



**TOWN OF CHARLESTOWN**

**TOWN OF CHARLESTOWN  
AND  
TEAMSTERS LOCAL UNION NO. 251  
COLLECTIVE BARGAINING AGREEMENT  
COMMENCING JULY 1, 2018  
AND  
EXPIRING JUNE 30, 2021**

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Neither the Town nor the Union shall discriminate against any employee by reason of race, color, creed, sex, age or Union membership or non-membership. The Union, on behalf of the employees, hereby agrees that all claims of discrimination on the bases set forth in this Section shall be resolved pursuant to the grievance and arbitration provisions contained in this Agreement and hereby waives, on behalf of the employees, any right to file suit or otherwise seek or receive damages, compensation, restitution or any other remedy whatsoever on account of discrimination as enumerated in this Section in any state, federal or other forum except by the grievance and arbitration provisions of this Agreement.

All references to employees in this Agreement designate both sexes and whenever one gender is used it shall be construed to include both genders.

#### **Section 2.4 – Union Security**

(a) All employees as defined above shall have the right to join the Union. The Union Business Agent shall be permitted up to one-half (1/2) hour to meet with each newly hired employee serving in a position within the bargaining unit on paid time for the purpose of conducting new bargaining unit member orientation. The new bargaining unit member orientation shall be held within the first twenty-one (21) days following the employee's date of hire. Employees who choose not to join the Union shall be under no further obligation or requirements of any kind to the Union.

(b) The Union agrees to accept into membership every employee covered by this Agreement who renders dues as a condition of acquiring and retaining membership.

(c) All employees who, on the effective date of this Agreement, are members of the Union, and all employees who become members thereafter shall, as a condition of employment, maintain their membership in good standing to the extent of paying the periodic dues uniformly required as a condition of the Union membership.

(d) The Town shall deduct from the current wages of employees, in accordance with the express terms of a signed authorization to do so, the monthly dues of the Union provided herein. Such deductions shall be made each pay period for which they are due and shall be forwarded to the Secretary-Treasurer of the Union monthly together with a list of employees for whom dues have been deducted in a form substantially similar to Exhibit A, attached hereto. If any employee has no earnings due for that paycheck, the Union shall be responsible for collecting said dues. The Union will give the Town thirty (30) days notice of any change in the amount of uniform dues to be deducted and there shall be no more than two (2) such changes in any contract year.

(e) Minimum age for employment for all full-time permanent employee positions shall be twenty-one (21) years of age.

(f) The Employer recognizes the right of the Union to designate one steward and three alternates. The authority of stewards and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

1. the investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement.
2. the collection of dues when authorized by appropriate local union action;

past practices which the parties intend to be binding in any way or which limit or expand upon the express provisions hereof.

### **Section 3.2 – Survival**

None of the rights created by this Agreement shall survive its expiration except as provided for in Article XXV.

### **Section 3.3 – Past Practice**

Past practice with respect to any matter concerning which this Agreement permits the Town discretion shall in no way bind the Town with respect to future practices. Nor shall the failure of the Town or the Union to exercise any of the rights reserved to it or conferred upon it by this Agreement foreclose the exercise of such rights at such time and in such circumstances as it shall choose to exercise them in the future.

### **Section 3.4 – Town Functions**

This is not an agreement on the part of the Town to continue to conduct all or any part of its operations.

### **Section 3.5 – Savings and Separability**

If any Article or Section of this Agreement shall be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby.

In the event that any Article or Section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations after receipt of written notice of the desired amendments by either Employer or Union for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

### **Section 3.6 – Stability of Agreement**

No agreement, understanding, alteration or variation of the terms and provisions of this Agreement shall be effective unless made and executed in writing by both parties. Failure of the Employer or the Union to exercise any rights they have under this Agreement or to insist in any one or more instances upon performance of the terms and conditions of this Agreement by the other party, shall not be construed as a waiver or relinquishment of the right of the Employer or the union to exercise any rights they have under this Agreement or to require future performance of any of the terms or conditions of this Agreement by the other party, and the obligations of the Employer and the Union to comply with this Agreement shall continue in full force and effect.

#### Section 4.2 – Personnel Rules

The Town and the Union recognize and adhere to all provisions of the Town's Personnel Rules and Regulations, as such Rules and Regulations may be amended from time to time, not otherwise superseded by the express terms of this Agreement. When the Personnel Rules are amended, the Union will be given a copy.

### ARTICLE V

#### GRIEVANCES

#### Section 5.1 – Grievance Procedure

For the purpose of this Agreement the term "grievance" means any difference or dispute between the Town and the Union or between the Town and any employee with respect to the interpretation, application or violation of any of the provisions of this Agreement. Either party (Town or Union) may file a grievance and either party may demand arbitration.

#### Section 5.2 – Grievance Procedure

There shall be a grievance procedure as follows:

- (a) A grievance shall be presented to the Department Head or his/her designee by the aggrieved employee and the Union within five working days of the employees knowledge of the occurrence giving rise to such grievance, or within five working days of the time when the employee should have known of such events, whichever is earlier.
- (b) An aggrieved employee and Union steward shall discuss his problem with the Department Head or his designee and an attempt to settle the problem shall be made within three working days.
- (c) If the grievance is not resolved according to section (b) above, it shall be reduced to writing and presented to the Department Head. The written grievance shall specify precisely the occurrence or matter being grieved, the exact section or sections of the contract allegedly violated, the name of the employee or employees who are aggrieved, the time and place of the occurrences and the remedy sought. The written grievance shall be presented within three working days after the section (b) meeting and it shall be answered in writing by the Department Head within five working days thereafter.
- (d) If the Union feels the grievance is not resolved, the Union shall request a meeting with the Town Administrator or his designee, who may grant a hearing to the aggrieved employee and/or the Local within ten working days. Within ten working days after such a meeting, the Town Administrator will respond to the Union in writing.
- (e) In the event the grievance is not settled in a manner satisfactory to the Union, then the grievance may be submitted to arbitration by the Union within ten days as set forth hereafter.

#### Section 5.3 – Limitations

## DISCIPLINE

### Section 7.1 – Just Cause

The employer shall not suspend, discharge, nor otherwise discipline any employee without just cause, except for probationary employees as defined in Section 8.1 – Probation/Computation of Seniority, and with respect to the disciplinary process, the Union recognizes “The Town of Charlestown, Employment Manual” – as adopted by the Town Council on 9/10/2012.

### Section 7.2 – Certain Discharge Offenses

Discharge shall not be precluded by reason of the fact that the employee discharged has received, is receiving, or is entitled to receive line of duty injury compensation benefits, in consequence of the conduct for which discipline is imposed or otherwise.

## ARTICLE VIII

## SENIORITY

### Section 8.1 – Probation/Computation of Seniority

Employees shall be considered on probation for the first six (6) months after they are hired and the Town shall have the complete discretion during the probationary period to determine whether or not to retain any employee for any reason. During the probationary period, employees shall have no rights under this Agreement. An employee retained after the probationary period shall acquire seniority status dating from the first day of employment. The Town also shall have discretion to adjust the pay of probationary employees during the probationary period up to a level not exceeding the regular rate for the job if it determines that the employee’s performance and experience justify it. Employees hired on the same day shall be assigned relative seniority by the Employer by draw or lottery.

### Section 8.2 – Accumulation

Seniority shall accumulate during absence because of on-the-job illness or injury or authorized vacation. Otherwise, seniority will accumulate only during active employment.

### Section 8.3 – Layoffs

In the event a reduction in the workforce is required, the most junior employee in the classification shall be subject to layoff. Affected employees will remain on a preferential reemployment list for a period of one year from the date of layoff, or for the length of the employee’s seniority, whichever is less, and shall retain seniority for this period. In the event of recall, employees will be recalled in inverse order of layoff within the classification.

prior to retirement, there shall be twenty-five (25%) percent buy-out. Fifty (50%) percent buy-out if career employee retires. Conditions after 5 years of service to Charlestown. Zero buy-out if terminated.

- (b) Sick leave shall not be considered a privilege, which may be used by the employee at his discretion, but shall be allowed only under the following conditions:
  - (i) Personal illness, physical incapacity beyond the employee's control. The Town may require a doctor's note documenting the illness before granting pay for sick leave, after three (3) days.
  - (ii) When an illness in the immediate family requires the employee's personal attention and the necessity of such attention is supported by a doctor's certificate, when requested by the Town Administrator. Immediate family, as used herein, shall mean, spouse, father, mother, brother, sister, son, or daughter or members of the immediate household living in the household.
- (c) Employees using sick leave shall notify their supervisor within one (1) hour of their normal starting time.
- (d) In a calendar month in which an employee accumulates more than three (3) separate absences charged to sick leave or unauthorized absences, with or without pay, said employee shall not accrue sick leave credit for that month, unless the employees provides a doctor's certificate to substantiate sick leave for the third (3rd) or any additional absence.
- (e) In the event an employee who has worked for the Town three (3) or more years has used up all accumulated sick and annual leave due to a serious and protracted illness, said employee may apply in writing to the Department Head and the Town Administrator for an extension of sick leave beyond that accumulated by the employee, not to exceed ten (10) working days in any calendar year. Leave granted under this provision shall be charged to sick leave accumulated upon the employee's return to work at the rate of one-half (1/2) day per month until the deficit is eliminated. Decision on whether to grant leave under this provision shall be at the discretion of the Town Administrator. Said decision shall not be subject to the grievance procedure.

### **Section 9.2 – Unpaid Leave**

Leaves of absence, without loss of seniority, may be granted by the Employer in cases of illness, pregnancy, injury or for other reasons. Generally, leaves of absence will not be granted for more than thirty days. Applications for leave and extensions of leaves of absence must be made in writing to the Town. The refusal to grant a leave of absence shall be within the sole discretion of the Town. The Town Administrator may grant an employee leave without pay and benefits for a period not to exceed one (1) year, subject to the following conditions:

Leave without pay may be granted only when it is in the interest of the Town to do so. The needs of the employee shall be considered when he has shown by his record to be of more than average value to the Town and when it is desirable to return the employee even at some sacrifice.

During an employee's approved leave of absence, his position may be filled by Temporary Appointment, a Temporary Promotion or detail of another employee. At the expiration of a leave without pay,



### **Section 9.6 – Military Leave**

Any employee who is a member of the National Guard or Armed Forces and must attend a two-week camp will be paid his regular salary less whatever he receives in military salary. This will not count as vacation.

**\*\*Please note that this is to conform to current State and Federal Laws.**

### **Section 9.7 – Maternity Leave**

In case of pregnancy or complications arising from such, earned sick leave shall be paid during the period that the employee's doctor certifies that she is medically unable to work. At the conclusion of sick leave, a leave of absence without pay shall be granted in any case of pregnancy, if so requested in advance by the employee, not to exceed three (3) months. Sick and vacation leave will not accrue, but hospital/medical coverage will accrue during this period. To conform to State and Federal Laws.

### **Section 9.8 – Special Time Off**

If it is deemed necessary by the Union, the Town agrees to allow two (2) members of the bargaining unit designated by the Union on July 1 of each year to participate in negotiations concerning a new collective bargaining agreement, and they shall be excused from duty with pay for the purposes of participation in negotiations with the Town provided reasonable advance notice is given to the department head, and said excuses shall commence fifteen (15) minutes before the scheduled commencement of the negotiations session and end fifteen (15) minutes after conclusion of the negotiations sessions. The parties understand and agree that no employee shall receive pay or credit for time worked for any hours devoted to negotiations outside the employee's regular working hours, and to the extent feasible the parties will hold negotiations at times that will be least disruptive to Town operations.

## **ARTICLE X**

### **INJURY AND ILLNESS**

#### **Section 10.1 – Light Duty**

Employees who are determined to be unfit for their regular duties, whether or not due to line of duty injury, may be ordered to return to work to perform such duties as they are capable of performing. Such light duty may consist of duties normally performed by employees, other duties not normally performed by employees, or a combination of both.

#### **Section 10.2 – Examinations**

- (a) It is agreed that a Town physician may examine an employee who reports an illness or injury and also determine whether or not an employee is ready to return to work.
- (b) The Employer shall have the right to require employees to submit periodically or occasionally to physical or mental examinations. The Employer shall pay for all examinations required by it. The Employer shall also pay for time necessarily spent at the place of examination or examinations after the employee has successfully completed the probationary period.

### **Section 11.5 – Call-In**

Normal overtime provision shall apply when an employee is requested to remain at work beyond the normal quitting time.

### **Section 11.6 – Compensatory Time**

Any employee of the bargaining unit may request to take compensatory time off in lieu of overtime due them at the appropriate rate, and this may be granted in the discretion of the Department Head and Town Administrator. The parties recognize that the Town may, from time to time, make scheduling accommodations of very short duration at an employee's request and by mutual agreement, such as (but not limited to) permitting them to come in early, work late, or work extra hours during one day in a week in order to make up for working fewer hours for personal reasons on another day in the week. None of these situations shall call for payment of the overtime rate.

Any compensatory time accrued must be used by June 30<sup>th</sup> of each fiscal year in which it is accrued. If it is not used by June 30<sup>th</sup>, it cannot be carried over into the next Fiscal Year.

### **Section 11.7 – Breaks**

Employees receive two 10 minute breaks per day and a half hour unpaid lunch.

### **Section 11.8 – Personal Day**

Employees will be given five (5) personal days per year, which will be granted at the beginning of the fiscal year. Personal days shall not be carried over from year-to-year and must be used by the employee within the fiscal year in which they are granted.

### **Section 11.9 – Working Out of Classification**

If an employee is assigned to work in a higher classification for five consecutive days or longer, he/she shall be paid the higher classification rate. It is understood the Town may assign employees to lower classifications within no loss in pay as well as higher. If the working foreman in DPW is going to be out sick or on vacation for 5 consecutive days or more, then a replacement from the Department will be designated by the Director of Public Works to fill the vacancy from day one at foreman's pay.

During the term of this agreement, the parties agree to meet and discuss in good faith to establish job descriptions for all job classifications listed on the Exhibit A.

### **Section 11.10 – Emergency Callback**

All employees are subject to callback for emergencies (e.g., without limitation, snow and ice conditions, flooding, hurricanes, etc.). Employees called back during emergencies shall be compensated for at least four (4) hours.

If an emergency is of such long duration that an employee must work continuously through more than one regular shift, the subsequent shifts shall be compensated as normal overtime.

### **Section 11.11 – Longevity Bonus**

Town changes from the current carrier, the coverage provided by the new plan must be comparable to that provided by the former plan. Any employee who is eligible for alternative health insurance coverage, who has a family plan through the Town, shall be eligible to receive, in lieu of that coverage, a \$2,500.00 (twenty five hundred dollars) cash payment per year upon presentation of proof of the alternative coverage that satisfies the Town Administrator that it is adequate. If, however, any such employee loses such coverage due to a Qualifying Event as set forth in COBRA, the employee shall be reenrolled in a Town group plan and the amount of the employee's payment in lieu of coverage shall be prorated for that year. New employees' coverage under the health care plan will commence on the first day of the month following completion of the initial thirty days of employment.

Notwithstanding the preceding, should the Town's health care plan provided to the employees be determined a high-cost plan tax (HCPT), popularly known as the "Cadillac Tax" for taxation purposes under the Affordable Care Act, the Town and Union agree to meet and discuss either altering plan benefits to avoid the tax payment obligation or determine an equitable tax cost sharing formula. Failure to agree on a resolution shall permit the Town to act unilaterally to avoid any tax payment under this designation.

Employees who retire before the age of 65 may continue in the Town's group plan until the employee reaches age 65, provided the employee shall bear the full expense of such medical coverage and shall meet whatever requirements are established by the Town for making payments completely and on a timely basis.

#### Section 12.2 Co-Pay

All employees shall make a co-pay of 20% of the total premium for health insurance.

#### Section 12.3 – Health Care Provisions

**Health Care co-pays shall be as follows**

<b>Primary Office Visit</b>	<b>co-pay</b>	<b>\$15.00</b>
<b>Specialist Office Visit</b>	<b>co-pay</b>	<b>\$25.00</b>
<b>Urgi-center Visit</b>	<b>co-pay</b>	<b>\$50.00</b>
<b>ER Visit</b>	<b>co-pay</b>	<b>\$100.00</b>
<b>Precription</b>	<b>co-pays</b>	<b>\$7.00, \$25.00, &amp; \$40.00</b>

#### Section 12.4 – Dental Plan

The Town will provide dental coverage for each employee of the bargaining unit and member of their family, for the duration of the Agreement. Said coverage shall be purchased by the Town, from Rhode Island Blue Cross Dental or Delta Dental, Level IV with an annual insured limit of \$2,000, which shall be administered in accordance with the Plan Summary of said carrier. Eligibility shall be the same as for Health Insurance in paragraph two and three above.

#### Section 12.5 – Employee Payment

The parties acknowledge that they had full and ample opportunity to bargain over any and all subjects prior to execution of this Agreement. There are no agreements between the parties except those expressly and explicitly set forth herein. This Agreement sets forth all the benefits, covenants, provisions, agreements, conditions and understandings between the parties and there are no benefits, covenants, promises, agreements, conditions of understandings, either oral, written or by past practice, between the parties other than as herein set forth.

## ARTICLE XVI

### ENTIRE AGREEMENT

#### Section 16.1

The parties hereto acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. There are no other agreements between the parties.

## ARTICLE XVII

### NO STRIKE

#### Section 17.1 – No Strikes

The Union and/or employees will not cause, call, encourage or sanction any strike, work stoppage, sickout or slowdown, nor will the Union or any employee give assistance, encouragement, participation or support to any concerted activity directed against the Town or any of its officials or managers.

If any unauthorized or wildcat work stoppage, slowdown, strike, or picketing which has the effect of impeding or obstructing or interfering with the Town of Charlestown's governmental functions shall take place, the Union will immediately notify such employees so engaging in such unauthorized activities to cease and desist, and shall publicly declare that such work stoppage, slowdown, strike or picketing is illegal and unauthorized. It shall be grounds for the Town to discharge any employee engaging in any of the activities prohibited by this Section.

#### Section 17.2. – Picket Lines

It shall not be a violation of this Agreement and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any primary picket line of unions party to this Agreement, and including primary picket lines at the Town facilities.

During the term of this Agreement the Town will not lock out any employees because of a labor dispute with any employees of the Town.

### **Section 19.2 – Rain Gear**

Any employee working during inclement weather will be supplied with adequate water repellent clothing at the Town's expense and whenever any employee is without such protective clothing on a job and inclement weather occurs, he will be allowed to procure same from his Department Headquarters.

### **Section 19.3 – Clothing**

The Town will continue to provide and maintain uniform service for employees of the Landfill, Animal Control, Police Department records clerk/chief's secretary and Highways:

Shirts

Trousers

Jackets

Coveralls

Shorts (summer only)

Tee shirts (summer only)

(Employees shall be required to maintain shorts and tee shirts at their own expense and the Town will pay for replacement shorts and tee shirts as needed).

The Town will also provide up to \$200 annually for each employee in these departments for the purchase of safety work shoes, upon presentation of evidence satisfactory to the Town of purchase of same. If such evidence is submitted on or before the second, third or fourth Wednesday of any month, reimbursement will be made on the following Friday.

### **Section 19.4 – Inclement Weather**

Except in cases of emergencies, those employees whose duties require the performance of work outdoors shall not be unreasonably required to work for long periods of time during the day at times of usually severe weather. Foreman shall make arrangements as far as it is practicable for shifting employees indoors and outdoors so that the intent of this clause is satisfied and the needs of the department are fulfilled, but in all cases the needs of the department shall be paramount. The Town will generally provide two men per truck in response to hurricanes.

### **Section 19.5 – Temporary Disability Insurance**

All employees covered by this Agreement shall be enrolled in, at the employee's total expense, the Rhode Island Temporary Disability Program under conditions specifically provided for by the State Statute. R.I.G.L. 28-39-3, 3.1, 3.2 and 3.3.

### **Section 19.6 – Workers' Compensation**

The Town agrees to be bound by the provisions of the Workers' Compensation Act, Section 28-30-1 et seq. of the General Laws of the State of Rhode Island, as amended.

(a) Annual leave shall not be granted for a period of less than one-half (1/2) day. Vacation entitlements shall accrue as of anniversary date of employment.

(b) To the extent feasible and consistent with effective departmental operation, employees will be permitted to take annual leave according to their own convenience subject to the following conditions:

- (i). The Department Head shall be notified three (3) weeks in advance of any annual leave request. However, nothing shall preclude the Department Head from granting leave without the required advance notice if it does not adversely affect the operation of the department. However, no annual leave shall be granted without prior approval of the Department Head.
- (ii) In cases of similarly qualified employees in the same department, scheduling of leave time shall be in the order of departmental seniority with preference being given to the persons having the longest employment in the department, except in cases of emergencies. There shall be an annual vacation sign-up period held in March of each year, during which employees may select the vacation periods they prefer) The Department Head then will assign vacations on the calendar, resolving conflicts in favor of the senior employee, all subject to the needs of the Department. The senior employee's priority will not control in any thirty-day period within which he/she already has scheduled or taken 2 weeks or more of vacation. Once the Town has fixed vacation schedules for the department, a senior employee may not bump a junior employee out of his/her assigned vacation.
- (iii) Granting of annual leave time is mandatory upon the Department Head, but the time when such leave is granted shall be consistent with the best interests of the work program of the department or a division thereof, provided that no employee may be deprived of annual leave privileges to which he is entitled under this rule.
- (iv) Vacation carry over of ten (10) days shall be without permission or automatic.

## ARTICLE XXI

### PENSION AND LIFE INSURANCE

#### Section 21.1 – Pension

The Town agrees to enroll employees working a minimum of twenty hours per week or more in the Rhode Island Municipal Employees Retirement System with the COLA provision pursuant to the relevant provisions of R.I. General Laws 45-21-*et seq.*, as amended. The employee contribution for participation in the RIMERS is set annually by the plan's actuary and will be deducted from the employee's pay during each pay period.

Employees who are employed by the Town on July 1, 1991, who elected not to be part of RIERS, are members of the ICMA plan with no mandatory employee contribution. The Town contributes equally to this plan at percentage set each fiscal year by State for RIERS for grandfathered employees only. Employees hired after July 1, 1991 are only eligible to participate in RIERS.

The Town will also offer employees a voluntary supplemental ICMA-RC deferred compensation plan in which to participate solely at the employees' expense, 401(a) after tax and 457 (pre-tax).

The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit the total deducted to Teamster's Local 251 on a monthly basis, in one check and total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's Social Security number and the amount deducted from the employee's paycheck provided the total sum transmitted is at least \$25.00. The International Brotherhood of Teamsters shall reimburse the Employer annually (Fiscal Year) for the Employer's actual cost for the expenses incurred in administering the weekly payroll deduction plan.

**ARTICLE XXV**

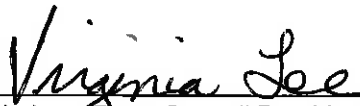
**DURATION AND TERMINATION**

This Agreement shall extend from July 1, 2018 through June 30, 2021 and shall continue in effect thereafter from year to year unless either party shall give the notice as set forth hereafter in this Section not less than one hundred twenty days prior to the last day for the appropriation of money by the Town for the fiscal year commencing July 1, 2021 or a subsequent fiscal year. Either party wishing to amend, modify or terminate this Agreement must so notify the other party in writing no less than one hundred twenty days prior to the last day for the appropriation of money by the Town for the fiscal year commencing July 1, 2021. If such notice is given, then this Agreement shall terminate and be of no further effect after June 30, 2021.


Dated this 9th day of October, 2018



**TOWN OF CHARLESTOWN**

**TEAMSTERS LOCAL UNION 251**

  
\_\_\_\_\_  
Virginia Lee, Town Council President

 11/1/18  
\_\_\_\_\_  
Nicholas Williams, Business Agent

  
\_\_\_\_\_  
Mark Stankiewicz, Town Administrator

Jami Blackwood  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
Laura Knudsen

**Town Clerk Clerk**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	38,215.53	39,553.08	40,937.43
Step 1	39,095.24	40,463.57	41,879.80
Step 2	39,996.93	41,396.83	42,845.71
Step 3	40,921.18	42,353.42	43,835.79

**Tax Collector Clerk**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	38,215.53	39,553.08	40,937.43
Step 1	39,095.24	40,463.57	41,879.80
Step 2	39,996.93	41,396.83	42,845.71
Step 3	40,921.18	42,353.42	43,835.79

**DPW Secretary**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	38,215.53	39,553.08	40,937.43
Step 1	39,095.24	40,463.57	41,879.80
Step 2	39,996.93	41,396.83	42,845.71
Step 3	40,921.18	42,353.42	43,835.79

**Assessor Jr. Clerk**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	38,215.53	39,553.08	40,937.43
Step 1	39,095.24	40,463.57	41,879.80
Step 2	39,996.93	41,396.83	42,845.71
Step 3	40,921.18	42,353.42	43,835.79

**Police Secretary**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	39,772.29	41,164.32	42,605.07
Step 1	40,690.90	42,115.08	43,589.11
Step 2	41,632.49	43,089.63	44,597.77
Step 3	42,597.62	44,088.54	45,631.63

**Treasurer's Assistant**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	39,772.29	41,164.32	42,605.07
Step 1	40,690.90	42,115.08	43,589.11
Step 2	41,632.49	43,089.63	44,597.77
Step 3	42,597.62	44,088.54	45,631.63



**Animal Control Officer**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	42,877.86	44,378.58	45,931.83
Step 1	43,869.08	45,404.49	46,993.65
Step 2	44,885.07	46,456.05	48,082.01
Step 3	45,926.47	47,533.90	49,197.58

**DPW Foreman**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	50,498.51	52,265.96	54,095.27
Step 1	51,680.25	53,489.06	55,361.18
Step 2	52,891.52	54,742.73	56,658.72
Step 3	54,133.08	56,027.73	57,988.71

**Landfill Foreman**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	50,498.51	52,265.96	54,095.27
Step 1	51,680.25	53,489.06	55,361.18
Step 2	52,891.52	54,742.73	56,658.72
Step 3	54,133.08	56,027.73	57,988.71

**Foreman II**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	46,342.24	47,964.22	49,642.96
Step 1	47,420.07	49,079.77	50,797.56
Step 2	48,524.84	50,223.21	51,981.02
Step 3	49,657.23	51,395.23	53,194.07

**Building/Electrical Inspector**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Base	50,498.51	52,265.96	54,095.27
Step 1	51,680.25	53,489.06	55,361.18
Step 2	52,891.52	54,742.73	56,658.72
Step 3	54,133.08	56,027.73	57,988.71