



# City of Providence

October 5, 2004



**City of Providence and Local Union 1033 Tentative Agreement**

**Fiscal Year 2005 – Fiscal Year 2007**



# City of Providence

## SUMMARY OF MAJOR LANGUAGE CHANGES

TOPIC	CURRENT CBA	NEW LANGUAGE
<b>Reorganization</b>	<b>No provision</b>	<p><b>The City may reorganize any one or more departments or areas as set forth after meeting and conferring</b></p> <p><b>The City may implement a reorganization plan with 30-day notification to employees</b></p>



# City of Providence

## SUMMARY OF MAJOR LANGUAGE CHANGES

TOPIC	CURRENT CBA	NEW LANGUAGE
<b>Redeployment</b>	<b>No provision</b>	<p><b>The City may re-deploy the workforce due to lack of work</b></p> <ul style="list-style-type: none"><li>- <b>Seek volunteers/post</b></li><li>- <b>Fill from volunteers by seniority</b></li><li>- <b>If sufficient #'s not obtained, the City may reassign the most junior employees by group (blue/white collar), by department and job class.</b></li></ul> <p><b>The City may re-deploy the workforce due to lack of funding</b></p> <ul style="list-style-type: none"><li>- <b>Seek volunteers/post</b></li><li>- <b>Fill from volunteers by seniority</b></li><li>- <b>If sufficient #'s not obtained, the City may reassign the most junior employees by group (blue/white collar) and by department</b></li></ul>



# City of Providence

## SUMMARY OF MAJOR LANGUAGE CHANGES

TOPIC	CURRENT CBA	NEW LANGUAGE
<b>Layoff</b>	<b>No provision</b>	<p><b>Following the City's best efforts to address lack of work or lack of funding:</b></p> <ul style="list-style-type: none"><li><b>- City shall seek volunteers for layoff</b></li><li><b>- If sufficient #'s do not volunteer, the City may layoff employees by inverse total employment seniority and based on the existing proportion of white and blue collar employees</b></li><li><b>- All temps within affected group (white/blue collar) and the affected department shall be laid off prior to permanent employees</b></li><li><b>- The City has the ability to layoff up to 10% of the workforce</b></li></ul>



# City of Providence

## SUMMARY OF MAJOR LANGUAGE CHANGES

TOPIC	CURRENT CBA	NEW LANGUAGE
<b>Filling of Vacancies</b>	<b>Posted positions are filled by employees meeting minimum qualifications and seniority</b>	<b>Affords Directors the opportunity to update job descriptions to reflect actual duties and requirements of the position</b>  <b>Will need Directors cooperation to work with HR to meet process deadlines</b>



# City of Providence

## SUMMARY OF MAJOR LANGUAGE CHANGES

TOPIC	CURRENT CBA	NEW LANGUAGE
Reassignment of Employees	Can temporarily re-deploy employees with 3 year's seniority	Can now temporarily re-deploy employees with 5 year's seniority
Flex Hours	No provision	City may seek volunteers on a rotating basis to work flex hours where needed. If insufficient #'s volunteer, Departments may detail junior employees where needed
90 Degrees	Can only move employees into Air-conditioned work spaces	In addition, Departments may call workers to another enclosed cooler working environment



# City of Providence

## SUMMARY OF MAJOR LANGUAGE CHANGES

TOPIC	CURRENT CBA	NEW LANGUAGE
Temporary Employees	No more than 50 at one time	An increase of 10 temps to no more than 60
Apprentice Program	No provision	Better skilled entry-level employees. Departments benefit from on-the-job training
Floating Holiday	RI Independence Day (May 4 <sup>th</sup> ) was celebrated each year effectively shutting down City services	A floating holiday replaces RI Independence Day
Comp Time	Employees can accrue a maximum of 70 straight hours – 105 comp time hours	Employees can accrue a maximum of 105 straight hours – 157.5 comp time hours Overtime savings opportunity



# City of Providence

## HEALTHCARE: CURRENT EMPLOYEES

### YEAR 1

Employee Co-Share equal to 7% of the working cost rates  
to be paid as a percentage of Payroll by Individual and Family

Utilization: 10/15/100

ER - change from \$25 to \$100

### YEAR 2

Employee Co-Share equal to 8.5% of the working cost rates  
to be paid as a percentage of Payroll by Individual and Family

Utilization increase to 15/20/100

**\$25 In-patient/Out-patient Deductible - Annual Cap \$100 Individual/\$300 Family**

### YEAR 3

Employee Co-Share equal to 10% of the working cost rates  
to be paid as a percentage of Payroll by Individual and Family

**\$50 In-patient/Out-patient Deductible – Annual Cap \$100 Individual/\$300 Family**



# City of Providence

## HEALTHCARE: NEW HIRES

- **Year 1 - HMO Blue Chip**
  - Co-Share – 7%
  - Plan Utilization 15/20/100
  - \$25 Inpatient/Out-Patient Deductible \$100I/\$300 F Annual Cap
- **Year 2**
  - Co-Share – 8.5%
  - \$25 Inpatient/Out-Patient Deductible \$100 I/\$300 F Annual Cap
- **Year 3**
  - Co-Share – 10%
  - \$50 Inpatient/Out-Patient Deductible \$100 I/\$300 F Annual Cap



# City of Providence

## HEALTHCARE – RETIREES

- **Effective 01/01/05**
- **Retirees Year 1, similar Plan, individual coverage and co-share as of day last worked, increasing to Year 2 co-share and plan for Year 1 retirees**
- **Retirees Year 2, similar plan, individual coverage and co-share as of last day worked**
- **Retirees Year 3, similar plan, individual coverage and co-share as of last day worked**
- **Once Medicare eligible, then Plan 65 or Medicare approved HMO**



# City of Providence

## SALARY WAGE INCREASES

- **Year # 1: 1.5% Increase**
- **Year # 2: 3% over 6/30/05**
- **Year # 3: 3% over 6/30/06**

## PUBLIC FUND CONTRIBUTIONS

- **Year 1: From \$2.67/hour per person to \$2.54/hour per person**
- **Year 2: Return to \$2.67 plus additional .02 per hour**
  - **Training fund only**
- **Year 3: No increase in contribution**