personnel Review Committee.

- a. Written recommendations of the PAC will be forwarded to the Board of Governors' Personnel Review Committee (PRC), the employee, and the Association within five (5) working days of issuance.
- b. The Personnel Review Committee shall consider the appeal at the next scheduled meeting, but no later than six (6) months after submission. The employee and/or the Association shall have the right to present evidence and testimony in support of the appeal before the PRC. The employee and the Association shall be notified five (5) working days prior to each appeal hearing.
- c. Recommendations of the PAC shall be reviewed by the Personnel Review Committee in an impartial and judicious manner.
- d. The Personnel Review Committee shall render its final decision within fifteen (15) working days of the hearing. This decision shall be in writing.
- e. If the appeal is denied, specific reasons based upon the evidence presented shall be set forth. Denials shall not be based upon financial constraints. A simple majority vote is required for a decision.

23.6 Pay Grade Increases.

Pay grade increases shall be made retroactive to the date of the first pay period following the filing of the initial appeal by the Association member. Such increases shall be between six percent (6%) and ten percent (10%) of the employee's present base salary, but no less than the minimum of the new pay grade and no more than the maximum. The determination of the new base salary shall be made by the Administration following the successful conclusion of the Personnel Appeals Process as set forth in this article.

23.7 Salary Adjustments

The parties agree that there may be situations in which a member of the bargaining unit has been assigned significant and permanent responsibilities for an increased workload beyond his/her current job description, or that the appropriate vice president has determined that a salary inequity exists, but in either instance the situation does not

warrant a pay grade increase. In such cases, the employee may petition the appropriate Vice President for a salary increase. The President may authorize an increase to the staff member's annual base salary of up to six percent (6%), provided that such increase shall not exceed the maximum for the employee's pay grade. Any resulting pay increase shall be applied retroactively to the date of the petition. The President shall communicate in writing any such decision and reasons to the employee and the PSA@RIC president. The final decision regarding the granting of such an increase shall rest with the President and not be subject to the grievance procedure.

ARTICLE XXIV: COMMITTEES

- 24.1 a. Whenever the President appoints a Search Committee to assist in filling a vacancy in any of the positions of Vice President, Assistant Vice President, Dean, or Director of the Library, at least one (1) member of the Committee shall be a PSA@RIC member, appointed by the President from a list of three (3) names submitted by the President of PSA@RIC.
- b. The Board and the PSA@RIC believe it is desirable to include PSA@RIC representatives in the search process for the President as a means of providing professional staff input.

ARTICLE XXV: TERMINATION OF AGREEMENT

- 25.1 The Agreement shall be in effect as of the 1st day of July 2013, and shall remain in force and effect until the 30th day of June 2018.

It shall be automatically renewed from year to year thereafter commencing the 1st day of July 2018, unless either party shall notify the other in writing at least ninety (90) days prior to the anniversary date that it desires to modify this Agreement.

In the event that such notice is given, negotiations shall begin not later than sixty (60) days prior to the anniversary date. This Agreement shall remain in force and be effective during the period of negotiations.

- 25.2 In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) working days prior to the desired termination date, which shall not be before the anniversary date set forth in the preceding paragraph.

Health Insurance. For the term of the 2015-2018 contract the health insurance benefits extended to eligible employees by the State shall be those for which the Director of Administration has contracted in accordance with RIGL 36-12, and shall include health insurance, prescription, dental, and vision/optical benefits. For the period July 1, 2015 – December 31, 2015, the employee health insurance waiver shall continue in the amount of \$2,000 annually, and all employees will participate in premium sharing on a percentage of premium basis as follows:

Individual Coverage

	<u><\$82,400</u>	<u>>82,400</u>
7/1/11	13.00%	15.00%

Family Coverage

	<u><\$51,500</u>	<u><\$82,400</u>	<u>>\$82,400</u>
7/1/11	10.00%	13.00%	15.00%

Effective July 1, 2008 there will be a ten percent (10%) cap on premium escalation.

In the event of mid-contract changes in plan design, the parties agree to reopen the contract to negotiate the impact of those changes.

Beginning January 1, 2016 the waiver payment for eligible employees will become \$1,001, and the health insurance benefits extended to eligible employees by the State shall include the following plan elements:

	Health Insurance Cost
In-Network Deductible	\$250 (\$500 family) (effective 1/1/16)
In-Network OOP Max	\$500 (effective 1/1/16)
OON Deductible	\$500 (effective 1/1/16)
OON OOP Max	\$3,250 (\$6,500 for family) (effective 1/1/16)
PCP Copay	\$15 (effective 1/1/16)
Spec Copay	\$25 (effective 1/1/16)
Urgent Care Copay	\$50 (effective 1/1/16)
ER Copay	\$125 (effective 1/1/16)
RX Plan (G/F/NF)	\$7/\$25/\$45 (effective 1/1/16)

*The \$500 family deductible is cumulative, meaning once any combination of family members has paid \$500 toward items covered by the deductible, the deductible has been met.

The Wellness Plan shall be made available as of 1/1/16.

Premium Sharing: Beginning January 1, 2016 and for the remainder of the term of the 2015-2018 contract, all employees will participate in premium sharing on a percentage of premium basis as follows:

Individual

Less than \$101,210	20%
\$101,210 and over	25%

Family

Less than \$50,605	15%
\$50,605 to less than \$101,210	20%
\$101,210 and above	25%

In the event of mid-contract changes in plan design, the parties agree to reopen the contract to negotiate the impact of those changes.

If two (2) State employed spouses hired into state service on or after July 1, 2015 are covered under one State family insurance plan, the co-share set forth in this Collective Bargaining Agreement shall be determined based on the income of the higher earner of the two (2) spouses as determined by the total rate of pay. Further, the spouse that does not receive insurance through the State but is covered by their State employed spouse will not receive the waiver payment.

For clarification purposes only, employees on paid or unpaid leave are responsible for their regular co-share payment for health insurance (i.e. medical, dental, and vision). Failure to make such payments may result in termination of such benefits upon thirty (30) days' notice.

APPENDIX A

SALARIES

- A.1 It is agreed that all staff members covered by this Agreement shall receive a salary in accordance with the appropriate pay plan set forth herein.
- A.2 Eligible staff members continuing in the 2013-2017 fiscal years shall receive a three (3.0%) across-the-board increase effective July 1, 2015, a three (3.0%) across-the-board increase effective July 1, 2016, and three (3.0%) across-the-board increase effective July 1, 2017.
- A.3 Any position assigned to PSA@RIC that becomes vacant or any new position established may be specifically designated by the Administration as either academic or calendar year. A listing of the various position classifications assigned to PSA@RIC, with the pay grade indicated, will be provided to the President of PSA@RIC and updated every six months.
- A.4 The maxima and minima of the salary schedule for each year of this Agreement shall be adjusted to reflect actual across-the-board percentages.
- A.5 For the period July 1, 2013 to June 30, 2018, the minima and maxima of the pay grades shall be as follows:

Calendar Year

Adjustment Grade	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	0.00%		0.00%		3.00%		3.00%		3.00%	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	24055	34698	24055	34698	24,777	35,739	25,520	36,811	26,286	37,915
2	25190	36028	25190	36028	25,946	37,109	26,724	38,222	27,526	39,369
3	26987	38788	26987	38788	27,797	39,952	28,631	41,150	29,489	42,385
4	28843	41725	28843	41725	29,708	42,977	30,600	44,266	31,518	45,594
5	31039	44903	31039	44903	31,970	46,250	32,929	47,638	33,917	49,067
6	33159	48422	33159	48422	34,154	49,875	35,178	51,371	36,234	52,912
7	35618	52869	35618	52869	36,687	54,455	37,787	56,089	38,921	57,771
8	38192	56344	38192	56344	39,338	58,034	40,518	59,775	41,733	61,569
9	41106	61595	41106	61595	42,339	63,443	43,609	65,346	44,918	67,307
10	44003	66457	44003	66457	45,323	68,451	46,683	70,504	48,083	72,619
11	47353	71413	47353	71413	48,774	73,555	50,237	75,762	51,744	78,035
12	50797	77229	50797	77229	52,321	79,546	53,891	81,932	55,507	84,390
13	54639	83016	54639	83016	56,278	85,506	57,967	88,072	59,706	90,714
14	58633	89713	58633	89713	60,392	92,404	62,204	95,177	64,070	98,032
15	63137	96526	63137	96526	65,031	99,422	66,982	102,404	68,992	105,477
16	67812	104541	67812	104541	69,846	107,677	71,942	110,908	74,100	114,235
17	72826	112999	72826	112999	75,011	116,389	77,261	119,881	79,579	123,477
18	78183	121820	78183	121820	80,528	125,475	82,944	129,239	85,433	133,116

Academic Year

Adjustment Grade	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	0.00%		0.00%		3.00%		3.00%		3.00%	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	19243	27756	19243	27756	19820	28589	20415	29446	21027	30330
2	20152	28822	20152	28822	20757	29687	21379	30577	22021	31495
3	21590	31032	21590	31032	22238	31963	22905	32922	23592	33910
4	23076	33381	23076	33381	23768	34382	24481	35414	25216	36476
5	24831	35921	24831	35921	25576	36999	26343	38109	27134	39252
6	26527	38736	26527	38736	27323	39898	28142	41095	28987	42328
7	28495	42296	28495	42296	29350	43565	30230	44872	31137	46218
8	30553	45089	30553	45089	31470	46442	32414	47835	33386	49270
9	32886	49273	32886	49273	33873	50751	34889	52274	35935	53842
10	35201	53171	35201	53171	36257	54766	37345	56409	38465	58101
11	37882	57131	37882	57131	39018	58845	40189	60610	41395	62429
12	40637	61776	40637	61776	41856	63629	43112	65538	44405	67504
13	43711	66424	43711	66424	45022	68417	46373	70469	47764	72583
14	46905	71778	46905	71778	48312	73931	49762	76149	51254	78434
15	50509	77229	50509	77229	52024	79546	53585	81932	55193	84390
16	54249	83631	54249	83631	55876	86140	57553	88724	59279	91386
17	58262	90400	58262	90400	60010	93112	61810	95905	63664	98783
18	62547	97453	62547	97453	64423	100377	66356	103388	68347	106490