

Collective Bargaining Agreement
By and Between
City of East Providence, Rhode Island

And

East Providence Firefighters Local 850
International Association of Firefighters
AFL - CIO

November 1, 2025 to October 31, 2030

TABLE OF CONTENTS

<u>ARTICLE I</u>	PAGE
1.01 RECOGNITION	5
1.02 UNION SECURITY	5
1.03 NONDISCRIMINATION	7
<u>ARTICLE II</u>	
2.01 MANAGEMENT RIGHTS	7
<u>ARTICLE III</u>	
3.01 SENIORITY	8
3.02 SENIORITY ON TEMPORARY ASSIGNMENT	8
3.03 BID SYSTEM	8
3.04 LAYOFF	11
3.05 TRAINING OPPORTUNITIES	11
<u>ARTICLE IV</u>	
4.01 VACANCIES-PRIVATE'S RANK	12
4.02 VACANCIES-OFFICERS' RANK	13
4.03 TEMPORARY SERVICE OUT OF RANK	14
4.04 PROMOTION	14
4.05 PROMOTIONAL EXAMINATIONS	15
4.06 MANPOWER	18
<u>ARTICLE V</u>	
5.01 DUTIES	19
5.02 PERMANENT STATUS	20
5.03 DETAIL TO OTHER DEPARTMENTS PROHIBITED	21
5.04 OUTSIDE INSPECTION	21
5.05 MUTUAL AID	21
<u>ARTICLE VI</u>	
6.01 HOURS	22
6.02 SUBSTITUTIONS	23
6.03 OVERTIME	23
6.04 CALLBACK	25
6.05 COURT TIME	25
6.06 LEGAL INDEMNIFICATION	26
<u>ARTICLE VII</u>	
7.01 NON-CIVIC DETAILS	26

ARTICLE VIII

8.01 PAID HOLIDAYS	26
--------------------	----

ARTICLE IX

9.01 SALARIES	27
9.02 FIRE PREVENTION AND TRAINING DIVISION	28
9.03 STEP INCREASES-PRIVATES	29
9.04 RESCUE PERSONNEL	30
9.05 LONGEVITY PAY	32
9.06 ITEMIZED PAY CHECKS	33
9.07 ASSESSMENTS	33
9.08 PAYROLL DEDUCTIONS	33

ARTICLE X

10.01 SICKLEAVE	34
10.02 IN-LINE-OF-DUTY ILLNESS	35
10.03 IN-LINE-OF-DUTY INJURY	35
10.04 LIGHT DUTY	37
10.05 BEREAVEMENT LEAVE	37
10.06 PERSONAL LEAVE	38
10.07 MATERNITY LEAVE	39

ARTICLE XI

11.01 VACATIONS	40
11.02 CHOICE OF VACATION	41

ARTICLE XII

12.01 CLOTHING ALLOWANCE	42
12.02 PROTECTIVE GEAR	43
12.03 WEARING UNIFORMS	44

ARTICLE XIII

13.01 HEALTH CARE	44
13.02 DENTAL PLAN	46
13.03 LIFE INSURANCE	47
13.04 DEFERRED COMPENSATION	47
13.05 DUPLICATE COVERAGE	47

ARTICLE XIV

14.01 TIME OFF WHILE PERFORMING UNION DUTIES	48
--	----

ARTICLE XV

15.01 DISCHARGE AND DISCIPLINE	49
--------------------------------	----

ARTICLE XVI

16.01 GRIEVANCE PROCEDURE	50
---------------------------	----

ARTICLE XVII

17.01 ARBITRATION	50
-------------------	----

ARTICLE XVIII

18.01 WORKING CONDITIONS	51
--------------------------	----

ARTICLE XIX

19.01 BULLETIN BOARDS	51
-----------------------	----

ARTICLE XX

20.01 DRIVER'S LICENSE	51
------------------------	----

ARTICLE XXI

21.01 PENSION PLAN	51
21.02 PENSION ACCRUALS RATE AND MAXIMUM PENSION BENEFIT	52
21.03 COST OF LIVING BENEFIT (COLA)	53
21.04 CIVILIAN EMPLOYEES	53
21.05 DISABILITY PENSION EARNINGS	54
21.06 MEMBER CONTRIBUTIONS	54

ARTICLE XXII

22.01 EDUCATION EXPENSES	54
22.02 CERTIFICATIONS	55

ARTICLE XXIII

23.01 PHYSICAL FITNESS STANDARDS	56
----------------------------------	----

ARTICLE XXN

24.01 WORK STOPPAGE	57
---------------------	----

ARTICLE XXV

25.01 OTHER POST EMPLOYMENT BENEFITS	57
--------------------------------------	----

ARTICLE XXVI

26.01 DURATION OF THIS CONTRACT	57
26.02 SCOPE OF CONTRACT	58
26.03 INCORPORATION OF PRIOR MEMORANDUM OF AGREEMENTS	58
26.04 FIRE PREVENTION SECRETARY & CHIEF'S AIDE	58
26.05 SEVERABILITY	59

CONTRACT

Pursuant to the provisions of Title 28, Chapter 9.01 of the General Laws of Rhode Island, 1956, as amended, entitled "Firefighters' Arbitration", this contract is made and entered into this 4th day of November, 2025 by and between the CITY OF EAST PROVIDENCE and LOCAL 850, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO.

ARTICLE I

1.01 RECOGNITION

The City of East Providence recognizes Local 850 International Association of Firefighters, AFL-CIO as the sole and exclusive bargaining agent for all uniformed employees of the East Providence Fire Department excepting only the Chief of the department for the purpose of collective bargaining relative to wages, salaries, pension, hours, and working conditions. The rights of the City of East Providence and employees shall be respected, and the provisions of this contract shall be observed for the orderly settlement of all questions.

1.02 UNION SECURITY

The City of East Providence agrees not to discharge or discriminate in any way against employees for Union membership or activities. Upon being hired, employees shall make one of the following elections with respect to their Union:

(A) Option #1: Employees may elect to become a member of the Union and shall pay membership dues and assessments as determined by the Union.

Option#2: Employees may elect not to become a member of the Union but agree to pay their fair share of the Union dues and assessments as determined by the Union (hereinafter the "agency fees").

Option #3: Employees may elect not to become a member of the Union or to pay the agency fees.

Elections made under this Section shall be in writing with copies submitted by the employee to the City and the Union within (7) days of the selection.

- (B) An employee wishing to change their membership status may do so by providing written notice to the City and the Union. The change in membership status shall take effect upon receipt of the notice by the City and the Union; except, however, in the case of an employee going from Option #3 to either Option #1 or Option #2, the change in membership status shall not take effect until ninety (90) days after the written notice has been received by the City and the Union.
- (C) The provisions of R.I.G.L. §28-9.1-18 shall apply to any employee who has elected Option #3.
- (D) The Treasurer of the Union shall certify to the City the amount of membership dues and assessments (Option #1) and the agency fees (Option #2) on a regular basis. The Union shall give the City thirty (30) days' notice prior to any change of these amounts.
- (E) The City agrees to withhold from employees' pay any membership dues and assessments or the agency fees from each payroll check. These withheld amounts shall be transmitted to the Treasurer of the Union on a bi-weekly basis coinciding with the department payroll.
- (F) The City is not responsible for the application or use of any membership dues and/or agency fees and the Union agrees to hold harmless and indemnify the City to the extent the City may be liable for the misuse of such dues and agency fees.

- (G) The Union agrees to indemnify and hold harmless the City from any lawsuits, damages, judgments, results, ramifications and/or effects occurring pursuant to said deductions made by the City at the request of the Union.
- (H) The City of East Providence shall deduct Union dues in accordance with the following authorization and shall forward the Union dues check each pay day to the Treasurer of Local 850:

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
TO: CITY CONTROLLER
CITY OF EAST PROVIDENCE, RHODE ISLAND
DATE: _____

I hereby authorize my employer to deduct from each biweekly payroll my union dues until further notice.

Signature of Employee

Department

1.03 NONDISCRIMINATION

The City and the Union agree not to discriminate in any way against employees covered by this contract on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, or disability. All references to employees in this contract designate both sexes; and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE II

2.01 MANAGEMENT RIGHTS

The Union agrees that the City has responsibility for the policies and administration of the fire department which it shall exercise under the provisions of law and in fulfilling its responsibilities under this contract. The City hereby retains and reserves unto itself all right,

power, authority, duty, and responsibility confirmed on and vested in it by the laws and Constitution of the State of Rhode Island and/or the United States of America.

ARTICLE III

3.01 SENIORITY

Seniority of employees shall be computed in each rank from the date of original appointment to that rank. Accurate and up-to-date seniority lists shall be posted in each station prior to December 1st of each year.

Any member who terminates his/her employment and is re-employed by the City under an employment agreement shall in any event be placed on the bottom of the seniority list. He/she shall be considered one-day junior to the bottom person on the seniority list for reasons of picking vacations, bidding for station assignments and for details to be performed.

3.02 SENIORITY ON TEMPORARY ASSIGNMENT

A member working a regular shift other than his/her own or working a regular shift at a station other than his/her regular assignment or working overtime or when called back to duty shall be entitled to his/her normal seniority privileges and rights within the group to which he/she is temporarily assigned and duty details shall be performed by the junior man of the group.

3.03 BID SYSTEM

All present positions in the following groups, stations and divisions shall be bid except for the position of Chief's Aide, Fire Alarm Inspector and other civilian clerical and secretarial positions. The bid shall be held in each rank with seniority in each rank being the deciding factor.

Each member of the fire department is locked into his/her respective group, station or division until such time as a vacancy occurs of equal rank, in which case a notice shall be posted notifying all concerned parties of the date, time and place of the upcoming bid.

When a member is awarded an assignment due to the bid, his/her position immediately becomes open and will be filled by the same system during the same bidding session. Once a position is reached that no one bids for, that position is filled by the senior extra member or, in the case of no extra members, left vacant awaiting the next bid.

When a member is awarded an assignment due to the vacancy bid, he/she shall assume the new assigned work schedule without additional compensation or time off. The respective member shall choose his/her vacation from the remaining available vacation schedule on that group.

In addition to the vacancy bid, an annual bid shall be held during the first week of November each year for voluntary bidding.

When a member is awarded an assignment due to the annual bid, he/she shall assume the work schedule of the new position without additional compensation or time off.

When the bidding session is completed, the Union shall, within forty-eight (48) hours, give to the Chief of the department, in writing, a list of any or all transfers to be made. The Chief shall, within fifteen (15) days of the vacancy or fifteen (15) days of receipt of the list whichever comes later, put the transfer into effect. No member shall be ordered or compelled in any way to transfer unless he/she is considered an extra member.

The positions that are open for bid are as follows:

1. Battalion Chief
2. Division Head (All members assigned to that division excluding Chiefs Aide, Fire Alarm Inspector and other civilian clerical and secretarial positions)
3. Fire Captain
4. Rescue Captain
5. Fire Lieutenant
6. Rescue Seat (person in charge)
7. Firefighter/Rescue Driver

8. Additional Firefighters (assigned by bid or floating position)

All other positions are not open to bid.

In the event the City of East Providence or the Chief of the Fire Department deems it necessary to relocate any of the In-service staffed fire apparatus, it shall be decided by Local 850 through the bid system which members of the fire department shall fill any and all vacancies that arise.

Once all the bidding in any case is completed and the transfers have been made, the officer in charge of each group shall take each member's seniority into consideration before assigning him/her a permanent position. Temporary positions or assignments on the rescue truck within a group shall be filled by seniority choice. Temporary assignment shall be allowed to be filled on any rescue to gain necessary experience for the purpose of employees to maintain their EMTC License. Temporary positions or assignments on the rescue truck within a group shall be filled by following the Rescue Hiring Policy set forth in 9.04(B). Said Rescue Hiring Policy may be amended from time to time by mutual agreement of the parties hereto. Such amendment to be effective must be in writing and signed by the parties hereto.

The assignment of Uniformed Firefighters with less than two (2) years of service shall be left to the Chief's discretion. Firefighters with less than two (2) years of service who are AEMTC licensed shall be temporarily assigned to a rescue not filled during a bid at the discretion of the Chief of the Department, until such time as the position is filled permanently through the bid process. Openings on the rescue vehicles shall be filled first with firefighters with less than two (2) years seniority. All other vacancies shall be filled after the rescue vacancies have been completed. Two (2) probationary firefighters shall not be assigned to a rescue vehicle at the same time. When a Uniformed Firefighter completes two (2) years of service, that member will be eligible to bid on vacancies for which he/she or she is qualified.

When members are awarded an assignment due to a Super Bid, they shall assume the work schedule without additional compensation or time off.

A Super Bid will be allowed at the discretion of the Fire Chief when stations or in-service apparatus are added, moved or deleted.

3.04 LAYOFF

In the event that the City at any time during the term hereof lays off employees covered by this agreement, the same shall be done, if not forbidden by law, on the basis of strict seniority that is, the last employee hired in the bargaining unit (including probationary employees) shall be the first to be laid off and so on until the number required to be laid off has been met.

No layoffs shall take place without the City having first discussed the same with the Union with a view toward minimizing the number of employees to be laid off or toward taking such action as may be possible to avoid the layoff of any employee provided, however, that the City's obligation under this paragraph shall be limited to notification and discussion and that its final decision shall not be subject to the grievance procedure or other appeal.

Employees shall be called back from layoff by seniority; the employee with the highest seniority being the first to be called back.

3.05 TRAINING OPPORTUNITIES

The Chief will determine the need for specialized professional development and educational improvement of the department and will select members to attend training seminars, courses and schools by offering to members taking the following courses by seniority. Members will be afforded department business reliefs (See Below):

State Fire Academy Classes (MA and CT Fire Academies to be included)

Mutually Approved Health and Safety Seminars (MA, CT, and RI only) with a max of five (5) members per shift

Paramedic CEU (Continuing Education)

Technical Rescue Training (Rope Level I & II and Confined Space Training)

Paramedic Program

Active Marine 3 Boat Operator Training (in house training)

Hazmat, subject to continued federal and/or state funding

Members who elect to take part in specialty training shall become a participating active member of the respective specialty team for a period of no less than two (2) years. Members who attend a Paramedic license class can elect to be reimbursed for the cost of the class or be afforded Department reliefs if the member(s) is scheduled to work. Members who attain a Paramedic license shall be required to fill in on rescue when needed provided it is within members assigned shift and members are allowed to exercise his/her seniority rights of refusal to other eligible members of the shift in accordance with the Rescue Hiring Policy.

ARTICLE IV

4.01 VACANCIES-PRIVATE'S RANK

All members on the department shall maintain their AEMT-C License as a term and condition of employment, with the exception of any member who is currently employed but isn't required to hold an AEMT-C License, but required to maintain their EMT (Basic Level) as a term and condition of employment. Only those members who currently hold an EMT License shall be grandfathered in and exempt from the AEMT-C requirement. All member(s) who shall be grandfathered in shall be indicated on a list and incorporated into the CBA. (Exhibit B)

Effective October 31, all employees with the following certifications will receive the following non-cumulative bonuses for maintaining the certifications as stated in the below table

EMT	\$675.00
AEMT-C	\$925.00
Paramedic	\$1,400.00

As far as possible, the department shall make every effort to plan for filling permanent vacancies in the rank of Private, as is now or may be covered by ordinance and department

orders. New employees shall only be compensated at straight time in securing said license whether it occurs during training, probation, or as permanent employees.

Any changes in manpower requirements, service levels or state mandates shall cause this clause to be renegotiated.

Employees eligible to drop their AEMT-C or EMT License can do so only on their recertification date. Such stipends shall not be applied to base salary. Such non-cumulative bonus shall be payable in a lump sum October 31 of each year or the next payday thereafter. Members required to maintain their EMTC or EMT license according to this section shall do so as condition of employment. Failure to do so without just cause could be just grounds for termination.

The City shall pay all expenses for said education including tuition, books, fees or any other charges. Said expenses shall not be charged to education expenses as set forth in Article XXII of this agreement.

The length of the training period for trainees shall be established from time to time by the City provided, however, that such period shall not be less than thirteen (13) weeks including both the State Fire Academy and the City program. During said period, trainees shall not be eligible to replace members of the department.

The City shall provide all EMTs with the appropriate level refresher course for their level of certification while on duty. CPR, ACLS, PALS and any other requirements for recertification shall be included and provided. It shall be the sole responsibility of the City to provide said training and all costs associated thereof.

4.02 VACANCIES-OFFICERS' RANK

Vacancies in officers' ranks shall be filled immediately unless a city-wide job freeze is in effect.

4.03 TEMPORARY SERVICE OUT OF RANK

Any member serving in an acting officers capacity, such as Fire Captain, Rescue Captain, Rescue Seat (person in charge), Fire Lieutenants, and Battalion Chiefs, shall receive the pay equal to the actual hourly rate of the position he/she is replacing and for the actual hours worked.

A private who assumes command of a platoon in the absence of an officer shall be compensated at the rate paid a Fire Lieutenant commencing with the first day.

Seniority in each group shall govern selection of members temporarily assuming the duties of a higher rank at the discretion of the Chief.

4.04 PROMOTION

(A) To establish eligibility to take the fire promotional examination for a Fire Lieutenant, a member shall be required to have seven (7) years of service as an East Providence Firefighter and be NFPA 1001 Firefighter Level 2 Certified prior to expiration of the existing or exhaustion of the current promotional list.

(B) When an opening exists for the position of EMS Coordinator, the position shall be posted for qualified members of the Department and a competitive written examination for the EMS Coordinator position shall be given. The most senior Rescue Captain assigned to rescue shall be offered the position, with the right of refusal, on a temporary basis until the competitive written examination process has been completed. To establish eligibility to take the competitive written examination for the position of EMS Coordinator, a member shall be required to have five (5) years of service as an East Providence Firefighter and have served the last three (3) consecutive years on the rescue from the date of the examination announcement and be a Rescue Captain. The member shall also hold a Rhode Island Emergency Medical Technician Cardiac (EMTC) level or higher license. Competitive written examinations shall be given under 4.05 of the Collective Bargaining Agreement.

(C) The rescue promotional examination for Rescue Captain shall require the member to have a minimum of five (5) years of service as an East Providence Firefighter and three (3) years assigned to rescue. Members shall also hold a current AEMT-Cardiac license at the time of the examination.

(D) Fire Promotional examinations from Fire Lieutenant to Fire Captain and from Fire Captain to Battalion Chief will require three (3) full years of continuous service in the prior rank, and must be NFPA 1021 Officer Level I certified to establish eligibility prior to expiration or exhaustion of the current promotional list. Effective 11/1/2010 prior to becoming NFPA 1021 Officer Level 1 certified, members are required to be NFPA 1041 Fire Service Instructor Professional Qualifications certified. In the event that there are less than three (3) members eligible under the above requirements, the next senior member in rank with the required Certification shall be eligible until three (3) members are eligible for the promotional examinations.

(E) The department shall make available the necessary training to accomplish the requirements of Article 4.04 each two years or as needed. If off duty, the officer will receive normal overtime compensation to attend the required classes.

4.05 PROMOTIONAL EXAMINATIONS

The top seeded member on a promotional list shall be the one promoted. The parties agree that in the event that the new promotional list is not certified by the Personnel Hearing Board, the top seeded member shall be transferred to the promoted position and will be compensated retroactive to the date that the old list expires, regardless of when the Personnel Hearing Board certifies the list. The parties agree that the said lists as cited previously shall remain in effect for a period of two (2) years. The parties agree that the Human Resources Director for the City shall note in writing the actual effective date on the above cited lists when said lists are presented to the Personnel Hearing Board. The certification date of said lists shall begin the two

(2) year effective period, and the certification dates shall be posted in all stations and divisions. To ensure that there are always promotional lists in effect, at least one hundred eighty (180) days prior to the expiration of any promotional list, the City shall communicate all necessary posting for the members of the department pertaining to the promotional process by departmental electronic email communication. Such notice shall contain, notice of the upcoming exam, the sources of the material from which the competitive written examination will be taken, as well as the percentages of competitive written examination questions to be taken from each source. The posting and application process will be for twenty (20) days. At the end of the twenty (20) day posting, a test date will be announced, the examinations will be administered approximately seventy (70) days later. In a case of a list becoming exhausted or no one passes the competitive written examination, the above process will begin immediately.

All promotions shall be based on competitive written examinations composed of the following parts:

(A) Written Examination 100 point value.

The competitive written examinations shall be prepared outside the department. When a notice of an upcoming competitive written examination is posted, the reference materials listed in the aforementioned notice shall be provided by the department for test applicants' usage. The department shall provide one (1) set of required books for every six (6) applicants. Any fraction of six (6) applicants shall be considered six (6) applicants for purposes of determining the number of sets of books to be provided by the department. The books shall be kept in the Division of Training Office. The passing grade on competitive written examinations will be 70% and will be posted prior to the test date. Said score must be obtained to continue to part (B). When the competitive written examinations are received by the City, the Human Resource Director will contact the authorized representative of Local 850, who will arrange to verify that the material has not been opened. After signing his/her name along the seal, the Local representative will observe the placement of the material into a secure location. At the time of

the scheduled competitive written examinations, the authorized Local representative will retrieve the materials along with H.R. Director, from the secure location and verify that the seals remain intact. The seal will be opened in the test room at the beginning of the test in the presence of the Local representative and those candidates taking the test. When a candidate finishes the test, he/she will have the Local and City representatives make a copy of the answer sheet in his/her presence. He/she will then sign the copy. All the signed copies of all of the candidates will be sealed in an envelope at the end of the test by both the Local and City representatives, who will then sign across the seal and lock that envelope in a secure location. The unsigned originals will be sent to the testing company for scoring. Within fifteen (15) working days of the competitive written examinations being given, all candidates shall be notified of their written score. Candidates or the authorized Local 850 representative will then have fifteen (15) working days to contact the H.R. Department to review their original, the signed copy, and a copy of the test questions in the presence of a City representative to verify their written test score. (Test score equals point value). Each candidate shall be allowed to challenge questions and will have the right to have those challenges answered. When the review period ends all challenges presented by the candidates will be answered within thirty (30) days by the test company.

The City shall provide work reliefs for members who are on duty in order to take the competitive written examinations without requirement to make up the time. In the event an employee taking the competitive written examinations reduces the workforce below minimum staffing levels, the Chief shall order off duty employees to fill in for those employees taking the competitive written examinations in accordance with the Collective Bargaining Agreement between the parties.

(B) Seniority (Maximum 30 point value)

Members shall receive one (1) point for each year of service. Time shall be computed from the date of appointment to the fire department to the competitive written examinations date.

(C) A promotional list shall be established from the procedures set forth in A and B with the final point total. In the event of an exact tie, the member with the most seniority in rank shall be placed first. (Maximum total 130 points).

(D) Prior to the Personnel Hearing Board certifying any promotional list, the President of Local 850 or their designee shall provide seniority points to the Human Resources Director.

(E) TESTING MATERIALS: The Chief shall establish a standard list of promotional testing material for each rank and said material shall be used for the duration of the contract.

4.06 MANPOWER

(A) The City shall maintain and operate five (5) engine companies, one (1) officer and two (2) Firefighters on each engine truck; two (2) ladder companies, one (1) Firefighter and one (1) officer (for each group) i.e. one (1) fire captain and three (3) fire lieutenants; and four (4) rescue trucks, two (2) EMTC's on each. Probationary Firefighters may be used according to the Rescue Hiring Policy as set forth in 9.04 (B). Commencing on November 1, 2022, there shall be four (4) Rescue Captains. There shall be one Rescue Captain assigned to each of the four (4) rescue vehicles. There shall not be more than one Rescue Captain assigned to each shift. In the event a Rescue Captain bids off the rescue, he/she shall revert back to a private rank. Upon the establishment of Rescue Captains, Local 850 shall conduct a super bid for all positions within the department except for staff positions. Staff personnel, if they so desire, shall be allowed to bid at the above cited super bid.

(B) The City shall maintain and operate six (6) permanent fire officers on duty at all times not including Battalion Chiefs only when in a hiring situation. When in a hiring situation, the City will first try to fill the vacancy by hiring from the overtime list. If no one is available or if no one accepts, then the City will order the junior fire officer(s) on duty to fill in on a rotating schedule.

(C) 4th Rescue: , The minimum staffing shall be increased by two (2) members that shall be assigned and bid on the 4th Rescue. The said rescue and staffing shall operate Monday thru Thursday from 0830 to 1700 and Fridays from 0900 to 1700 hours, for a total of 42 hours per week (minimum staffing for the Fire Department shall increase from 26 to 28 during said hours) and shall be staffed with a Rescue Driver and a Rescue Captain. Members who are assigned/bid to the 4th rescue shall be on their own independent Monday thru Friday daytime platoon.

Members who are assigned/bid to the 4th Rescue shall be on their own independent Monday thru Friday – daytime platoon, operating separately from the other platoons regarding vacation and other types of leave etc. When members assigned/bid to the 4th Rescue are absent for any reason and a vacancy is created, said vacancy shall be filled by eligible floaters working on a platoon that coincides with the hours of the said vacancy or if no floaters are available, the vacancy shall be filled with overtime in accordance with the mutual agreed upon overtime rules in effect. There shall be a department super bid to fill said positions in accordance with the bid procedures contained within the Collective Bargaining Agreement.

When not in a hiring situation, the City will use the agreed upon Acting Officer Hiring Policy.

ARTICLE V

5.01 DUTIES

(A) The principal duties of the members of the fire department shall consist of the prevention, control and extinguishment of fire, emergency medical services, and other emergency services such as hazardous materials, technical rescue, marine, and flammable combustible liquids response together with the necessary administrative and service functions presently conducted by the fire department and as set forth in the rules and regulations adopted by the City for the management of the fire department. The President of Local 850 shall be consulted prior to the adoption of new or amended rules and regulations and be furnished a

copy of same prior to their effective date. General Orders and memoranda will not be used to promulgate what should be rules and regulations.

(B) Rules and Regulations

All members of the Fire Department covered by this contract shall be governed by the provisions of the City Charter and the revised rules and regulations of the department as adopted by the Chief, provided that the rules and regulations do not contravene the provision of the contract or the duly established past practice of the parties.

5.02 PERMANENT STATUS

Those employees presently employed performing the duties set forth in Section 5.01, excluding Clerks, Secretaries, Fire Alarm Inspector, and the Chief's Aide, shall be permanent uniformed members of the fire department at the same position, classification and respective grade increases.

All personnel hired for any positions listed below after November 1, 1987 will be permanent non-uniformed members of the fire department and will not be eligible for membership in the Firemen's and Policemen's Pension Fund. Provided, however, that any presently employed permanent uniformed members of the fire department shall not lose this status in the event of promotion to any of the below listed positions:

Chiefs Aide

Fire Prevention and Training Secretary

Fire Alarm Inspector

The Fire Prevention and Training Secretary, Fire Alarm Inspector, and the Chief's Aide will be non-uniformed full time permanent classified positions filled according to the examination procedures contained in Chapter 11 entitled "Personnel, Pensions and Retirement" of the Revised Ordinances of the City of East Providence, 1987, as amended. Fire Alarm

Inspector language will be removed from this Section when the incumbent member holding the position of Fire Alarm Inspector vacates the position.

5.03 DETAIL TO OTHER DEPARTMENTS PROHIBITED

The City of East Providence agrees that members of the East Providence Fire Department whose duties are defined in Article V, Section 5.01, shall not be detailed to other departments of the City except in emergencies; and such detail shall be compensated for at the rate of time and one half (1.5) for duties performed.

Except that the detailing of staff members to assist other departments of the city by use of their particular expertise shall be the responsibility of the Chief or the Mayor and shall be at straight time pay if during regular working hours.

The transfer from one unit to another within the fire department shall be the responsibility of the Chief of the department.

5.04 OUTSIDE INSPECTION

There shall be no outside inspections or drills after 6 P.M. or on Saturdays, Sundays and holidays.

In-house computer training may be conducted from the hours of 9:00 am to 9 pm, inclusive of Saturdays.

(A) No outside assignments shall be performed in full turnout gear when the heat index is below 32 degrees or above 90 degrees Fahrenheit as measured in East Providence.

5.05 MUTUAL AID

It is the understanding between the parties that in any case where the City has a mutual aid agreement with any other city or town and the permanent paid fire department of such city or town is involved in a labor dispute with said city or town, members of Local 850 shall not be ordered, directed or required to man any station in such city or town or to stand by with any fire apparatus owned by said city or town.

It is further understood by Local 850 that its members may be required and shall report to provide mutual aid services in connection with any working fire in such city or town even though a labor dispute may exist between the paid fire department and such city or town.

ARTICLE VI

6.01 HOURS

The regular work schedule for members of the firefighting units, and rescue personnel shall average forty-two (42) hours a week. The schedule of the firefighting units and rescue personnel shall be as follows: (1) 24 hour shift, followed by 48 hours off, (1) 24 hours shift followed by 96 hours off. As cited above, a 24 hour shift consists of a 10 hour day followed by a 14 hour night.

In setting this schedule, the Chief shall consult with the President of Local 850 in order to arrive at the most reasonable schedule for the benefit of both parties. The regular workweek for members of other divisions of the fire department shall be forty (40) hours per week and shall include a one (1) hour lunch period. Effective January 1, 2018, the regular work week for members of the Fire Prevention Division, Training Division, Emergency Medical Services (EMS) Coordinator, and Fire Alarm Inspector shall be forty (40) hours per week, to be worked in ten (10) hour shifts per day, four (4) days per week, Monday through Friday with Saturday, Sunday, and one (1) additional day off, in such manner as agreed upon by the Chief of the Department, the member, and Local 850.

In the event there is a paid holiday work week, the members shall work a five (5) day - eight (8) hour work schedule and be required to take that holiday off. At the discretion of the Chief, the Chief can revert back to a five (5) day - eight (8) hour week schedule as needed not more than for a two (2) week work period per quarter. Members will have the option of working a four (4) day - ten (10) hour work schedule or a five (5) day- eight (8) hour work schedule.

6.02 SUBSTITUTIONS

The right to substitute may be permitted provided, however, that permission from the Battalion Chief to substitute on a ten-hour shift or a fourteen-hour shift shall not be unreasonably refused. The request shall be made by a system agreed upon by the Local and the Chief and that the member requesting the substitution shall be responsible for any and all call back and order backs that would normally be their responsibility absent said substitution. A member substituting for another shall be responsible for the shift. If such member is unable to work the shift because of sickness or other reason and this inability results in overtime, the member after returning to duty shall pay the time back to the department, when he/she works the next overtime shift, time for time. If no overtime is required, the member substituting for another shall be charged for whatever leave is required under this agreement.

Any member who is substituting for another member shall have his assignment decided by the officer on duty. EMTC's assigned to a rescue unit must get a qualified EMTC to substitute for him or make sure that a qualified EMTC on his shift will cover for him; and officers must get officers as their replacements.

No employee shall participate in any outside activity which is in conflict with basic employment by the City of East Providence.

6.03 OVERTIME

(A) Firefighting Units Members who are required to work thirty (30) minutes or more beyond their regular work shift shall be paid at the rate of time and one half (1.5) for one (1) hour. All time worked beyond one (1) hour shall be paid at the rate of time and one-half (1.5) for the time worked.

(B) Forty Hour Employees. Employees normally working a forty (40) hour work week shall be compensated at their option at the rate of time and one half (1.5) for all hours worked in excess of forty (40) hours per week or compensation time at time and one half. In the event

the forty (40) hour employee is unable to secure the compensation time on days acceptable to him/her, the employee may opt for the overtime pay.

(C) Overtime specified in subsections A and B above will only be paid up to and including the rank and pay grade of Fire Captain, except in the instance when an Battalion Chief is utilized on scene to assist the incident Commander/on duty Battalion Chief

(D) As to overtime, shift duty personnel shall be hired on a rotating basis using the system now in effect by seniority within each group. Starting initially by seniority from a newly established list containing the names of all members and on completion of the list each time, every member shall have been given an opportunity to work overtime. Any member who elects to reject such opportunity to work overtime, pursuant to the provisions of this subsection, and in compliance with the existing overtime agreement, shall be placed at the bottom of the rotating list. The Chief shall determine when and how overtime shall be assigned for staff positions.

(E) When the rotating overtime list is exhausted and no members accept overtime, the Battalion Chief shall poll the on-duty group for volunteers. If no volunteers are available, the junior man on that group shall work the overtime.

(F) Members shall have the option of receiving compensatory time (CT) off in lieu of overtime pay. Members will be allowed to accumulate and use a total of ninety six (96) hours per fiscal year. All CT accrual balance shall be paid out at time of employment separation for any member who is on injured on duty (IOD) status and is unable to discharge said CT prior to separation. Compensatory time will be allowed on any day or night except July 4th, Thanksgiving, Christmas and New Year's Day, this includes all shifts extending into said holidays. Compensatory time shall be charged at a minimum of four (4) hours when used. Such leave shall be granted on a first come first serve basis. If a member takes off more compensatory time than entitled to, the member after returning to duty shall pay the time back to the

department, when he/she works the next overtime shift, time for time. A member must use all his remaining compensatory time prior to resignation or retirement.

(G) There shall be no limit as to the number of members on the department who shall be allowed off on Compensatory Time, provided that members on Vacation take priority and there shall be no more than nine (9) members off duty in total at any given time from all forms of leave (i.e. Vacation, Compensatory, Personal).

(H) If and when a Hurricane Warning is issued by the National Weather Service for the area/region of the City of East Providence, the Chief shall have the discretion to deny any additional Compensatory Leave request put in by a member that had not already been requested prior to said Hurricane Warning. All Compensatory Leave that was put in prior to said Hurricane Warning shall be honored by the City.

6.04 CALLBACK

All members of the department called back during emergencies (building fires, placing reserve apparatus in service, riding with mutual aid companies) shall be compensated for at the rate of time and one-half (1.5) for a minimum of four (4) hours.

All other non-emergency callback (sick leave, family sick leave, bereavement leave, injury leave) shall be compensated at the rate of time and one-half (1.5) for the actual time worked. Non-emergency callback will occur until one (1) hour before the end of a day (1700 hrs.) or night (0700 hrs.) shift.

6.05 COURT TIME

All off duty members of the department when required to appear in court for any department related reason shall be compensated for at least three (3) hours pay at the rate of time and one half.

6.06 LEGAL INDEMNIFICATION

In the event any employee covered by this agreement is sued in any civil proceeding as a result of action performed by said employee in the performance of his/her duties as an employee of the East Providence Fire Department, the City agrees to provide such employee with all necessary legal assistance, and further agrees to pay any judgment rendered against such employee in any such proceeding; provided, however, that the City shall have the right to deny all or a portion of the benefits of this section if it determines that the employee acted outside the scope of his/her employment.

ARTICLE VII

7.01 NON-CIVIC DETAILS

(A) Whenever a member of the bargaining unit is assigned to a detail of a non-civic nature or where the duties of an off-duty Firefighter may be required, the detail shall be paid for by the individual, corporation or organization for who said member is working. Funds for the performance of a non-civic detail will not be paid to members of the bargaining unit until such funds have been received from the party requesting the detail, not to exceed two (2) pay periods. Effective November 1, 2006 the rate for all details shall be 1 ¾ times of a Fire Lieutenant's hourly rate of pay.

(B) Any such non-civic detail occurring on Christmas Eve, New Year's Eve or any of the Holidays listed in Section 8.01 shall be paid for at the rate of double time for a three (3) hour minimum.

ARTICLE VIII

8.01 PAID HOLIDAYS

(A) All members of the fire department covered by this contract shall be granted uniformly an additional one (1) day's pay for each of the following holidays:

New Year's Day
Martin Luther King Day

January 1
Third Monday in January

Washington's Birthday
R.I. Independence Day
Memorial Day
Firemen's Memorial Sunday
Independence Day
Victory Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Christmas Day

Third Monday in February
May 4
Last Monday in May
First Sunday in June
July 4
Second Monday in August
First Monday in September
Second Monday in October
November 11
Fourth Thursday in November
December 25

Holiday pay computation shall be based on a twelve (12) hour day, effective November 1, 2017.

- (B) Employees on unpaid leave of absence shall not be entitled to holiday pay.
- (C) Holiday pay shall be considered as part of base salary for pension purposes only.
- (D) Juneteenth (June 19) shall be recognized as a holiday and members shall be paid as follows: A member working in the firefighting units and/or rescue on June 19 shall be paid at the rate of 1.5 (time and one-half) of their regular base rate of pay. Members of the other divisions will be given the day off with pay as part of their normal work week.

ARTICLE IX

9.01 SALARIES

(A) Basic salaries for all members of the department covered by this contract shall be as contained in the attached Salary Table Exhibit A. New employees will start at Pay Grade 36A and progress upwards through the steps accordingly.

(B) Privates with twenty (20) completed years of service shall receive an additional five (5%) percent on their base pay for work performed (as noted in the Salary Table attached) Exhibit A unless that private is receiving a premium for any acting status. Such premium pay shall terminate upon promotion, retirement, or separation from service.

(C) Members are to receive a salary of top step the day he/she is promoted.

9.02 FIRE PREVENTION AND TRAINING DIVISION

The Training Director and Fire Marshal shall receive a salary differential to make their salary the same as Battalion Chief.

(A) The Fire Prevention Division will consist of one (1) Fire Captain who shall receive the salary of Battalion Chief and one (1) Fire Lieutenant who shall receive the salary of Fire Captain. The Training Division will consist of one (1) Fire Captain who shall receive the salary of Battalion Chief and one (1) Fire Lieutenant who shall receive the salary of Fire Captain. Both divisions will share a secretarial position. When the incumbent member holding the position of Fire Alarm Inspector vacates the position for any reason, both parties agree that a uniformed Firefighter (non-civilian) member of the Local shall fill the position of Fire Alarm Inspector and that said position shall no longer be considered a civilian position. The parties agree that the position of Fire Alarm Inspector shall be changed to Assistant Fire Marshal. The position shall be at the rank of Fire Lieutenant and shall receive the salary of Fire Captain and shall also receive all other contractual benefits as provided for within the Collective Bargaining Agreement including the "East Providence Police & Fire Municipal Pension Plan" benefits. The parties agree that the position of Assistant Fire Marshal shall be filled in accordance with the bid provision of the Collective Bargaining Agreement.

(B) If an employee retires from either the Fire Marshal or the Assistant to the Fire Marshal and the Training Director or the Assistant to the Training Director with three (3) consecutive years of service in any of the above-mentioned positions, or a combination of those positions immediately prior to his/her date of retirement, he/she will be eligible to have his/her pension calculated at the rate of their salary as outlined in Sub-Section (A) of this Article.

(C) The salary schedule as outlined in Sub-Section (A) of this Article will apply to longevity and vacation leave paid at the time of retirement but not to the calculation of sick leave payout at retirement. The sick leave payout at retirement for the Fire Marshal and the Training

Director shall be at the Fire Captain's rate of pay. The sick leave payout at retirement for the Assistant to the Fire Marshal and the Assistant to the Training Director shall be at the Fire Lieutenant's rate of pay.

(D) If the Fire Marshal or Training Director retires from either position with less than three (3) years of consecutive service immediately prior to retirement, the employee will be pensioned at a Fire Captain's salary. However, the City will reimburse his/her contribution to the pension fund for the amount between Fire Captain and Battalion Chiefs salary. No interest will be calculated or added into his/her reimbursement amount. If the Fire Marshal or Training Director returns to a Line Position, he/she will be entitled to a return of contribution difference without interest. If the Fire Marshal or Training Director is promoted to a higher rank, he/she will receive full credit for any time served and will not receive a return of his/her contribution difference. If the Assistant to the Fire Marshal or the Assistant to the Training Director retires from either position with less than three (3) years of consecutive service immediately prior to retirement, the employee will be pensioned at a Fire Lieutenant's salary. However, the City will reimburse his/her contribution to the pension fund for the amount between Fire Lieutenant and Fire Captain's salary. No interest will be calculated or added into his/her reimbursement amount. If the Assistant to the Fire Marshal or the Assistant to the Training Director returns to a Line Position, he/she will be entitled to a return of contribution difference without interest.

If the Assistant to the Fire Marshal or the Assistant to the Training Director is promoted to a higher rank, he/she will receive full credit for any time served and will not receive a return of his/her contribution difference.

9.03 STEP INCREASES - PRIVATES

Probationary Firefighters will begin on Step A and reach the maximum Step E at the end of four (4) years of service.

9.04 RESCUE DIVISION/PERSONNEL

(A) The EMS Coordinator's position shall be filled in accordance with Article IV Section 4.04 Promotions, and Article IV Section 4.05 Promotional Examinations. The EMS Coordinator shall be a full time day/staff position within the Department and said position will be a forty (40) hour per week position as outlined in Article VI, Section 6.01. The position will be at the rank of Rescue Captain, who shall receive the salary as set forth in Schedule A. The work week will consist of four (4) - ten (10) hour days Monday through Thursday. To qualify for the position, a member must have served the last three (3) consecutive years on the rescue from the date of the examination announcement and be a Rescue Captain. The EMS Coordinator shall receive the salary of EMS Coordinator as set forth in Schedule A. If the EMS Coordinator bids out of the EMS Coordinator position he/she will revert to their former position, rank and pay.

(B) AEMT-C's will be assigned to the rescue by the current bid system and the agreed upon Rescue Hiring Policy between the Executive Board of Local 850 and the Fire Chief.

(C) For the purpose of this Rescue Hiring Policy an AEMT-C shall be defined as an AEMT-C in the bottom 48 who are cardiac certified, or a member who has submitted a letter to the Chief of the Department for the purpose of riding rescue. Probationary Firefighters shall be included in the bottom 48.

(D) Firefighters who have not reached the top pay grade shall be paid a proportionate increase equal to the difference between top Firefighter's pay and Rescue Seat pay.

(E) Rescue personnel shall pay their pension contribution on their actual earnings with no other requirements and be treated the same as the Fire suppression side of the department with no refunds or payments for years of service in rescue positions.

The Fire Department will have a Rescue division. The Rescue Division shall consist of each Rescue vehicle on each of the four (4) platoons, shall have assigned/bid one (1) Rescue Captain and three (3) Rescue Seat (person in charge) positions and four (4) Rescue Drivers. The Rescue Vehicle operating on the Monday to Friday – daytime platoon shall have assigned/bid one (1) Rescue Captain and one (1) Rescue Driver. All members currently assigned/bid to the Rescue vehicles within the department, shall be grandfathered in their positions as follows:

- (A) Members of the department that bid into the Rescue driver positions shall be compensated at a Privates rate of pay. Grandfathered in members currently on rescue in the driver's position receiving Rescue Seat pay, shall remain at their current rate of pay unless they bid off of said rescue. For purposes of this section, this applies only to these members listed (Jordan Baeszler, Dante Capaldi, Kara Ann Hartnett, Adam Maroney, Nicholas A. Simone, Hoan C. Su).
- (B) All Rescue Captain vacancies are subject to the applicable promotional process.
- (C) All Rescue Seat (person in charge) positions shall be exempt from the promotional process and shall be bid in accordance with the adopted bid rules and procedures.
- (D) There shall be three (3) Rescues in service at all times on each of the four platoons operating twenty-four (24) hours per day within the Rescue Division.
- (E) There shall be a 4th Rescue that shall operate Monday thru Friday – daytime platoon which shall be considered part of the Rescue Division as set forth in 4.06(C).
- (F) There shall be a 5th Rescue that shall be placed in service when the Fire Chief determines the need in the best interest of the community. Prior to the implementation or scheduling of a 5th rescue, the Fire Chief shall provide at least 30 days notice to the members. The 5th rescue will be staffed on a voluntary basis only or when there are extra shift members available.

(G) Members who serve as rescue drivers shall receive an annual \$2,500.00 non-pensionable stipend upon the completion of one year of service calculated from the date that they assumed the position and each anniversary date thereafter. This stipend will be paid in the next regular pay period.

A member who does not complete one year of service at anytime shall not be entitled to any proration of the stipend for their service in the position.

9.05 LONGEVITY PAY

The previous Longevity Table will remain in effect until the below tables are implemented as of November 1, 2026, Longevity shall be calculated as follows:

Members hired prior to January 1, 2015:

Percentage Amount	Years of Service
7%	5
8%	10
9%	15
10%	20

Members hired after January 1, 2015:

Percentage Amount	Years of Service
7%	10
8%	15
9%	20
10%	25

Longevity pay shall be computed at a percentage of base salary and be paid in one lump sum on October 31 of each year or the next payday thereafter. Longevity pay shall be considered as a part of base salary for pension purposes only. Employees qualifying for such pay in midyear shall receive a prorated amount based on that portion of the year during which they were eligible.

6% of base salary after five (5) years' service

7% of base salary after ten (10) years' service

8% of base salary after fifteen (15) years' service

9% of base salary after twenty (20) years' service

Employees hired after January 1, 2015 will not receive longevity pay for the first ten (10) years of service they will be eligible to receive:

6% of base salary after ten (10) years' service

7% of base salary after fifteen (15) years' service

8% of base salary after twenty (20) years' service

9% of base salary after twenty five (25) years' service

9.06 ITEMIZED PAY CHECKS

The City agrees that incentive and longevity pay, clothing allowance, and clothing maintenance allowance will be paid by direct deposit.

The City of East Providence shall provide itemized paychecks to the employees. Included on the paycheck will be a complete breakdown of the type of compensation paid to the employee and a complete breakdown of all deductions withheld. All itemized pay checks shall be disbursed to members by direct deposit with an electronic copy to each member.

9.07 ASSESSMENTS

Assessments shall be payroll deducted after the body's approval (amount to be determined by membership but limited to one change per year). Local 850 agrees to indemnify and hold harmless the City of East Providence from any lawsuits, damages, judgments, results, ramifications and/or effects occurring pursuant to said assessments made by the City at the request of Local 850.

9.08 PAYROLL DEDUCTIONS

As long as there is no cost to the City, the City will allow bargaining unit members to have their pension contribution payroll deducted prior to tax deductions in accordance with state and federal laws as is presently done for other municipal employees who are part of the State Retirement System. Massachusetts taxes will be payroll deducted for those employees living in Massachusetts that authorize it.

ARTICLE X

10.01 SICK LEAVE

(A) Each member of the bargaining unit working a forty-two (42) hour average workweek shall earn sick leave at the rate of 6.93 hours per pay period for a total of 180 hours per calendar year. Each member of the bargaining unit working a forty (40) hour workweek shall earn sick leave at the rate of 4.62 hours per pay period for a total of 120 hours per calendar year. There shall be no limitation on the maximum amount of sick leave which may be accrued.

(B) Sick leave will be granted for absence from duty because of actual personal illness, non-compensable bodily injury or disease and exposure to contagious disease. It may also be granted for a maximum of five (5) working days in each calendar year because of illness in the member's immediate family, for which the City may require an affidavit for the 5th day, at the employee's expense. If a member of the bargaining unit is required to furnish a physician's certificate for a sick leave absence which exceeds two (2) days and the physician charges a fee for furnishing the certificate, the City shall pay such fee.

(C) Every member of the bargaining unit shall, upon leaving active service for any reason, receive payment for not more than fifty (50%) percent of the sick leave he/she accrued up to a maximum of one thousand (1000) hours.

(D) Any sick leave used in excess of twenty (20) days in the last 24 months of employment prior to retirement shall be deducted from the sick leave payment on an hour-for-hour basis. Fifty (50%) percent of a member's sick leave will be calculated first and then the sick leave used in excess of twenty (20) days in the last 24 months of employment prior to retirement shall be deducted from the sick leave payment. Sickness in family, and major illnesses documented by a physician's note will not be included in calculating the twenty (20) days mentioned above. It will be the responsibility of the employee to provide a doctor's note

documenting such illness. Additional time may be granted at the discretion of the Mayor without deduction in cases of major illness.

(E) All employees hired after January 1, 2015 shall have their sick leave payout capped at five hundred (500) hours.

(F) Members shall be allowed to use sick or family sick leave in four (4) hour blocks at the beginning or end of a shift for the purpose of attending to medical/dental appointments. For family sick leave, there shall be a total maximum of seventy (70) hours that can be used annually.

10.02 IN-LINE-OF-DUTY ILLNESS

In-line-of-duty illness shall be in conformity with the General Laws of Rhode Island, 1956, as amended, Section 45-19-1.

10.03 IN-LINE-OF-DUTY INJURY

(A) Members of the fire department, covered by this contract who are injured in the line of duty including non-civic details to which they are assigned, shall be entitled to the full salary or wage and all benefits in conformance with the statutory provisions contained in R.I.G.L. 45-19-1 et seq.

(B) Any member injured in the line of duty while serving in a capacity other than the normally bid or assigned position will receive the same pay and benefits the member was receiving at the time the injury occurred.

(C) In the implementation of Articles 10.02 and 10.03, it is understood and agreed that the employee's coverage or any other health and medical plan he/she may select shall be used first to cover any medical bills; and any excess cost shall be paid by the City of East Providence. Members, if possible, must utilize doctors or health care facilities participating in the health care program which such member selects. If such member chooses a doctor or health

care facility not participating in the health care program selected by the member, any additional costs shall be borne by the member and will not be the responsibility of the City of East Providence unless there were emergency or extenuating circumstances or the situation required a specialist not in the network.

(D) The parties agree upon the submission of medical records or similar documentation by a member from a licensed medical doctor (M.D. or O.D.), physician's assistant, licensed nurse practitioner, which claims that the member's illness or injury is occupational, or in the case of a claim of post-traumatic stress disorder (PTSD) as set forth in R.I.G.L. 45-19-(a)(2), from an independent licensed mental health professional with a master's degree, the City shall immediately recognize said injury/illness as occupational and shall provide benefits to said member in accordance with the CBA and all applicable law.

(E) The City shall have the right to have any member claiming an occupational injury and/or illness examined or their medical records reviewed by a City appointed physician or a physician selected by an agent of the City, for the examination and determination as to whether or not the City shall recognize said injury/illness as occupational. This examination shall pertain only to the injury and/or illness that is being claimed by the member. If the City appointed physician doesn't agree with the determination of the member's physician in regards to recognizing the injury/illness as occupational, then a final determination shall be made by a neutral physician that shall be binding upon the parties. If there is a conflict between the City physician and the member's physician pertaining to the occupational injury and/or illness, a neutral physician shall make a binding and final determination. The neutral physician shall be selected by mutual agreement between the City physician and the member's physician. If there is a disagreement in regards to the City recognizing an occupational injury and/or illness, that during the time period of the selection of the neutral physician and up to the determination by said neutral physician, the said member shall be temporarily recognized as "occupational" and provided with all benefits in accordance with the CBA and applicable law.

(F) Whenever a member while in the employ of the City dies as a direct and proximate result of an on-the-job injury or illness, the City shall pay to the deceased employee's beneficiary a sum of money computed on the basis of his/her weekly earnings for accumulated sick leave, vacation leave and any unused compensatory time up to a total of ninety six (96) hours which had accrued to such deceased employee at the time of his/her death.

(G) When a member is killed in the line of duty, the City of East Providence will pay for the funeral expenses not to exceed Five Thousand (\$5,000.00) Dollars. However, if the federal government no longer provides a Fifty Thousand (\$50,000.00) Dollar life insurance policy as a death benefit for Firefighters killed in the line of duty, then the City will pay for funeral expenses not to exceed Fifteen Thousand (15,000.00) Dollars.

10.04 LIGHT DUTY

The Chief may place an injured employee who is capable on a light duty assignment while he/she is recovering from his/her injury. Such assignment may be in a Monday through Friday non-rotating work schedule to accommodate the light duty assignment. Employees on extended sick leave who are capable may also request that the Chief place them on light duty and such request shall not be unreasonably denied. However, on-the-job injuries will take precedence over sick leave cases in receiving and continuing on light duty assignments. Light duty assignments will be limited to thirty (30) work days unless extended by the Mayor after being reviewed. A minimum of two (2) light duty positions will be available for light duty assignment. Additionally, female firefighters, with the proper medical documentation, will have prenatal light duty positions made available to them without the above listed restrictions.

10.05 BEREAVEMENT LEAVE

In the event a death occurs in the immediate family of a member of the fire department, the City of East Providence agrees to pay to such member for time lost not to exceed a period of four (4) consecutive days through the date of interment. The term "immediate family" shall be

defined to include father, mother, spouse, children, brother and sister of member, mother-in-law, father-in-law, grandmother, grandfather, sister-in-law, brother-in-law, grandchildren, stepchildren and stepparents.

In the event of the death of aunt, uncle, niece, or nephew, the member shall be entitled to one (1) day bereavement leave.

In the event of a death of a relative other than as provided above, such leave of absence with pay may be granted at the discretion of the Chief.

10.06 PERSONAL LEAVE

(A) Each member of the department covered by this contract shall be entitled to receive three (3) days personal leave during each contract year, not to be deducted from sick leave, non-cumulative, Personal days will be allowed on any day or night except, July 4th, Thanksgiving, Christmas, and New Year's Day, this includes all shifts extending into said holidays. Battalion Chiefs shall be placed on separate lists for selecting personal leave days. If a member takes off more personal leave days or family sick leave than entitled to, the member after returning to duty shall pay the time back to the department, when he/she works the next overtime shift, time for time. Probationary Firefighters shall have their number of personal days prorated to their date of hire. Any member who is on long term injury/illness of any kind and is unable to discharge his or her Personal Leave prior to separation of employment and/or retirement, shall be paid out by the City for their unused personal Leave upon separation/retirement.

(B) There shall be no limit as to the number of members on the department who shall be allowed off on Personal Leave, provided that members on vacation take priority and there shall be no more than nine (9) members off duty in total at any given time from all forms of leave (i.e. vacation, compensatory, personal).

(C) If and when a Hurricane Warning is issued by the National Weather Service for the area/region of the City of East Providence, the Chief shall have the discretion to deny any additional Personal Leave request put in by a member that had not already been requested prior to said Hurricane Warning. All Personal Leave that was put in prior to said Hurricane Warning shall be honored by the City.

10.07 MATERNITY LEAVE

The employee shall have the right to use her accrued sick leave for temporary disability due to pregnancy.

(A) The employee must present a statement from her doctor at the end of her third month as to when she should cease working in order to protect her health. On the date her doctor recommends she should cease working, the employee will be placed on maternity leave. The City retains the right to a second physician's opinion, the cost of which shall be paid by the City.

(B) The employee may use all her accrued vacation and sick leave with pay during her maternity leave.

(C) Following the expiration of her accrued vacation and sick leave, she will be placed in a maternity leave status without pay until she returns to work. After the delivery, the employee at her discretion may remain on maternity leave for a maximum of three (3) months.

(D) The employee may request an additional leave of absence without pay for up to one (1) year. Approval is needed from the Chief and the Mayor.

(E) The employee may request light duty with the approval of her doctor under the same condition and limitations as an off the job sickness. The city retains the right to a second physician opinion, the cost of which shall be paid by the City.

ARTICLE XI

11.01 VACATIONS

All permanent uniformed member/probationary Firefighters of the fire department who have less than ten (10) years of service shall be entitled to a vacation of one hundred sixty-eight (168) hours duration a calendar year. All members who have more than ten (10) years of service shall be entitled to a vacation of two hundred forty (240) hours duration during a calendar year.

All members having twenty years or more of service shall be entitled to an additional forty- eight (48) hours annual vacation.

The above shall apply to all forty-two (42) hour personnel.

All permanent uniformed members, probationary members and civilian employees working a forty (40) hour workweek shall be entitled to a vacation of one hundred thirty-six (136) hours during a calendar year with less than ten (10) years of service.

All permanent uniformed members, probationary members and civilian employees working a forty (40) hour workweek who have more than ten (10) years of service and less than eighteen (18) years of service shall be entitled to a vacation of one hundred ninety-two (192) hours during a calendar year. All permanent uniformed members, probationary members and civilian employees working a forty (40) hour workweek who have more than eighteen (18) years of service shall be entitled to a vacation of two hundred forty (240) hours during a calendar year.

New or rehired employees with less than a full year of service shall have their vacation leave prorated, and the leave so accrued shall be taken in the following calendar year.

Any member of the collective bargaining agreement who has more than twenty (20) years of service shall be allowed to bank forty-eight (48) hours of vacation leave per year up to a maximum of one hundred and ninety-two (192) hours. This vacation may be taken in

subsequent years or will be paid for upon retirement. If the vacation is used, it will be selected according to the guidelines in Section 11.02, Choice of Vacation.

Any member of the bargaining unit shall, upon leaving active service for any reason, shall receive payment for all accrued vacation leave.

11.02 CHOICE OF VACATION

(A) Choice of vacation shall be granted based upon a member's seniority from date of appointment to the fire department. The members on each group will be placed on the list by seniority, said list shall be published through a general order. A list for the selection of vacations shall be posted in all stations upon completion of the annual bid. All vacation selection shall be complete by January 31. Any member who fails to make a selection in a timely manner shall be passed over and will select vacation after all other members have selected.

(B) Choice of vacations shall be chosen from three (3) separate lists (Staff, Line and Line Chief Officers). Four (4) members from each group shall be permitted on vacation at all times; those members shall include the ranks of Fire Captain, Fire Lieutenant, Rescue Personnel and Firefighter. Four (4) Officers from each group may be permitted to take vacation at the same time. Battalion Chief shall also be allowed to be on vacation for a total of five (5) members on vacation at any time. The present method of choosing vacations by seniority from three (3) separate lists (Staff, Line and Line Chief Officers) shall remain unchanged.

(C) Any employee while on voluntary leave of absence for any reason, including military service or deployment of 30 days or more, but excluding sickness or injury, shall not accrue vacation time.

(D) Any member affected by a two (2) day pick shall be entitled to pick the days as individual days. The choice of individual days shall be done in accordance with the normal time limits of picking vacations.

(E) Members shall be allowed to utilize and float single Vacation Leave days at any time, providing that there is no more than four (4) members on Vacation Leave at any one time. The utilization of said floating Vacation Leave days shall be subject to seniority and all applicable rules and procedures governing Vacation Leave.

A member must give at least seventy-two (72) hours advance notice before his/her tour begins that he/she plans to use a single vacation day. Such use shall not be permitted if it would exceed the four (4) members from each group on vacation at any one time limit under Section E of this article. No carryover of these two floating vacation days will be allowed if they are not used by the end of the calendar year. These days must be deducted from any of the employee's remaining previously selected vacation.

(F) Any employee whose vacation will be disrupted because of jury duty shall be allowed to change the affected vacation to any open selection during the remaining calendar year. Additionally, any employee whose vacation will be disrupted because of a subpoena served for City related business shall be allowed to change the affected vacation to any open selection during the remaining calendar year except that the Chief of the Department may exceed the maximum number of employees on vacation to accommodate that employee.

ARTICLE XII

12.01 CLOTHING ALLOWANCE & CLOTHING MAINTENANCE

(A) Uniform specifications shall be mutually agreed upon by the Local and the Chief. The combined monetary disbursement annually paid to each member shall be as follows:

November 1, 2025 through November 1, 2030, the annual payment shall be \$2,450.00.

(B) Civilian Staff Clothing Allowance & Clothing Maintenance shall be \$1,200.00 per year. In addition to the above allowance, the City shall provide to the civilian staff two (2)

uniform golf shirts and two (2) uniform sweaters. The style shall be agreed upon by the Chief of the Department.

(C) Approved uniforms of the department shall be approved by the Chief of the Department with the mutual agreement of the Union President and shall be set forth in the East Providence Fire Department Uniform Policy.

Uniform shorts may be worn from May 1st November 30th of each calendar year.

(D) The City will supply two (2) sets of Class B uniforms (station uniforms) to new hires upon appointment to the department (said uniforms shall only be supplied once and only upon appointment).

(E) PAYMENT METHOD

The annual clothing allowance and clothing maintenance allowance shall be paid in quarterly installments commencing the first pay day of November and the first pay day of February, May and August. The quarterly payments shall be in a direct deposit in a separate run on the off week of the payroll check.

12.02 PROTECTIVE GEAR

The City of East Providence agrees to supply members of the fire department covered by this contract with the following protective clothing and equipment all of which shall conform to NFPA 1500 standards: Fire Protective Coats, Night hitch boots, Fire helmet, Nomex Hoods, Night hitch suspenders, Bunker gear and two (2) pairs work gloves per employee.

The department shall keep in stock popular sizes of all the above listed protective clothing to eliminate the waiting period for replacement of needed protective gear.

12.03 WEARING UNIFORMS

All clothing and equipment purchased or supplied under this article shall be approved by the Chief of the fire department. Such clothing and equipment shall be used exclusively by the member and only during the course of performance of his/her assigned duties. Members of the fire department shall not be required to wear uniforms to or from work.

ARTICLE XIII

13.01 HEALTHCARE

Effective November 1, 2022, the healthcare plan for all active members of the department shall be a Health Savings Account (hereinafter referred to as HSA) with a calendar year deductible of \$4,500.00 for family coverage and \$2,500.00 for individual coverage, said deductibles shall be paid by the member. The City shall provide an HSA healthcare plan, which shall have a benefit level, service level, and network level, no less than the level described in Exhibit No. 1 attached to this Collective Bargaining Agreement. The monetary amounts of the above-cited deductibles shall be paid by the members in the following manner:

1. The City agrees to advance the monetary amounts of the said deductibles (\$4,500.00 family or \$2,500.00 individual) to a prepaid credit/debit card that shall be issued to each member. Each member shall utilize said credit/debit card for medical payments at points of service to satisfy said deductible of healthcare plan (HSA).

2. Members of the department through payroll deductions shall pay the above-cited monetary amounts of said deductibles advanced to the members by the City back to the City. The said amount of the deductible shall be divided by the total number of pay periods within the year and shall be withheld prior to payroll taxes being withheld. Upon retirement, any outstanding balance of the preloaded annual HSA amount shall become due in full.

3. On or before December 15th of each calendar year, members of the department shall indicate to the City as to the monetary amount to be advanced by the City into the credit/debit card for each member to equal the total amount needed to satisfy said deductible (\$4,500.00 family or \$2,500.00 individual). The City and the Union acknowledge and agree that the monetary amount needed to be advanced by the City to each member can vary in amounts, due to the usage and debiting from each members account during the calendar year (i.e. Member "A" started year with \$4,500.00 advanced by the City to credit/debit card. The City was withholding \$173.08 bi-weekly from member "A" through payroll deduction. Member "A" used \$1,500.00 toward medical deductibles during the calendar year. On or before December 15th member "A" notifies the City to advance \$1,500.00 into member "A" credit/debit card to meet the \$4,500.00 deductible for the upcoming calendar year; the City withholds \$57.69 bi-weekly from member "A" during the upcoming calendar year. Etc.).

4. A third party company shall administer the credit/debit card for members of the department.

5. Any and all costs associated with the administration of said credit/debit card from the third party company shall be borne by the City.

6. The City agrees to provide all members and their family members (if applicable) with initial credit/debit cards at no cost to said members. The City also agrees to provide said members with an allotment of "checks" at the members cost to also be utilized for payment of medical deductibles, pursuant to the (HSA). The allotment of checks will be provided at the members' request.

7. Any charges associated with replacing said credit/debit card to members or their family members shall be borne by the member.

There shall be no premium co-share of the above-cited healthcare plan (HSA) contributed by the members toward the cost of the healthcare plan (HSA), except as defined in Section 13.01.

Members, who sustain an occupational injury/illness, shall be covered for any and all medical care, including but not limited to prescriptions drugs through a special medical rider that shall be provided for through the City at no cost to the member nor the above-cited healthcare plan (HSA).

Members who retire after January 1, 2012 shall receive individual or family (if applicable) healthcare until such time as they secure employment elsewhere with equivalent medical/health insurance or until they are eligible for Medicare or Medicaid.

All employees hired after January 1, 2015, upon retirement, shall receive individual or family (if applicable) healthcare until such time as they secure employment elsewhere with equivalent medical/health insurance or until they are eligible for Medicare or Medicaid. The retiree shall contribute a twenty (20%) percent co-share towards the cost of the health care premium provided by the city.

If an employee receives such insurance under a policy held by a spouse, then the City of East Providence shall not be required to purchase said insurance for the retired employee. The entire cost of providing said healthcare to members who retire shall be borne by the City. The healthcare plan for retired members shall have a benefit level, service level, and network level, no less than the level described in Exhibit No. 2 attached to this Collective Bargaining Agreement and shall not include any dental plan.

13.02 DENTAL PLAN

The City shall provide and pay for Dental coverage Level I, II and III for each member of the department and, if married, Level IV Family Plan and Student to Age 25 Rider.

During the term of this Agreement, the City may provide alternate dental care coverage and service that is equivalent to that provided by the current Dental Insurer.

The member shall contribute a premium co-share on a pre-tax basis towards the cost of the dental plan premium provided by the City as follows: fifteen (15%) percent effective November 1, 2022 and thereafter.

13.03 LIFE INSURANCE

(A) The City shall continue to provide and pay a life insurance policy for members retired prior to November 1, 1986 according to the schedule of coverage in effect at the time of their retirement.

(B) The schedule of benefits, eligibility requirements and other terms and conditions of the coverage's provided under Sections 13.01, 13.02 and 13.03 shall be governed by the provisions of the respective insurance contracts, and the City's liability thereunder shall be limited solely to the payment of its share of premiums on such contracts.

(C) Effective November 1, 2005, the City will pay One Hundred Eighty (\$180.00) Dollars per member annually for all active members and all members who retire after November 1, 1987.

(D) Effective November 1, 2022, the City shall provide life insurance to all active members in the amount of \$30,000.00 which shall be paid to their beneficiary or estate as designated by the member. Only members who have retired prior to November 1, 2022 shall continue to receive the monetary payment of \$180 annually for life insurance under Section (C).

13.04 DEFERRED COMPENSATION

The City shall provide to the members of the department no less than 2 plans for deferred compensation (IRA 457 Plan).

13.05 DUPLICATE COVERAGE

When a member of the bargaining unit and a spouse are both employees of the City of East Providence, the City need not buy both spouses healthcare or dental coverage, but the City

shall provide both spouses health or dental coverage, with the plan offering the best coverage for the spouses so employed. In the event the spouse employed with the coverage shall retire, resign or be terminated for any reason, then the other spouse without the coverage shall be immediately granted the coverage of his/her unit without any waiting period. In the event the spouse without the coverage shall receive a better plan than the other spouse during the course of any negotiations, the City shall immediately implement the better of the two plans in conformance with the spirit of this section.

ARTICLE XIV

14.01 TIME OFF WHILE PERFORMING UNION DUTIES

The City agrees to replace without loss of pay or the requirement to make up such time the President of Local 850 and one Executive Board member or delegate or Pension Board member to attend the following Union functions as follows:

Formal contract negotiations with City- President/one board member

Arbitration hearings - President/one board member

State meetings (monthly) -President/one delegate

State convention (annual) (one duty day) - President/one delegate

New England Conference (biannual) (one duty day) -President/one delegate

International Convention (biannual) (one week) -President/one delegate

Meetings called by the Mayor- President only

Pension Board Meetings -One Pension Board member only

The time off above will be granted. The replacements will be made if necessary to maintain minimum manpower as outlined in Article IV, Section 4.06. Replacements shall not be required for any other meetings.

Officers and Executive Board members not covered above will be allowed if on duty to attend meetings with the City by transferring on in-service apparatus. Utilization of in-service apparatus shall be at the discretion of the Chief or duty Battalion Chief.

ARTICLE XV

15.01 DISCHARGE AND DISCIPLINE

(A) The City or Chief shall have the right to discharge and/or discipline employees at any time for just cause; and in the case of discharge shall give the Union and the employee at the time of said discharge the reasons for discharge in writing by giving a copy to the employee and the local union president. In the event the Union and/or the employee shall claim that any such discharge has been made without just cause, such claim shall be presented in writing within five (5) working days from the date of such discharge and shall be disposed of under the grievance procedure set forth in Article XVII hereof.

(B) The City shall have the right to discharge and/or discipline any new employee who has not completed his/her one (1) year probationary period or such extension of the probationary period as may be agreed upon by the City and the Union. The discharge and/or discipline of a probationary employee shall not be covered by the provisions of (A) above or by the grievance procedure set forth in Article XVII hereof.

(C) Any member who is discharged or disciplined under this section shall have the right to the normal grievance procedure and/or arbitration, if necessary, or a hearing before the Personnel Hearing Board in accordance with the terms of the City Ordinances. The member will have the choice of either procedure but not of both.

ARTICLE XVI

16.01 GRIEVANCE PROCEDURE

For the purpose of resolving alleged grievances of the local or members of the East Providence Fire Department, the following grievance procedure is accepted by the City. Union representation shall be present at all of the following steps:

(A) When the Union files a grievance, it shall be referred to the Chief.

(B) When an individual has a grievance, it shall be presented to the Executive Committee of Local 850, I.A.F.F. where, if justified, it shall be presented to the Chief. The Chief shall issue an answer within ten (10) working days.

(C) Grievances not settled with the Chief shall be submitted to the Director of Human Resources within five (5) working days of the answer. The Human Resources Director shall issue an answer within ten (10) working days.

(D) If not resolved at the Human Resources level within five (5) working days of the answer, it shall be referred to the Mayor. The Mayor shall issue an answer within ten (10) working days.

(E) If not settled at that level, it shall be referred to Arbitration under Article XVII, Section 17.01 of the contract.

ARTICLE XVII

17.01 ARBITRATION

If agreement cannot be reached through the procedures set forth in Article XVI on any grievance, the grievance shall be referred to the American Arbitration Association for selection of an arbitrator and arbitration proceedings in accordance with its Voluntary Labor Arbitration Rules. The arbitrator shall have no power to add to, subtract from or change the terms of the contract. He/she shall be confined solely to the interpretation and application of the terms of

this contract. The fees and expenses of the impartial arbitrator shall be borne equally by both parties.

ARTICLE XVIII

18.01 WORKING CONDITIONS

Members of the Fire Fighting Division covered by this contract shall not be required, while on station duty, to perform work normally performed by building trade unions or other tradesmen except for minor repairs or to wash staff cars.

ARTICLE XIX

19.01 BULLETIN BOARDS

Bulletin boards shall be provided in each station for the posting of union notices. No notice shall be posted until it has been submitted to the Chief.

ARTICLE XX

20.01 DRIVER'S LICENSE

Members must notify the Fire Chief or Duty Battalion Chief immediately if their driver's license is or becomes suspended or revoked.

ARTICLE XXI

PENSION PROVISIONS

21.01 RETIREMENT AGE-YEARS OF SERVICE

A. All members of the East Providence Fire Department hired prior to January 1, 2014 are eligible to retire on a service retirement annuity after twenty (20) years of creditable service regardless of their age.

B. All members of the East Providence Fire Department hired on or after January 1, 2014 are eligible to retire after twenty-five (25) years of creditable service and are eligible to collect a service retirement at age fifty-five (55) years of age.

- i. VESTING: Any member hired after January 1, 2014 shall vest in the Pension Fund after completing ten years of creditable service. A vested member with less than 25 years of service shall be eligible to receive the pension benefit only upon the attainment of age sixty(60) years of age.

21.02 PENSION ACCRUALS RATE AND MAXIMUM PENSION BENEFIT

A. **Maximum Pension Benefit:** The maximum pension benefit shall not exceed 71% as calculated and accrued as follows:

1. **Members hired prior to January 1, 2014:**

2.5% for each year of creditable service from a member's membership up to and including the member's 24th year of creditable service.

2% for each year of creditable service from year 25 through the end of a member's 28th year of creditable service.

1% for each year of creditable service for the remaining two (2) years subject to the maximum pension as noted above.

2. **Members hired on or after January 1, 2014**

2.5% for each year of creditable service from a member's membership up to and including the member's 20th year of creditable service.

4% for each year of creditable service from year 21 through the end of the member's 25th year of creditable service.

3. Effective November 1, 2008, members who retire shall receive an additional 1% more in their retirement annuity provided that the total pension accrual shall not exceed 71%.

B. PENSION CALCULATION

A member's pension benefit shall be calculated as follows:

- a. Any member hired prior to January 1, 2014 shall have their pension benefit calculated on the member's base salary, longevity pay, and holiday pay earned in the member's previous twelve-month (12) period.
- b. Any member hired after January 1, 2014 shall have their pension based upon a final three-year (3) average.

21.03 COST OF LIVING BENEFIT (COLA)

1. Any member hired prior to January 1, 2014 is eligible to a 3%compounding COLA on each anniversary date of their actual retirement date from the East Providence Fire Department regardless of their age.
2. Any member hired on or after January 1, 2014 shall have a non-compounding 2.25% per year cost of living adjustment.

21.04 CIVILIAN EMPLOYEES

- A. All full-time permanent non-uniformed employees of the East Providence Fire Department shall only be eligible to participate in the Municipal Employees Retirement System as administered by the State of Rhode Island and shall not be eligible to participate in the Pension Fund.

21.05 DISABILITY PENSION EARNINGS

Members on disability pension from November 1, 1989 forward will be allowed to earn the difference between their disability pension and 150% of the current salary plus longevity and holiday pay for the position from which they retired on disability pension with no penalty.

21.06 MEMBER CONTRIBUTIONS

All eligible fire department members of the pension Fund shall contribute the following percentage of their base salary, longevity pay, and holiday pay as set forth in the following table:

DATE	AMOUNT
November 1, 2025	11.25%
November 1, 2026	11.50%
November 1, 2027	11.75%
November 1, 2028	12.00%
November 1, 2029	12.25%

ARTICLE XXII

22.01 EDUCATION EXPENSES

Firefighter personnel shall be eligible for reimbursement of tuition and required text costs for the programs listed in (A) below upon successful completion of such courses. These payments shall be subject to the following limitations:

(A) Courses shall be taken Emergency Medical Services, Fire Science, Emergency Management and Public Administration Degrees (Bachelor Degree Level) only and non-fire courses needed to complete these Degrees.

(B) Each member shall be limited to one (2) courses per semester and a total of four (4) courses per fiscal year;

(C) Total cost of the program shall be limited to Fifteen Thousand (\$15,000.00) Dollars for each year of the contract for approved courses as set forth in Subsection A. Five Thousand (\$5,000.00) Dollars for each year of the contract for EMS Classes (Excluding the initial Paramedicine Class); and Five Thousand (\$5,000.00) Dollars for each year of the contract for Professional Development. These amounts are to be for each annual year of the contract.

(D) Reimbursement shall be made upon presentation of grade reports indicating the member has achieved a grade of C or better;

(E) After payment is made with regard to Item B, any monies leftover shall be equally distributed amongst the employees who have taken any degree classes as set forth in Subsection A, Fire Service (EMS) classes (Excluding the initial Paramedic Class), and Professional Development Classes other than the one's required for payment in Item B;

(F) Non-uniformed personnel shall be eligible for reimbursement of tuition and required text costs for job related courses with the Chiefs prior approval.

22.02 CERTIFICATIONS

Effective November 1, 2022, members shall receive a non-cumulative bonus in the amounts listed in the below table for each of the following disciplines:

			Effective February 1, 2026
Active Marine Operator, in-house training			\$475.00
Hazmat Rescue Technician, Certified			\$475.00
Technical Rescue Technician, Certified			\$475.00

Members shall be a current member of each respective team in order to receive the bonus. Bonuses shall be distributed on the first non-payroll week in February

ARTICLE XXIII

23.01 PHYSICAL FITNESS STANDARDS

(A) All uniformed employees shall be required to undergo a comprehensive physical examination to include a cancer screening once every three (3) years by a physician selected by the City or a member's own physician limited to the health care company's negotiated cost with network providers. All Hazmat members shall be required to have a comprehensive physical examination to include a cancer screening yearly by a physician selected by the City or a member's own physician limited to the health care company's negotiated cost with network providers. The cost of such examination will be borne by the City. The employee will take the examination on his/her own time at no overtime cost to the City.

(B) If an employee is diagnosed as having a propensity toward hypertension or heart disease or if the employee is found to have existing hypertension or heart disease, he/she shall be required to follow the medical advice of the examining physician.

A good faith effort on the part of the employee and evidence of some continuing measurable progress will meet the intent of the fitness standards. Likewise, a valid medical reason substantiated by the City may excuse an employee from meeting a specific standard while the condition exists. The City will not discipline an employee while either or both of these cases apply.

(C) The parties agree that there is a need for education of employees in the causes and prevention of hypertension and coronary heart disease as well as the promotion of good nutrition, stress reduction, etc.

The employer agrees to provide speakers and materials for education in this area. Such education shall include advice on the causes of hypertension and coronary heart disease, weight

control, diet counseling, physical exercise, smoking cessation, stress management techniques, and improving mental health.

The Union will allow these instructions to be conducted in the evening hours for members on duty and for those members who wish to attend while off duty at no cost to the City in terms of overtime or callback pay.

ARTICLE XXIV

24.01 WORK STOPPAGE

In consideration of the right to a resolution of disputed questions under the terms and provisions of Title 23, Chapter 9.1 of the General Laws of Rhode Island, 1956, as amended, entitled "Firefighters' Arbitration", Firefighters of the East Providence Fire Department shall have no right to engage in any work stoppage, slowdown or strike; and that, if any unauthorized or wildcat work stoppage, slowdown or strike shall take place, Local 850 will immediately notify such employees engaging in such unauthorized activities to cease and desist. Any employee engaging in any strike may be subject to disciplinary action by the City.

ARTICLE XXV

25.01 OTHER POST EMPLOYMENT BENEFITS (OPEB)

Members of the Fire Department effective November 1, 2022 shall contribute two (2%) percent of the members' salary toward the "Other Post Employment Benefits" (OPEB) obligation of the City. OPEB Funds shall be deposited into a restricted, investment bearing account.

ARTICLE XXVI

26.01 DURATION OF THIS CONTRACT

This contract shall be for a term of five (5) years commencing the first day of November, 2025 and shall continue and remain in full force and effect until October 31, 2030 and from year to year thereafter unless either party at least one hundred twenty (120) days prior to the expiration date in 2030, or in any year thereafter, gives to the other party written notice of its intention to terminate or amend this contract.

26.02 SCOPE OF CONTRACT

The parties acknowledge that during the negotiations which preceded this contract, each has the unlimited right and opportunity to make demands and proposals with respect to any subject matter and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this contract.

Therefore, for the life of this contract, the City and the Union, within the provisions of law, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to or covered in this contract or with respect to any subject or matter not specifically referred to or covered in this contract even though such subject matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this contract provided, however, that if a court of competent jurisdiction modified the existing pension plan in effect for members of the department or in any way affects the validity of existing ordinances pertaining to the Firemen's and Policemen's Pension Fund, pension benefits may be the subject of immediate negotiations and if necessary arbitration.

26.03 INCORPORATION OF PRIOR MEMORANDUM OF AGREEMENTS

The parties agree that the Memorandum of Agreements of the Rescue Officer Overtime dated September 11, 2019 and the Ladder Staffing Memorandum of Agreement dated September 11, 2019 shall be incorporated herein. (Exhibit C)

26.04 FIRE PREVENTION SECRETARY & CHIEF'S AIDE

(A) Effective November 1, 2022, the position of the Fire Prevention Secretary within the Collective Bargaining Agreement shall no longer exist. Said position shall no longer be part of the bargaining unit (IAFF, Local 850) but shall become part of the bargaining unit within the City of East Providence representing the Municipal employees. Upon execution of the 2022-2025 CBA, the parties agree to amend the Rhode Island State Labor Relations Board (RISLRB) Certification of Representative Case No. EE-1502 dated August 17, 1962 between the parties to

exclude representation of the Fire Prevention Secretary position. The parties shall file all necessary documents as required by RISLRB to effectuate said exclusion from the above-cited Case No. EE-1502.

(B) Upon separation of employment, retirement, resignation or death of the incumbent member in the Chief's Administrative Aide position, said position shall no longer be part of the bargaining unit (IAFF, Local 850) and the Collective Bargaining Agreement. Upon separation of employment of said member with the City, the parties agree to amend the Rhode Island State Labor Relations Board (RISLRB) Certification of Representative Case No. EE-1502 dated August 17, 1962 between the parties to exclude representation of the Chief's Administrative Aide position. The parties shall file all necessary documents as required by RISLRB to effectuate said exclusion from the above-cited Case No. EE-1502.

26.05 SEVERABILITY

In the event that any section of this contract is deemed in violation of any law by a court of competent jurisdiction, the remainder of the contract shall be deemed to be valid and effective.

IN WITNESS WHEREOF, the City of East Providence has caused this instrument to be executed and its corporate seal to be affixed by ROBERTO L. DaSILVA its Mayor and ROBERT RODERICKS its Council President, thereunto duly authorized by the City Council of the City of East Providence as of the day and year first above written; and said Local 850 International Association of Firefighters, AFL-CIO has caused this instrument to be signed by BRIAN WILLETTE, its President thereunto duly authorized as of the day and year first above written.

Michael Malle
Witness

4/4/2025
Date

Michael Malle
Witness

4/4/2025
Date

Ma Sen
Witness

11-12-25
Date

IN THE PRESENCE OF
CITY OF EAST PROVIDENCE

Roberto L. DaSilva
Roberto L. DaSilva, Mayor

Robert Rodericks
Robert Rodericks, Council President

LOCAL 850 INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, AFL-CIO

Brian Willette
Brian Willette, President

EXHIBIT A

IAFF 850

Salary Tables 2025-2030

11/1/25 (0%)

Position	Step A	Step B	Step	Step D	Step E
Chief's Aide					\$71,668.06
Fire Alarm Inspector					\$87,385.65
Rescue Driver	\$62,739.45	\$65,268.06	\$68,697.63	\$71,668.07	\$74,951.48
Private	\$62,739.45	\$65,268.06	\$68,697.63	\$71,668.07	\$74,951.48
Private (Over 20 years)					\$78,699.05
Rescue Driver (Grandfathered)	\$71,520.21	\$74,421.26	\$78,304.92	\$81,673.88	\$85,554.96
Rescue Seat	\$71,520.21	\$74,421.26	\$78,304.92	\$81,673.88	\$85,554.96
Fire Lieutenant					\$85,554.96
Rescue Captain					\$92,991.63
Fire Captain					\$92,991.63
Assistant Fire Marshal					\$92,991.63
Assistant Training Director					\$92,991.63
EMS Coordinator					\$103,263.62
Fire Marshal					\$103,263.62
Training Director					\$103,263.62
Battalion Chief					\$103,263.62

11/1/26 (3.5%)

Position	Step A	Step B	Step	Step D	Step E
Chief's Aide					\$74,176.44
Fire Alarm Inspector					\$90,444.15
Rescue Driver	\$64,935.33	\$67,552.44	\$71,102.05	\$74,176.45	\$77,574.78
Private	\$64,935.33	\$67,552.44	\$71,102.05	\$74,176.45	\$77,574.78
Private (Over 20 years)					\$81,453.52
Rescue Driver (Grandfathered)	\$74,023.42	\$77,026.00	\$81,045.59	\$84,532.47	\$88,549.38
Rescue Seat	\$74,023.42	\$77,026.00	\$81,045.59	\$84,532.47	\$88,549.38
Fire Lieutenant					\$88,549.38
Rescue Captain					\$96,246.34
Fire Captain					\$96,246.34
Assistant Fire Marshal					\$96,246.34
Assistant Training Director					\$96,246.34
EMS Coordinator					\$106,877.85
Fire Marshal					\$106,877.85
Training Director					\$106,877.85
Battalion Chief					\$106,877.85

11/1/2027 (3.5%)

Position	Step A	Step B	Step	Step D	Step E
Chief's Aide					\$76,772.62
Fire Alarm Inspector					\$93,609.69
Rescue Driver	\$67,208.07	\$69,916.78	\$73,590.62	\$76,772.63	\$80,289.90
Private	\$67,208.07	\$69,916.78	\$73,590.62	\$76,772.63	\$80,289.90
Private (Over 20 years)					\$84,304.39
Rescue Driver (Grandfathered)	\$76,614.24	\$79,721.91	\$83,882.19	\$87,491.10	\$91,648.61
Rescue Seat	\$76,614.24	\$79,721.91	\$83,882.19	\$87,491.10	\$91,648.61
Fire Lieutenant					\$91,648.61
Rescue Captain					\$99,614.96
Fire Captain					\$99,614.96
Assistant Fire Marshal					\$99,614.96
Assistant Training Director					\$99,614.96
EMS Coordinator					\$110,618.57
Fire Marshal					\$110,618.57
Training Director					\$110,618.57
Battalion Chief					\$110,618.57

11/1/2028 (4%)

Position	Step A	Step B	Step	Step D	Step E
Chief's Aide					\$79,843.52
Fire Alarm Inspector					\$97,354.08
Rescue Driver	\$69,896.39	\$72,713.45	\$76,534.24	\$79,843.53	\$83,501.50
Private	\$69,896.39	\$72,713.45	\$76,534.24	\$79,843.53	\$83,501.50
Private (Over 20 years)					\$87,676.57
Rescue Driver (Grandfathered)	\$79,678.81	\$82,910.79	\$87,237.48	\$90,990.75	\$95,314.56
Rescue Seat	\$79,678.81	\$82,910.79	\$87,237.48	\$90,990.75	\$95,314.56
Fire Lieutenant					\$95,314.56
Rescue Captain					\$103,599.56
Fire Captain					\$103,599.56
Assistant Fire Marshal					\$103,599.56
Assistant Training Director					\$103,599.56
EMS Coordinator					\$115,043.31
Fire Marshal					\$115,043.31
Training Director					\$115,043.31
Battalion Chief					\$115,043.31

11/1/2029 (4%)

Position	Step A	Step B	Step	Step D	Step E
Chief's Aide					\$83,037.26
Fire Alarm Inspector					\$101,248.24
Rescue Driver	\$72,692.25	\$75,621.99	\$79,595.61	\$83,037.27	\$86,841.55
Private	\$72,692.25	\$75,621.99	\$79,595.61	\$83,037.27	\$86,841.55
Private (Over 20 years)					\$91,183.63
Rescue Driver (Grandfathered)	\$82,865.96	\$86,227.22	\$90,726.97	\$94,630.38	\$99,127.14
Rescue Seat	\$82,865.96	\$86,227.22	\$90,726.97	\$94,630.38	\$99,127.14
Fire Lieutenant					\$99,127.14
Rescue Captain					\$107,743.54
Fire Captain					\$107,743.54
Assistant Fire Marshal					\$107,743.54
Assistant Training Director					\$107,743.54
EMS Coordinator					\$119,645.05
Fire Marshal					\$119,645.05
Training Director					\$119,645.05
Battalion Chief					\$119,645.05

EXHIBIT B

Please see the information below to be entered into the new CBA, Section 4.01 VACANCIES-PRIVATE'S RANK, (Exhibit B).

The following permanent members are currently EMT-C, but are eligible to drop their EMT-C status to EMT status at recertification.

- 1) Charles E. Carr
- 2) Joseph S. Crowshaw
- 3) Timothy P. Cunha
- 4) Robert F. Pray

Yours in Service,

Michael P. Carey CFO, MPA

CHIEF OF DEPARTMENT
DIRECTOR OF EMERGENCY MANAGEMENT

East Providence Fire Department
913 Broadway
East Providence, RI 02914
P: 401.431.4613 | F: 401.438.4264
C: 508.294.9938

"Committed to Service, Safety, and Community Partnership"



EXHIBIT C

Memorandum of Agreement

This Memorandum of Agreement (Agreement) is entered into between the City of East Providence, Rhode Island (City) and the East Providence Fire Fighters, Local 850, International Associations of Fire Fighters, AFL-CIO. (Local), and both collectively referred to as the "parties".

WHEREAS, a Collective Bargaining Agreement (CBA) is in effect between the parties dated November 1, 2017 to October 31, 2022; and

WHEREAS, Article IV, Section 4.04, Sub-section (B) of the CBA provides for an EMS Coordinator within the Fire Department; and

WHEREAS, Article IV, Section 4.06, Sub-section (A) of the CBA provides for three (3) Rescue Lieutenants (Rescue Officers) who shall receive the salary the salary of Captain within the Fire Department, commencing on November 1, 2019; and

WHEREAS, the parties wish to enter into this Agreement to codify the methods and rules that shall govern the procedure of filing overtime and substitution vacancies within the Rescue Officer positions.

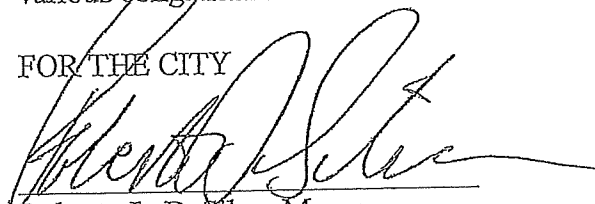
NOW THEREFORE, in consideration of the mutual covenants and promises contained herein and intending to be legally and equitably bound hereby, the parties agree as follows:

1. The parties agree that each Rescue Officer shall be assigned to a different shift in accordance with Article IV, Section 4.06 of the CBA.
2. The parties agree that the Rescue Officers shall receive overtime assignments in accordance with Article VI, Section 6.06 of the CBA and the current "Overtime Agreement/Rules" between the parties.
3. The parties agree that in order for overtime to be disbursed fairly and equitably, Rescue Officer overtime opportunities shall be kept in line with the Fire Officers overtime list of the particular shift/platoon that the Rescue Officer is assigned/bided.
4. The parties agree that Rescue Officer overtime opportunities shall be limited to only vacancies that occur within rescue positions.
5. The parties agree that Rescue Officer overtime compensation shall be at pay grade 41 (Captain pay grade).
6. The parties agree that Rescue Officers shall be allowed to substitute in accordance with Article VI, Section 6.02 of the CBA provided that the Rescue Officer substitute only with a member who is assigned to a rescue position.

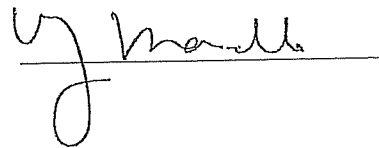
7. The parties agree that Rescue Officers who work overtime and/or substitutions shall work in the "Seat Position" (in charge of rescue vehicle), the only exception shall be when two (2) Rescue Officers are working together on the same rescue vehicle.
8. The parties agree that the EMS Coordinator shall be eligible to work overtime on the shift/platoon that does not have a permanent Rescue Officer assigned/bided, the EMS Coordinators overtime compensation shall be at pay grade 44 (Battalion Chief pay grade).
9. The parties agree that this Agreement shall be subject to the grievance and arbitration provisions of the CBA for the enforcement of said Agreement.
10. The parties agree that upon execution of this Agreement shall be incorporated into the CBA as an addendum.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their respective representatives who have actual authority to bind and enter into the various obligations set forth herein.

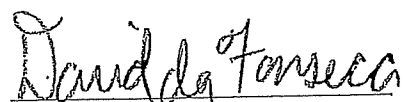
FOR THE CITY


Roberto L. DaSilva, Mayor
East Providence, Rhode Island

ATTEST



FOR THE LOCAL


David daFonseca, President
Local 850, I.A.F.F., AFL-CIO.

ATTEST



DATE 9/11/19

Memorandum of Agreement

This Memorandum of Agreement (Agreement) is entered into between the City of East Providence, Rhode Island (City) and the East Providence Fire Fighters, Local 850, International Associations of Fire Fighters, AFL-CIO. (Local), and both collectively referred to as the "parties".

WHEREAS, a Collective Bargaining Agreement (CBA) is in effect between the parties dated November 1, 2017 to October 31, 2022; and

WHEREAS, the Local has filed a grievance (see attached) citing that the City removed a Fire Ladder Apparatus (Ladder) from service and displaced the members assigned to said Ladder; and

WHEREAS, the above-cited grievance is docketed for arbitration with the American Arbitration Association (AAA) and has been assigned Case No. 01-18-0002-2068 before Arbitrator Francis T. O'Brien; and

WHEREAS, the parties independently believe that their respective positions in the above-cited matter would prevail in grievance/arbitration and/or additional legal litigation; and

WHEREAS, the parties in an effort to mitigate the financial cost of the grievance and arbitration process and in an effort to maintain harmonious labor relations, the parties agree to enter into this Agreement to codify the methods and rules that shall govern the procedure for staffing deployment when a Ladder is out of service.

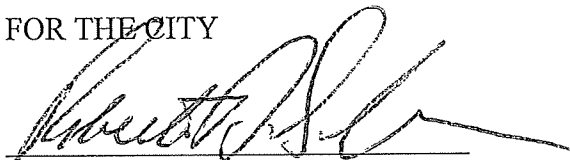
NOW THEREFORE, in consideration of the mutual covenants and promises contained herein and intending to be legally and equitably bound hereby, the parties agree as follows:

1. The parties agree that whenever a Ladder is placed out of service due to a mechanical issue, the City will use its best efforts to procure, borrow or deploy a reserve Ladder with aerial capability in its place.
2. The parties agree that if a reserve Ladder as described in Section 1 is unavailable, then the City shall utilize a reserve Engine or other suitable emergency vehicle in its place.
3. The parties agree that if there is only one (1) Ladder in service with aerial capability, then said Ladder shall be relocated to Station 4 and staffed with the personnel from Ladder Company 1, at which time the reserve Engine or other suitable emergency vehicle shall be relocated to Station 3 and staffed with the personnel from Ladder Company 3.

4. The parties agree that if reserve Ladders are unavailable as described in Section 1 and that both Ladders are replaced with a reserve Engine or other suitable emergency vehicles, then the assigned personnel from both Ladders shall remain at the Station they were original assigned and staff said reserve Engine or other suitable emergency vehicles.
5. The parties agree that this Agreement shall be subject to the grievance and arbitration provisions of the CBA for the enforcement of said Agreement.
6. The parties agree that this Agreement shall remain in full force and effect for the duration of the current collective bargaining agreement which expires on October 31, 2022.
7. The parties agree that upon execution of this Agreement, the Local shall cancel the above-cited arbitration with the AAA and shall consider the grievance/arbitration settled, the parties also agree that any monetary cost associated with the cancellation shall be borne equally between the parties.

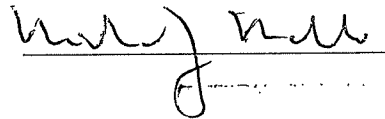
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their respective representatives who have actual authority to bind and enter into the various obligations set forth herein.

FOR THE CITY



Roberto L. DaSilva, Mayor
East Providence, Rhode Island

ATTEST

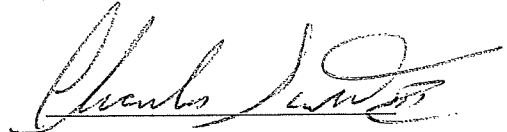


FOR THE LOCAL



David daFonseca, President
Local 850, I.A.F.F., AFL-CIO.

ATTEST



DATE

9/11/19

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services
Blue Cross & Blue Shield of Rhode Island: BlueSolutions HSA

City of East Providence - #00000257 - 0028
Coverage Period: 07/01/2025 - 06/30/2026
Coverage for: See below **Plan Type:** HDHP



The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call 1-800-639-2227 or (401) 459-5000 or TDD 711 or visit us at www.BCBSRI.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at <https://www.healthcare.gov/sbc-glossary> or call 1-800-639-2227 or TDD 711 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	For In Network providers \$2500 for an individual plan / \$4500 for a family plan. For Out-of-Network providers \$2500 for an individual plan / \$4500 for a family plan.	Generally, you must pay all of the costs from providers up to the deductible amount before this <u>plan</u> begins to pay. If you have other family members on the policy, the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay.
Are there services covered before you meet your deductible?	Yes. Doesn't apply to preventive services.	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this plan covers certain preventive services without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other deductibles for specific services?	No	You don't have to meet deductible for specific services.
What is the out-of-pocket limit for this plan?	For In Network providers \$2500 for an individual plan / \$4500 for a family plan. For Out-of-Network providers \$4500 for an individual plan / \$8500 for a family plan.	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family <u>out-of-pocket limit</u> must be met.
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Will you pay less if you use a network provider?	Yes. See www.BCBSRI.com or call 1-800-639-2227 or (401) 459-5000 for a list of <u>network providers</u> .	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a referral to see a specialist?	No	You can see the <u>specialist</u> you choose without a referral.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need immediate medical attention	Physician/surgeon fees	No Charge	40% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Emergency room care	No Charge	No Charge	
	Emergency medical transportation	No Charge	40% coinsurance	None
	Urgent care	No Charge	40% coinsurance	
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	40% coinsurance	Preauthorization is recommended; 45 day limit at an inpatient rehabilitation facility; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Physician/surgeon fee	No Charge	40% coinsurance	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	No Charge/office visit No Charge for outpatient services	40% coinsurance/office visit 40% coinsurance for outpatient services	Notification of admission may be required for certain Out-of-Network Services.
	Inpatient services	No Charge	40% coinsurance	
	Office visits	No Charge	40% coinsurance	
If you are pregnant	Childbirth/delivery professional services	No Charge	40% coinsurance	Cost sharing does not apply for preventive services; Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is recommended.
	Childbirth/delivery facility services	No Charge	40% coinsurance	
If you need help recovering or have other special health needs	Home health care	No Charge	40% coinsurance	Preauthorization is recommended
	Rehabilitation services	No Charge	40% coinsurance	

Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.ccio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: contact the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Additionally, a consumer assistance program can help you file your appeal. Contact your state insurance department at (401) 462-9520 or by email at HealthInquiry@ohc.ri.gov.

Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet Minimum Value Standards? Yes.

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Para obtener asistencia en Español, llame al 1-800-639-2227.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-639-2227.

如果需要中文的帮助, 请拨打这个号码 1-800-639-2227.

Dinekhego shika a'ohwol ninisingo, kwijigo holne' 1-800-639-2227.

Fer Hilf griege in Deitsch, ruf 1-800-639-2227 uff.

Mo se fesoasoani i le Gagana Samoa, vala'au mai i le numera telefoni 1-800-639-2227.

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby

(9 months of in-network pre-natal care and a hospital delivery)

■ The plan's overall deductible	\$2500
■ <u>Specialist copayment</u>	\$0
■ <u>Hospital (facility) coinsurance</u>	No Charge
■ <u>Other coinsurance</u>	No Charge

This EXAMPLE event includes services like:

Specialist office visits (*prenatal care*)
 Childbirth/Delivery Professional Services
 Childbirth/Delivery Facility Services
 Diagnostic tests (*ultrasounds and blood work*)
 Specialist visit (*anesthesia*)

Total Example Cost	\$12,700
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In this example, Peg would pay:

Cost Sharing	
Deductibles	\$2,500
Copayments	\$0
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$2,560

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The plan's overall deductible	\$2500
■ <u>Specialist copayment</u>	\$0
■ <u>Hospital (facility) coinsurance</u>	No Charge
■ <u>Other coinsurance</u>	No Charge

This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)
 Diagnostic tests (*blood work*)
 Prescription drugs
 Durable medical equipment (*glucose meter*)

Total Example Cost	\$5,600
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In this example, Joe would pay:

Cost Sharing	
Deductibles	\$2,500
Copayments	\$0
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$2,520

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

■ The plan's overall deductible	\$2500
■ <u>Specialist copayment</u>	\$0
■ <u>Hospital (facility) coinsurance</u>	No Charge
■ <u>Other coinsurance</u>	No Charge

This EXAMPLE event includes services like:

Emergency room care (*including medical supplies*)
 Diagnostic test (*x-ray*)
 Durable medical equipment (*crutches*)
 Rehabilitation services (*physical therapy*)

Total Example Cost	\$2,800
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In this example, Mia would pay:

Cost Sharing	
Deductibles	\$2,500
Copayments	\$0
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$2,500

The plan would be responsible for the other costs of these EXAMPLE covered services.