

**COPY**

**AGREEMENT**

**BY AND BETWEEN TOWN OF TIVERTON**

**AND**

**LOCAL 1703, INTERNATIONAL**

**ASSOCIATION OF FIREFIGHTERS, AFL-CIO**

**JULY 1, 2006 THROUGH JUNE 30, 2009**

## TABLE OF CONTENTS

	<u>PAGE</u>
ARTICLE I	
1. RECOGNITION	1
2. UNION SECURITY	1
3. NEUTRAL REFERENCE	1
4. NON-DISCRIMINATION REFERENCE	1
ARTICLE II	
1. MANAGEMENT RIGHTS	2
ARTICLE III	
1. SENIORITY	2
2.	2
ARTICLE IV	
1. VACANCIES - PRIVATE RANKS	2
2. DETAIL TO OTHER DEPARTMENTS PROHIBITED	2
3. CREATION OF DIVISIONS, DEPARTMENT, BUREAU	2
ARTICLE V	
1. DUTIES	3
2. PERMANENT STATUS	3
3. TRANSFERS	3
4. MUTUAL TRANSFERS	3
ARTICLE VI	
1. HOURS	3
2. SUBSTITUTIONS	4
3. FIREFIGHTING/RESCUE UNITS - OVERTIME	4
4. CALL BACK	4
5. OUT-OF-GRADE WORK	4
6. OVERTIME AND OUT-OF-RANK PAY	5
ARTICLE VII	
1. CIVIC AND PRIVATE DETAILS	5
ARTICLE VIII	
1. PAID HOLIDAYS	6
2. VACATIONS	7
3. VACATION SCHEDULE	7

ARTICLE IX		
	1. SALARIES	8
	2. LONGEVITY	8
ARTICLE X		
	1. EMS INCENTIVES	9
	2. BEREAVEMENT LEAVE	10
	3. BLUE CROSS, BLUE SHIELD, LIFE INSURANCE	10
	4. RETIREMENT PLAN	13
	5. MILITARY LEAVE	13
	6. MILITARY TRAINING	14
	7. FAMILY MEDICAL LEAVE ACT	14
	8. FUNERAL EXPENSES	14
ARTICLE XI		
	1. CLOTHING	15
	2. PROTECTIVE GEAR	15
	3. WORK UNIFORMS	16
	4. UNIFORM ACCESSORTIES	16
ARTICLE XII		
	1. TIME OFF FOR BARGAINING	16
	2. UNION MEETINGS	16
ARTICLE XIII		
	1. NO-STRIKE CLAUSE	17
ARTICLE XIV		
	1. GRIEVANCE PROCEDURE	17
ARTICLE XV		
	1. CHECKOFF DUES	18
ARTICLE XVI		
	1. COMPATIBILITY WITH LAW	18
ARTICLE XVII		
	1. SICK LEAVE	18
	2. SICK LEAVE UPON RETIREMENT OR VOLUNTARY TERMINATION OF EMPLOYMENT	19
	3. SICK LEAVE UPON DEATH	20
ARTICLE XVIII		
	1. WORK RESTRICTIONS	20
ARTICLE XIX		

1.	PAY PERIODS	20
ARTICLE XX		
1.	LEGAL ASSISTANCE AND INDEMNIFICATION	20
ARTICLE XXI		
1.	EMERGENCY LEAVE	20
ARTICLE XXII		
1.	MUTUAL AID	21
2.	MUTUAL AID CALL IN	21
ARTICLE XXIII		
1.	MANNING FIRE APPARATUS	21
2.	MANNING RESCUE	21
3.	ADDITIONAL FIREFIGHTERS	21
ARTICLE XXIV		
1.	TOWN REIMBURSEMENT FOR SEMINAR ATTENDANCE	22
ARTICLE XXV		
1.	PROMOTION	22
2.	PROMOTIONAL EXAMINATIONS	23
ARTICLE XXVI		
1.	BID SYSTEM	24
2.	BID SYSTEM RESCUE	24
ARTICLE XXVII		
1.	CALLING OUT ON SICK LEAVE	24
ARTICLE XXVIII		
1.	WORKING CONDITIONS	25
ARTICLE XXIX		
1.	COPIES OF NOTICES AND ORDERS	25
ARTICLE XXX		
1.	I.A.F.F. LAPEL PIN	25
ARTICLE XXXI		
1.	TRAINING AND EDUCATION	25
ARTICLE XXXII		
1.	INJURIES AND ILLNESS	26
2.	LIGHT DUTY	27

ARTICLE XXXIII		
1.	CONTRACTING OUT	28
ARTICLE XXXIV		
1.	PRESUMPTION OF DISABILITY	28
ARTICLE XXXV		
1.	LAYOFF	28
ARTICLE XXXVI		
1.	CONTINUITY OF COMMAND	29
ARTICLE XXXVII		
1.	DURATION OF AGREEMENT	29

## **AGREEMENT**

AGREEMENT, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2006 by and between the Town of TIVERTON and LOCAL 1703, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO.

### **ARTICLE I**

#### **SECTION 1. - RECOGNITION**

The Town of Tiverton recognizes Local 1703, International Association of Firefighters, AFL-CIO, as the sole and exclusive bargaining agent for all permanent men of the Tiverton Fire Department, except the Chief and Deputy Chief, for the purpose of collective bargaining relative to wages, salaries, hours and working conditions. The rights of the Town of Tiverton and employees shall be respected and the provisions of this Agreement shall be observed for the orderly settlement of all questions. The Chief of the Department, and Deputy Chief are not included in this Agreement.

Effective June 30, 2004, the position of dispatcher shall no longer be included as a bargaining unit position in Local 1703, International Association of Firefighters, AFL-CIO and any firefighter(s) assigned to said position as of June 30, 2004 shall, after said date, be assigned to firefighting/EMT positions at stations as determined by the Chief of the Department.

#### **SECTION 2. - UNION SECURITY**

The Town of Tiverton agrees not to discharge or discriminate in any way against employees for Union membership or Union activities. Membership in Local 1703, IAFF - AFL-CIO shall be a condition of employment upon completion of probationary period.

#### **SECTION 3. - NEUTRAL REFERENCE**

All references to a member covered by this agreement as well as the use of the pronoun "he" is intended to include both genders. When the male gender is used, it shall be construed to include both male and female employees.

#### **SECTION 4. - NON-DISCRIMINATION REFERENCE**

The Employer and the Union agree that they will continue policies of non-discrimination on the basis of an individual's race, color, national origin, religious affiliation, gender, age, or sexual orientation or preference.

## **ARTICLE II**

### **SECTION 1. - MANAGEMENT RIGHTS**

Local 1703, IAFF - AFL-CIO acknowledges the right of the Town of Tiverton to issue rules and regulations governing the internal conduct of the Fire Department as provided by law.

## **ARTICLE III**

### **SECTION 1. - SENIORITY**

Seniority of employees shall be determined by the length of continuous service. A break in service is defined as unauthorized leave of thirty (30) calendar days from the Tiverton Fire Department.

Accurate and up-to-date seniority list shall be posted in each station during the month of July of each year.

### **SECTION 2.**

For purpose of selecting vacation time and call back for overtime seniority of employees shall be determined by length of time in service in the Tiverton Fire Department.

## **ARTICLE IV**

### **SECTION 1. - VACANCIES - PRIVATE RANKS**

As far as possible, the Department shall anticipate for filling vacancies in the private's rank.

### **SECTION 2. - DETAIL TO OTHER DEPARTMENTS PROHIBITED**

The Town of Tiverton agrees that any employee covered by this Agreement shall not be transfer to other departments of the Town.

### **SECTION 3. - CREATION OF DIVISION, DEPARTMENT, BUREAU**

If any division or bureau having full or part-time salaried positions is created within or becomes associated with the Fire Department, first opportunity to fill the positions shall be given to members of the permanent Fire Department who meet the minimum qualifications. If there is more than one applicant the most senior of those applying who meet the minimum qualifications shall be awarded the position.

## ARTICLE V

### SECTION 1. - DUTIES

The principal duties of the Fire Department shall consist of prevention, control and extinguishing of fire, emergency medical services, first aid, and other rescue responsibilities 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 Town for the management of the Fire Department. Effective June 30, 2004, the duties of dispatcher shall no longer be assigned to firefighters and shall not be included as part of the principle duties of bargaining unit members of the Fire Department.

Members of the Fire Department will not be required to perform repairs or maintenance work to the exterior of any fire station or areas not occupied by or for firefighters or fire fighting purposes. Members may volunteer to perform such work so long as the Union is informed in advance of any such requests to perform this work.

### SECTION 2. - PERMANENT STATUS

Employees performing the duties set forth in Section 1. shall be permanent members of the Fire Department and at same classification and respective grade increases. The dismissal of a probationary fire fighter (first year of employment) shall not be subject to the grievance or arbitration provisions of the Agreement.

### SECTION 3. - TRANSFERS

The transfer from one unit to another within the Fire Department shall be the responsibility of the Chief of the Department.

### SECTION 4. - MUTUAL TRANSFERS

Mutual transfers as approved by the Chief may be allowed between members of the Tiverton Fire Department, provided however, that all parties are qualified and all senior members are offered said positions. Approval of such transfers will not to be unreasonably withheld.

## ARTICLE VI

### SECTION 1. - HOURS

(a) Commencing as of July 1, 1995, the average workweek for all firefighter shift employees covered by this Agreement shall be forty-two (42) hours per week, based on an eight (8) week cycle. In determining the shift schedule, the Chief of the Fire Department shall elicit the opinions of the Local Union officers in order to arrive at a ten (10) and fourteen (14) hour work shift schedule that is reasonable and mutually

advantageous to both parties. This schedule shall consist of four (4) shifts working two (2) consecutive days of ten (10) hours each (7:00 a.m. to 5:00 p.m.); two (2) consecutive nights of fourteen (14) hours each (5:00 p.m. to 7:00 a.m.); followed by four (4) days off.

## **SECTION 2. - SUBSTITUTIONS**

The right to substitute may be permitted for employees of the rank of 3rd Class and above, provided, however, that the permission to substitute is obtained from the Chief or his designated next in command which permission shall not be arbitrarily withheld.

## **SECTION 3. – FIREFIGHTING UNITS/RESCUE - OVERTIME**

Members of the Firefighting/Rescue Units who are required to work beyond or outside their regular shifts shall be paid at the rate of time and one half. The first thirty (30) minutes of each hour worked outside their regular shift shall be paid based on the amount of actual time worked. If a firefighter works between thirty-one (31) and sixty (60) minutes it will be considered a full hour. All overtime shall be shared as nearly equal as possible among all Department personnel based upon seniority of the Department personnel within each fiscal year.

## **SECTION 4. - CALL BACK**

Members of the Department called back for work shall be compensated for a minimum of three (3) hours at the rate of time and one-half (1 -1 / 2) and at the rate of time and one-half (1-1/2) for all hours in excess of three (3) hours. For the purpose of this Section, any time worked in any hour after three (3) hours shall be considered a full hour.

## **SECTION 5. - OUT-OF-GRADE WORK**

An employee who is assigned to work in a higher grade or rank shall be paid the full pay of the higher grade or rank. This pertains to Acting Chiefs; deputy chiefs, Captains, and or lieutenants.

In the event that a shift officer is not on duty, a member of the department assigned to that shift, who is of lesser grade, shall be an acting-officer for the duration of the officer's absence. This employee shall be taking from the list of qualified candidates for the officer's position according to highest score. In the event that two (2) members on a shift have the same score, then seniority will be the deciding factor. If there is no member on a shift that is on the current officers list, then the acting officer will be the senior most member who meets the requirements to test for an officer's position. The acting officer will assume the duties and the station assignment of the absent officer.

If a shift officer above the rank of lieutenant is absent from duty, the rate of pay will remain the equivalent to that of a lieutenant. Notwithstanding anything to the contrary, if an officer is working an overtime shift at Station 3 on the shift where the out of rank assignment would be applied the officer shall be considered the ranking officer and any out of rank assignment shall be negated.

In the event that the department maintains more than two (2) officers on a shift; i.e. a Captain and a Lieutenant, then the absence of a Captain will be filled by the shift lieutenant, who will receive out of grade pay. The Lieutenants position will be filled by the above criteria.

In the case an employee is serving out of rank and is injured, he will receive full pay during the period of incapacity based upon the rate of pay of the employee he was filling in for. If an employee is injured while serving out of rank and should be forced to retire, said injured employee shall be compensated at the rate applicable to the position he was serving in at the time of his injury.

In the event that an employee shall reject the higher grade or rank, it shall not be construed as a waiver of his seniority rights and any subsequent situations where seniority would prevail.

#### **SECTION 6. - OVERTIME AND OUT-OF-RANK PAY**

All overtime and out-of-rank pay shall be paid the following pay period in which the employee served.

### **ARTICLE VII**

#### **SECTION 1. - CIVIC AND PRIVATE DETAILS**

(a) In any case where an employee covered by this Agreement is assigned to a special detail of a private nature for an employer other than the Town, said employee shall be paid the detail pay hereinafter set forth by the individual Corporation or organization for whom said employee is working before or at the end of the detail period.

(b) All employees covered by this Agreement who are assigned to a special detail of a private nature for an employer other than the Town shall be guaranteed a minimum of four (4) hours pay at the rate of time and one-half (1-1/2) the lieutenant's rate of pay plus \$1.00. For private details worked on the holidays identified below, the pay rate shall be twice the private detail rate (i.e. 2 x 1-1/2 Lieutenant's rate + \$1.00).

Holidays to receive special Private Detail rate:

New Years Day	Thanksgiving Day
Easter Sunday	Christmas Day
July 4	Christmas Eve (4 p.m. to midnight only)
Labor Day	New Years Eve (4 p.m. to midnight only)

(c) Whenever an employee of the Tiverton Fire Department who has been assigned to a private or special detail is injured in the course of such detail, he shall be compensated by said Town for all medical and hospital expenses, etc. and the regular rate of pay is to be continued during the period of incapacity as provided by Section 45-19-1 of the general laws of Rhode Island 1956, as amended.

(d) Exempt clause: For purposes of this Article, civic details are defined as work performed for the Town of Tiverton, Tiverton School Department, or organizations which are not for profit or support similar goals/purposes. Civic details shall be paid at the fixed rate of \$30.00 per hour regardless of the day on which the civic detail is worked.

(e) The union shall maintain scheduling of all details. The Town will be responsible for billing all person(s), vendors, and/or companies for any and all detail work performed by firefighters. Scheduling for private details shall be performed and maintained by the Union through the office of Fire Prevention. The Town is responsible for transferring compensation to firefighters having worked details. The Town shall attempt to transfer compensation to firefighters within two (2) weeks from when the detail(s) work was performed, but not to exceed more than thirty (30) days, unless the Town has not received payment from the person/vendor/company for which the detail was worked. In that case, payment shall be made by the Town within 10 days of receipt of payment to the Town from the person/vendor/company. The Town will be charged with the responsibility to make sure that any person/vendor/company with a history of delinquent detail payments to the Town will be required, before hiring a detail, to place money with the Town at least equal to the detail payment. Where notified in advance by the Union, the Town agrees that it will seek pre-payment of details from the person/vendor/company identified by the Union.

## ARTICLE VIII

### SECTION-1. - PAID HOLIDAYS

(a) Members of the Fire Department covered by this Agreement, working forty-two (42) hours shall be granted uniformly an additional one-fifth (1/5th) of one week's pay for each of the following holidays:

New Year's Day	Easter Sunday
Labor Day	Armistice Day
President's Day	Independence Day

V-J Day  
Memorial Day  
Columbus Day

Thanksgiving Day  
Christmas Day  
Martin Luther King Day

If during the term of this contract the state of Rhode Island abolishes V-J Day as a legal holiday, then this holiday will be replaced by Flag Day.

All employees who are on duty during Thanksgiving Day, Christmas Day and New Year's Day shall receive an extra day's pay at the Holiday rate. This applies to the dayshift only

## SECTION 2. - VACATIONS

All employees covered by this Agreement shall be entitled to the following vacations:

SERVICE TIME	VACATION ELIGIBILITY
Six months to less than one year	4 working days
One year to less than five years	8 working days
Five years to less than fifteen years	14 working days
Fifteen years to less than twenty years	16 working days
Twenty years or more	20 working days

Any employee who, after one or more years of employment, retires or resigns during the year prior to his or her taking a vacation shall be entitled to vacation pay in accordance with the above schedule.

In the event an employee dies during any calendar year prior to his or her taking a vacation, the amount of his vacation entitlement shall be paid to his or her estate, and if there is no estate, then to his or her widow/widower. If there be no widow/widower, then to his or her children in equal shares.

## SECTION 3. - VACATION SCHEDULE

No later than April 15th of each year the Town shall furnish the Union and the stations a vacation leave roster, listing the personnel by seniority showing the amount of vacation leave to which each employee is entitled. Vacations may be taken by the employee in accordance with his desires so that all personnel will be able to apply for their vacation days by the 15th of June of each year.

In selecting vacations, seniority as determined by length of service within the Tiverton Fire Department without regard to rank shall apply. When any vacation days are taken all stations shall be notified of said days. Vacation time shall not be accumulated except where illness or injury makes it impossible for employees to take said leave within the year.

If an employee fails to select all of his vacation days that he is entitled to in any year, he shall lose his seniority rights and he shall be entitled to pick any days left only after other employees have taken their choice. Vacation schedule(s) are subject to the Chief's approval. The Chief's approval will not be unreasonably withheld.

For purposes of scheduling vacations between Memorial Day and Labor Day only, a maximum of two (2) firefighters per shift may be on vacation at any one time.

## ARTICLE IX

### SECTION 1. - SALARIES

Commencing July 1, 2006 the salaries of employees covered by this Agreement shall be as follows:

	Weekly 7/1/06	Weekly 7/1/07	Weekly 1/1/08	Weekly 7/1/08	Weekly 1/1/09
RANK	3%	2%	1.5%	2%	1.5%
Captain	\$942.51	\$961.36	\$975.78	\$995.29	\$1010.22
Lieutenant	\$901.31	\$919.33	\$933.11	\$951.77	\$966.04
First Class Firefighter (after three years including probationary period)	\$832.11	\$848.75	\$861.48	\$878.70	\$891.88
Second Class Firefighter (after two years, including probationary period)	\$782.54	\$798.19	\$810.16	\$826.36	\$838.75
Third Class Firefighter (after one year, including probationary period)	\$735.03	\$749.73	\$760.97	\$776.18	\$787.82
Probationary Firefighter (first year of employment)	\$567.03	\$578.37	\$587.04	\$598.78	\$607.76

### SECTION 2. - LONGEVITY

Employees covered by this Agreement shall receive longevity payments based on the following schedule:

(a) All employees with five (5) or more years of continuous service but less than ten (10) years continuous service shall receive longevity amounting to four percent (4%) of the employee's annual base salary.

(b) All employees with ten (10) or more years of continuous service but less than fifteen (15) years continuous service shall receive longevity amounting to five percent (5%) of the employee's annual base salary.

(c) All employees with fifteen (15) or more years of continuous service but less than twenty (20) years continuous service shall receive longevity amounting to six percent (6%) of the employee's annual base salary.

(d) All employees with twenty (20) or more years of continuous service shall receive longevity amounting to seven percent (7%) of the employee's annual base salary.

Longevity payments shall be prorated and made in one (1) lump sum on the first pay period next following the attainment of the anniversary of the longevity service and shall be added to the employee's annual salary so as to be included in his annual salary for pension purposes.

Effective June 30, 2008 and June 30, 2009 longevity payments shall be as follows:

<b>Years of Service</b>	<b>06/30/08</b>	<b>06/30/09</b>
A. All employees with five (5) or more years of continuous service but less than ten (10) years continuous service shall receive the following longevity percentage of the employee's annual base salary.	4.5%	5.0%
B. All employees with ten (10) or more years of continuous service but less than fifteen (15) years continuous service shall receive the following longevity percentage of the employee's annual base salary.	5.5%	6.0%
C. All employees with fifteen (15) or more years of continuous service but less than twenty (20) years continuous service shall receive the following longevity percentage of the employee's annual base salary.	6.5%	7.0%
D. All employees with twenty (20) or more years of continuous service shall receive longevity amounting to seven percent (7%) of the employee's annual base salary.	7.5%	8.0%

## ARTICLE X

### SECTION 1. – EMS INCENTIVES

Employees covered by this Agreement shall receive EMS incentives based on the following schedule:

	Effective 1/1/05	Effective 7/1/07
EMT-A Certification*	\$10.00 per week	\$17.50/ week
EMT-D Certification	\$10.00 per week	\$17.50/ week
EMT-C Certification	\$22.50 per week	\$30.00/ week
EMT-P Certification	\$27.50 per week	\$35.00/ week

\*(Payment to commence upon receipt by the Town of notice from the firefighter of successful re-certification).

All EMS incentives shall be paid on a bi-weekly basis and will be added to the firefighter's annual salary for pension purposes. The above incentive payments will be made as long as the designated certifications are up to date and maintained. The Town agrees to make available the courses necessary for firefighters to maintain the required certification or become re-certified in the appropriate certification. A schedule of the course times will be posted in advance and it is the firefighter's responsibility to schedule time to take the course(s). Firefighters who take the course(s) while on duty will be compensated at their straight time rate of pay. The loss of certification of any skill will result in the reduction of pay incentives to the next lower grade to which the EMT is still certified.

## **SECTION 2. - BEREAVEMENT LEAVE**

In the event that death occurs in the immediate family of a member of the Fire Department, the Town of Tiverton agrees to pay such member for lost time, not to exceed a period of four (4) working days including the day after the funeral if scheduled to be on duty, from the time of notification of death up to and in the case of each such death for the purpose of attending funeral services and making necessary arrangements therefore.

The term "immediate family" shall be defined to include father, mother, spousal children, brother and sister of a member, grandfather, grandmother, father-in-law, mother-in-law, wife's sister or brother. In the event of the "immediate family" other than as provided above, such leave of absence with pay may be granted at the discretion of the Chief.

## **SECTION 3. - BLUE CROSS BLUE SHIELD, LIFE INSURANCE**

### **A. Health Insurance for Active Employees**

(1) The Town of Tiverton shall supply all active firefighters of the Tiverton Fire Department either individual or family health insurance coverage under the Blue Cross/Blue Shield Plan HealthMate Coast-to-Coast which will be the designated Town plan, with the following changes effective 7/01/06 or as designated:

Emergency room visit co-pays shall be	\$75.00
Doctor's office visits	\$15.00
Specialist visit	\$20.00; effective 7/1/08 \$25.00
Effective 7/1/07 Urgent Care will be	\$25.00; effective 7/1/08 \$50.00

Effective July 1, 2006 bargaining unit members shall co-share in the cost of healthcare benefits provided in this Article through pre-tax weekly payroll deduction as follows:

	Individual	Family
Effective 07/01/06	\$325.00	\$650.00
Effective 07/01/07	\$416.00	\$832.00
Effective 07/01/08	\$520.00	\$1,040.00

Effective upon ratification of this Agreement, all firefighters who receive Blue Cross/Blue Shield Classic coverage will be required to pay, on a monthly basis, the difference between the Blue Cross/Blue Shield Classic premium and the Blue Cross/Blue Shield Plan HealthMate Coast to Coast premium. Firefighters who receive Blue Cross/Blue Shield Classic may switch said coverage to Blue Cross/Blue Shield Plan HealthMate Coast to Coast as described above upon the first date available to make such changes.

Any firefighter hired on or after July 1, 2003 will receive Blue Cross/Blue Shield Blue Chip Flex Plan 10 (with \$5/\$15/\$30 prescription coverage; \$5/\$20/\$40 effective 7/01/08) health insurance coverage during the initial three (3) years of employment as a firefighter with the Town. Upon completion of the first three (3) years of employment, the firefighter may continue to receive Blue Cross/Blue Shield Blue Chip Flex Plan 10 health insurance coverage or may switch his/her health insurance coverage to Blue Cross/Blue Shield Plan HealthMate Coast to Coast as described above.

(2) STUDENT RIDER. The Town of Tiverton shall provide the student rider in the Blue Cross/Blue Shield "Health Mate Coast-to-Coast" plan (or the Classic Plan for those employees retaining the Classic coverage as set forth in Section 1) for all unmarried children of permanent firefighters, while said student is enrolled in an institution of higher learning. Said student rider shall provide full coverage until the end of the calendar year in which he or she attains the age of 25 or when no longer a full time student, whichever comes first.

(3) The Town shall provide prescription coverage equal to \$5/\$15/\$30 under either a family or individual HealthMate Coast to Coast plan for bargaining unit employees. Effective 7/1/08 the prescription coverage shall be \$5/\$20/\$40.

(4) The Town agrees to assume and pay the cost of chiropractic rider for family as well as individual coverage.

No change from Blue Cross as a healthcare provider will be made by the Town until after consultation with the IAFF. However, the Town reserves the right to explore other health programs of equivalent services or better benefits than the existing health program as a cost saving measure. If mutually agreeable, the parties can exchange health programs for a more cost effective plan.

B. Health Insurance for Retired Firefighters

1. All firefighters hired by the Town of Tiverton who retire on or after June 1, 2001 shall receive the same benefits as those provided in sub-section (A 1) except that when such firefighters become eligible for Medicare health coverage, the Town shall shift their coverage from Blue Cross/Blue, Shield "Health Mate" to Blue Cross/Blue Shield "PLAN 65" and "Medicare B" coverage.

2. If a firefighter, after retirement is eligible for a medical plan equal to, or better than the one being supplied by the Town, the firefighter must notify the Town so that the Town can stop the coverage of the retired firefighter.

Should the retired firefighter lose this alternative coverage, the Town shall, upon written notice received, immediately will supply the firefighter the Blue Cross/Blue Shield "Health Mate" Coast-to-Coast family coverage as stated in the section, or, pay the cost for said other medical plan until the next anniversary date of the Town's Blue Cross/Blue Shield plan. On the anniversary date, the retired firefighter shall be restored to the Town's medical insurance plan as stated herein.

If a firefighter receives insurance as noted in either subsection 1 or 2 under a policy held by a spouse, the Town of Tiverton shall not be required to purchase said insurance for the retired firefighter.

(c) The Town shall pay to Local 1703 annually, a sum per man which shall be used by said Local to provide Sixty Thousand dollars (\$60,000.00) in life insurance protection for active members of the bargaining unit, said sum to be paid on August 1st of each year.

(d) The Town shall provide and pay for Delta Dental Plan coverage Level I, Level II, Level III and Level IV for each member of the Department and for his family, if he is married.

If during the time of this Agreement, any other Town employee receives an increase in Delta Dental above that provided for in this Agreement, members of Local 1703 shall receive the same benefit.

(e) The Town further agrees to assume and pay the full cost of a stop lost rider for family as well as individual coverage.

(f) All firefighters who retire as of July 1, 1984, with the Fire Department will receive medical health insurance until such time as they secure employment elsewhere with equivalent medical health insurance to age 65, then Blue Cross Plan 65, or until they are eligible for Medicare or other federally subsidized programs.

If a firefighter receives such insurance under a policy held by a spouse, the Town of Tiverton shall not be required to purchase said insurance for the retired firefighter.

Medical health insurance shall mean the same health insurance provided for in the 1983 - 1984 Agreement, Article 10, Section 3 (a) between the Union and the Town.

Notwithstanding the foregoing, with thirty (30) days prior notice to the Union, the Town shall have the right at any time during this Agreement to provide equal medical/dental insurance benefits under a different plan and/or from a different insurer than those specified in the above Section and in lieu thereof.

#### **SECTION 4. - RETIREMENT PLAN**

All employees covered by this Agreement shall be covered by the State Optional Plan for Police and Firemen (G. L. 45-21. 2-1et seq.).

Effective June 30, 1990, all employees covered by this Agreement shall be allowed to retire after twenty (20) years of service as provided for by the State Optional Plan for Police and Firemen (G. L. 45-21. 2-1et seq.) and 45-21.1-22 section.

All eligible employees shall be enrolled in the Rhode Island Employees Retirement System to include the Optional Annual Cost of Living Increase, Plan C and shall contribute, through payroll deduction, nine percent (9%) of their base pay. The Employer shall contribute an amount that shall be determined by the State retirement System. This shall take effect as soon as legally possible.

#### **SECTION 5. - MILITARY LEAVE**

Any employee covered by this Agreement having permanent status who leaves his or her employment with the Employer due to enlistment or draft into the armed forces of the United States shall be granted a leave of absence without pay until the expiration of his or her initial period of such service in such armed forces.

His or her seniority will accrue under such leave as will the privileges of which he or she is entitled by virtue of seniority, provided that the employee makes application for reemployment with ninety (90) days after receiving a discharge other than dishonorable, and further, provided that the employee is physically capable of performing the work required by his or her job in a proper manner.

All benefits to which the employee was entitled at the time his/her military leave under this paragraph commenced, including unused sick leave, will be restored to him or her upon return.

Voluntary reenlistment or other voluntary continuance of service in such armed forces shall cause any such leave as indicated above to be canceled.

## **SECTION 6. - MILITARY TRAINING**

When requested, the Town Administrator shall grant the employee leave of absence for required military training, not to exceed ten (10) working days in any calendar year.

Such employee shall receive the difference between his or her salary and his or her total compensation while on duty.

## **CONTINUATION OF HEALTH AND DENTAL WHILE ON ACTIVE DUTY**

In addition to the above benefits, any firefighter covered by this Agreement who is required, through or as a result of military call up, to report for active duty to fight overseas or support overseas troops engaged in an official military conflict (i.e. war) will have his/her health and dental insurance continued for the period of his/her active service. The firefighter's health and dental insurance will be continued in the same status as existed prior to the firefighter being called to active duty. Any premium contribution required of the firefighter must be made while the firefighter is on active duty in order for the insurance to be continued. This continuation of health and dental coverage is not available to firefighters who volunteer for active duty, training or reserve duty status.

## **SECTION 7. - FAMILY MEDICAL LEAVE ACT**

When a member is granted leave for a reason identified in the Federal Family and Medical Leave Act (FLMA) of 1993, such time away from work shall be categorized as FMLA Leave:

1. The birth of a child and in order to care for that child.
2. The placement of a child for adoption or foster care.
3. The care for a spouse, child, or parent with a serious health condition.
4. Serious health condition of the employee.

The length of FMLA Leave shall be a maximum of twelve (12) weeks (in alternating years, 13 weeks if used consecutively) during any twelve (12) month period commencing with the first day of leave. For the purposes of this article, FMLA leave will run concurrently with any other leave for which a member may be eligible. Members absent due to FMLA shall continue to accrue all other contractual benefits such as, but not limited to, seniority, salary increases, additional longevity, pay, holiday pay, sick leave, vacation leave, etc. Members who are out of work on FMLA must use all available sick time during said leave.

## **SECTION 8 - FUNERAL EXPENSES**

Any employee who dies in the line of duty shall have their funeral expenses covered up to five thousand dollars (\$5,000.00).

## ARTICLE XI

### SECTION 1. – CLOTHING

The clothing allowance for members of the Fire Department covered by this Agreement shall be One Thousand One Hundred Twenty Five dollars (\$1,125.00) per year effective July 1, 2006. One-half (1/2) thereof, Five Hundred Sixty Two dollars and fifty (50) cents (\$562.50) shall be paid during the month of July, and the remaining one-half (1/2) Five Hundred Sixty Two dollars and fifty (50) cents (\$562.50), shall be paid during the month of January of each year.

The foregoing allowance shall be used by employees for the purpose and replacement of the following equipment:

Shoes (Black)  
Work Jacket  
Station Uniforms

The Town of Tiverton shall provide an initial issue of one (1) dress blue uniform to each employee covered by this Agreement after the employee's satisfactory completion of the probationary period. This dress blue uniform shall be worn to all funerals, parades and whenever deemed appropriate by the Department Head, Maintenance and/or replacement of said uniform shall be the responsibility of each employee except in the event that said uniform becomes damaged during the performance of duty, then in this case, the responsibility of repair or replacement rests solely with the Town.

All employees shall purchase and wear a work jacket as agreed upon by the Chief and the Executive Board of Local 1703. Such purchase shall be made within thirty (30) days of the effective date of this contract. A winter work jacket will also be purchased as set forth above.

Employees will wear outer station wear such as sweaters and sweatshirts and vests as selected by the Chief of the Department. Any changes in outerwear pursuant to this provision which require new outer station wear will be paid for by the Town.

### SECTION 2. - PROTECTIVE GEAR

The Town of Tiverton agrees to supply all members of the Fire Department covered by this Agreement with the following new protective clothing and equipment that meets current NFPA standards. The Town also agrees that all gear will be maintained in a useable and serviceable condition and if not said gear shall be replaced immediately so as not to jeopardize the safety of members of the Fire Department.

Fire Coat  
Hitch Boots

Portable Radio  
Two (2) Batteries

CPR Mask  
Leather Gloves

Night Hitch  
Night Suspenders  
SCBA Mask

One (1) Charger  
Fire Helmet  
Mittens

Hood  
Radio Case  
Lapel Mikes

All protective gear as listed above that is destroyed, mutilated, or lost in the line of duty will be replaced by an order for such gear being placed no later than ten (10) days after the Chief's determination that the gear has been destroyed, mutilated or lost in the line of duty.

Each year in the month of July all protective gear as listed above shall be inspected by the Chief or his certified designee to determine the serviceability of these items. Any of these items that do not meet the applicable current NFPA standards will be replaced by an order for such gear being placed no later than ten (10) days after the inspection and determination as to the serviceability of the applicable item.

### **SECTION 3. - WORK UNIFORMS**

Each member of the permanent Fire Department shall at times when on duty wear such uniforms as the Town Council from time to time designate, except when otherwise specifically directed by the Chief of the Fire Department.

Firefighters will be allowed to wear t-shirts on days where the outside temperature is over seventy-five (75) degrees, however, said t-shirts worn shall be only those selected or approved by the Chief of the Department.

### **SECTION 4. - UNIFORM ACCESSORIES**

The Town of Tiverton agrees to supply members of the Fire Department covered by this Agreement with E.M.T. and Department patches.

## **ARTICLE XII**

### **SECTION 1. - TIME OFF FOR BARGAINING**

All employees covered by this Agreement who are officers of Local 1703 or who are appointed as members of said Local's Collective Bargaining Committee shall be allowed time off with pay for official business in negotiations and/or conference with the corporate authorities of the Town of Tiverton, and without requirement to make up said time.

### **SECTION 2. - UNION MEETINGS**

The President or Vice-President or Treasurer or Secretary of Local 1703 shall be allowed time off with pay to attend all meetings of the Rhode Island State Association of Firefighters. In addition, the President, Vice-President, Treasurer and Secretary as a group shall be allowed time off with pay which period is not to exceed a total of four (4)

working days among them to attend Rhode Island AFL-CIO Convention, the New England Conference of Firefighters, AFL-CIO, the IAFF National Convention, in each contract year without requirement to make up said time. If one of the above officers of Local 1703 shall attend the IAFF National Convention, an additional fifth (5<sup>th</sup>) working day will be added to available pool of days off with pay for that contract year.

### **ARTICLE XIII**

#### **SECTION 1. - NO-STRIKE CLAUSE**

In consideration of the rights of employees covered by this Agreement to a resolution of disputed questions under the grievance procedure set forth herein, the Union, for itself and for all employees covered by this Agreement, hereby agrees no employee covered by this Agreement shall have a right to engage in any work stoppage, slowdown or strike. Any employee engaging in such work stoppage, slowdown or strike shall be subject to IMMEDIATE DISMISSAL by the employer without any rights to any of the benefits provided for in this Agreement. The Union may grieve the question of the fact of the participation of an employee in such activities but not the scope of the disciplinary action.

### **ARTICLE XIV**

#### **SECTION 1. - GRIEVANCE PROCEDURE**

Alleged grievances of members of Local 1703 IAFF, AFL-CIO in respect to wages, rates of pay, working conditions or other terms and conditions arising under this contract or in connection with the interpretation thereof, or arising under the rules and regulations of the Fire Department, shall be handled in accordance with the following procedure:

An individual having a grievance shall reduce the same to writing within thirty (30) days of the employee's knowledge or when the employee should have known of same, and present it to the Chief of the Fire Department who shall answer the grievance within ten (10) days, and if not settled, then the employee shall within thirty (30) days of the Chief's answer, in writing, bring such grievance to the attention of the Executive Committee of Local 1703. Said Executive Committee shall, within five (5) days of the receipt of the grievance arrange for the employee to present his alleged grievance at a meeting of a majority of said Local's Executive Committee. It shall be the responsibility of the Executive Committee to determine the justification of the grievance.

If, in the judgment of the Executive Committee, the nature of the grievance justifies further action, it shall within fifteen (15) days, through the President of Local 1703, bring the grievance to the attention of the Chief of the Department, and thereafter to the Town Administrator in writing to settle the matter. If this step fails, the grievance shall be submitted to the American Arbitration Association for selection of an arbitrator under its labor rules. All costs and expenses of arbitration shall be shared equally by

the parties hereto. In all cases involving a grievance which is submitted to Arbitration the individual or individuals having the grievance shall be required to attend and present his or her grievance. Such individual or individuals shall further be entitled to be represented by legal counsel of his or her or their own choosing.

Any decision handed down by the Arbitrator shall be final and binding on the parties hereto. The member shall pay his own counsel fees. The Arbitrator shall have no authority or power to alter, modify, subtract from, change or add to the language of this Agreement.

In addition to the foregoing, Local 1703 through its Executive Board shall have the right to file a grievance on its own behalf or on behalf of any employee covered by this Agreement. In the event a grievance is filed by Local 1703, the grievance shall be presented directly to the Chief of the Department, who shall answer the same in ten (10) days of receipt. If in the judgment of the Executive Committee the nature of the grievance justifies further action after the Chief's response, the grievance shall be presented directly to the Town Administrator in writing, and shall proceed as an ordinary grievance.

Any disciplinary action taken against any employee covered by this Agreement, including but not limited to removal, demotion, reduction in rank or suspension (with or without pay) shall be subject to the grievance procedure herein set forth.

## **ARTICLE XV**

### **SECTION 1. - CHECKOFF DUES**

The Town Treasurer shall check off Union initiation fees and dues. Up to fifty dollars (\$50.00) per year may be charged to the Union for necessary and documented overtime for Town personnel to perform this clerical task.

## **ARTICLE XVI**

### **SECTION 1. - COMPATABILITY WITH LAW**

It is agreed and understood by the parties hereto that this Agreement is subject to the provisions of any applicable existing laws, statutes and/or ordinances and any provision herein which is in conflict with any law of the State of Rhode Island or the Town of Tiverton shall be deemed void.

## **ARTICLE XVII**

### **SECTION 1. - SICK LEAVE**

Each employee of the Fire Department covered by this Agreement shall be entitled to sick leave retroactive to the date of employment earned at the rate of one and

three quarter (1-3/4) working days for each full calendar month of service; provided, however, that sick leave shall not accrue in excess of twenty-one (21) working days per calendar year; and further provided, however, that sick leave shall not accrue in excess of one hundred forty-five (145) working days.

Unused sick leave may not be credited toward retirement. Entitlement to sick leave shall be for the following reasons:

Personal illness or physical incapacity not connected with the employee's service in the Fire Department to such an extent as to render said employee unable to perform the duties of his present position or some other position in the Fire Department.

If an employee is rendered unable to perform his duties as hereinabove set forth for more than three (3) working days he shall furnish the Chief of Department with a certificate from a physician verifying his illness. Failure to furnish such a certificate may be grounds for not paying the employee during absence and/or disciplinary action.

There is hereby established an employee sick leave fund into which each employee covered by this Agreement shall contribute two (2) days per year of his sick leave entitlement. This fund shall accumulate from year to year without any maximum limitation thereon, however, no member of the Fire Department shall be entitled to draw sick leave in excess of one and one-half (1 ½) calendar years from date of disability whether their own sick leave or from said fund.

Notwithstanding anything to the contrary hereinabove, any firefighter who has accrued more than one hundred forty-five (145) sick leave days as of July 1, 2003, shall have said excess sick leave days placed in a sick leave bank. Said excess sick leave days (i.e. those sick leave days that have accrued beyond one hundred forty-five (145) sick leave days as of July 1, 2003) may be used by a firefighter only for sick leave purposes and only after the firefighter has first exhausted his/her total accrued sick leave amount. Sick leave days held in this excess sick leave bank shall not be counted toward severance and no firefighter shall be eligible to be paid the value of said days upon his/her leaving the Department for any reason.

## **SECTION 2. - SICK LEAVE UPON RETIREMENT OR VOLUNTARY TERMINATION OF EMPLOYMENT**

In any case where an employee, after one or more years of employment retires or voluntary terminates his employment with the Town leaving unused accumulated sick leave, the Town shall pay to said employee the full dollar amount of such accrued unused sick leave up to sixty-five (65) working days at a daily rate of one-fifth (1/5th) regular weekly salary, and thereafter, one-half of the daily rate of pay for up to the next eighty (80) additional days, but in no event more than a maximum payment of one hundred five (105) working days, to the employee upon his retirement, or leaving the employ of the Town.

### **SECTION 3. - SICK LEAVE UPON DEATH**

In any case where an employee dies leaving unused accumulated sick leave, the Town shall pay to the Executor or Administrator of the employee's estate or to his widow, if there be no Executor or Administrator, or to his next of kin if there be no widow, in accordance with the intestacy laws of the State of Rhode Island, the full dollar amount of such accrued unused sick leave not to exceed one hundred five (105) working days at a daily rate of one-fifth (1/5<sup>th</sup>) regular weekly salary, as calculated in accordance with the provisions of Section 2 of this Article, to his representative heretofore mentioned, upon his death.

### **ARTICLE XVIII**

#### **SECTION 1. - WORK RESTRICTIONS**

Normal and routine housekeeping work, maintenance of apparatus and equipment shall be conducted between the hours of 0700 and 1600 daily. Town equipment will be kept in service at all times.

### **ARTICLE XIX**

#### **SECTION 1. - PAY PERIODS**

Beginning with the effective date of this Agreement, employees covered hereunder shall be paid their regular pay every second (2<sup>nd</sup>) Thursday.

### **ARTICLE XX**

#### **SECTION 1. - LEGAL ASSISTANCE AND INDEMNIFICATION**

In the event any employee covered by this Agreement is sued in any civil proceeding as a result of actions performed by said employee in the performance of his duties as an employee of the Tiverton Fire Department, the Town of Tiverton agrees to provide said employee with all necessary legal assistance and further agrees to pay any judgment rendered against said employee.

### **ARTICLE XXI**

#### **SECTION 1. - EMERGENCY LEAVE**

In the event that an emergency occurs in the immediate family of a member of the Fire Department, the Town of Tiverton agrees to pay such for lost time, not to exceed a period of three (3) days in the case of each such emergency. The term "immediate family" shall be defined to include father, mother, spouse, children, brother and sister of a member, grandfather, grandmother, father-in-law, and mother-in-law. In the event of an emergency to any other member of the immediate family other than as

provided above, such leave of absence with pay may be granted at the discretion of the Chief.

## **ARTICLE XXII**

### **SECTION 1. - MUTUAL AID**

In any case where the Town has a mutual aid agreement with any city or town in the State of Rhode Island or the Commonwealth of Massachusetts, and the members of the permanent paid fire department of such city or town have set up a picket line, employees covered by this Agreement shall not be ordered to engage in firefighting services with the exception of immediate and necessary life saving functions in said city or town wherein the picket line has been established by members of said fire department.

### **SECTION 2. - MUTUAL AID CALL IN**

The Town of Tiverton will call back one (1) permanent employee for each piece of fire apparatus called in on mutual aid to fill in at a station.

## **ARTICLE XXIII**

### **SECTION 1. - MANNING FIRE APPARATUS**

Only permanent firefighters shall drive any Town owned fire/rescue apparatus, except the Chief may authorize someone other than a firefighter to drive a Town vehicle when the vehicle is out of service or needs repair.

### **SECTION 2. - MANNING RESCUE**

The Rescue Units, if placed in service by the Chief of Department, shall be manned in accordance with state law by permanent members of the Fire Department who are Emergency Medical Technicians.

### **SECTION 3.**

Effective July 1, 2006 the Department agrees to a minimum staffing complement of seven (7) firefighters for each shift.

## ARTICLE XXIV

### SECTION 1. - TOWN REIMBURSEMENT FOR SEMINAR ATTENDANCE

The Town will reimburse employees at seminars. The number of personnel to attend each seminar shall be determined by the Chief of the Department according to the needs of the Department. Only those seminars approved by the Chief of the Department will be reimbursed and reimbursement will be for attendance only.

## ARTICLE XXV

### SECTION 1. - PROMOTION

(a) To establish eligibility to take the promotional examination for Lieutenant, a member shall be required to have three (3) years of continuous service as a firefighter first-class prior to the date of such examination. To establish eligibility to take a promotional examination for a position above the rank of Lieutenant shall require at least one (1) year of continuous service in that rank.

(b) Promotional examinations for the position of Lieutenant shall be based on competitive examinations composed of the following parts:

1. Written examination – 75% value

Examinations shall be prepared outside the Department. At least ninety (90) days notice of examinations and reference sources shall be given and reference material shall be provided by the Department and at least two (2) sets of study material shall be provided by the Department. There shall be a passing grade of seventy (70) out of a possible one hundred (100) on the written examination.

2. Seniority (Maximum 20 point value)

Members shall receive one (1) point for each year of service. Time shall be computed from date of appointment to examination date.

3. Chief's Points (Maximum 5 point value)

The Chief of the Department shall have five (5) points which he shall award to each candidate for promotion to Lieutenant at his sole discretion.

4. A promotional list shall be established from the procedure set forth in 1, 2, and 3 and based on the final point total. (Maximum total 100 points).

5. The firefighter receiving the top grade/point total as set forth in 1, 2, and 3 shall receive the promotion. In the event the firefighter receiving the top grade declines the promotion, the firefighter receiving the next highest grade shall receive the

promotion. In the event of an exact tie, the member with the most seniority shall be placed first.

6. All promotional lists shall expire at the end of two (2) years from the date of certification.

(c) All vacancies created within the ranks of the Fire Department shall be filled within thirty (30) days of said vacancy.

Firefighters who are on the promotional list at the time the list expires shall be given the option to either retain their point total as established on the expiring promotional list for placement on the new promotional list or will be given the opportunity to engage in the testing procedure as set forth in the agreement.

## **SECTION 2. - PROMOTIONAL EXAMINATIONS**

All promotions for the position of Captain shall be based on competitive examinations composed of the following parts:

(a) Written Examination -- 70 point Value

The examination shall be prepared outside the Department. At least ninety (90) days notice of examinations and reference sources shall be given and reference materials shall be provided by the Department. The Department shall provide one set of required books for the Department at headquarters. There shall be a passing grade of seventy (70) out of a possible one hundred (100) on the written examination to proceed to the oral examination.

(b) Oral examination (Maximum 5 point value)

Members of the Oral Board shall be acceptable by the Town Council and the International Association of Fire Fighters, Local 1703 Executive Board. The Oral Board shall consist of three (3) members who shall hold at least the same rank and not more than one (1) rank above for which is being tested. The oral examination shall be held within thirty (30) days after the written examination.

(c) Seniority (Maximum 20 point value)

Members shall receive one (1) point for each year of service. Time shall be computed from date of appointment to examination date.

(d) Chief's Points (Maximum 5 point value)

The Chief of the Department shall have five (5) points which he shall award to each candidate for promotion to Captain at his sole discretion.

(e) A promotional list shall be established from the procedure set forth in a, b, c and d with the final point total. (Maximum total 100 points).

(f) The firefighter receiving the top grade/point total as set forth in a, b, c and d shall receive the promotion. In the event the firefighter receiving the top grade declines the promotion, the firefighter receiving the next highest grade shall receive the promotion, in the event of an exact tie, the member with the most seniority shall be placed first.

(g) All promotional lists shall expire at the end of two (2) years from the date of certification.

(h) All vacancies created within the rank of Captain shall be filled within thirty (30) days of said vacancy.

Firefighters who are on the promotional list at the time the list expires shall be given the option to either retain their point total as established on the expiring promotional list for placement on the new promotional list or will be given the opportunity to engage in the testing procedure as set forth in the agreement.

## **ARTICLE XXVI**

### **SECTION 1. - BID SYSTEM**

All vacancies in positions arising after 7/1/82 in each station shall be bid. The bid shall be held with seniority being the deciding factor.

Each member will be locked into his respective position in a station until such time as a vacancy occurs; in which case a notice shall be posted notifying all employees of a date, time and place of an upcoming bid to fill such position.

### **SECTION 2. - BID SYSTEM RESCUE**

Bid assignments to the primary Rescue Unit shall be Emergency Medical Technician members of the permanent Fire Department, based upon their seniority, at the first bid session/or hiring after September 1, 1993.

## **ARTICLE XXVII**

### **SECTION 1. - CALLING OUT ON SICK LEAVE**

Employees who call out on sick leave, when possible, shall notify the Department no earlier than twelve (12) hours before he is scheduled on duty or no later than thirty (30) minutes before he is scheduled on duty.

## **ARTICLE XXVIII**

### **SECTION 1. - WORKING CONDITIONS**

The use of outdoor training shall not take place when the outside temperature and wind chill-index are determined to be below 40 degrees or above 85 degrees. The exception to this section shall not prohibit the Department from performing ice rescue training or two (2) outdoor night time training sessions per shift per month. Training shall not be held on Sundays or holidays except with agreement of the Executive Board of Local 1703 and the Chief of the Department.

## **ARTICLE XXIX**

### **SECTION 1. - COPIES OF NOTICES AND ORDERS**

The Chief of the Department shall forward to the Union a copy of all posted general orders, also any other notices that members have to initial, the individual member may request a copy of such notices.

## **ARTICLE XXX**

### **SECTION 1. - I.A.F.F. LAPEL PIN**

All employees who are said members of Local 1703 shall have the right to wear on their lapel of said work uniform, dress blues, work jackets, etc. the I.A.F.F. Lapel Pin. Said pin shall not exceed one-half (1/2) inch in diameter.

## **ARTICLE XXXI**

### **SECTION 1. - TRAINING AND EDUCATION**

A. The Town will pay the cost of all EMT and Paramedical Courses, including the cost of tuition and books for courses presently required or to be required in the future by the State of Rhode Island.

B. The Town will reimburse members of the Department for the successful completion of any approved Fire Science Courses offered through any accredited, public or private, college or university, within the State of Rhode Island or Massachusetts and for the successful completion of any correspondence Fire Science Courses. A firefighter must attain a grade average of "C" or the equivalent percentage to receive reimbursement. Prior approval of the Chief is required before enrollment in any such course which approval shall not be unreasonably withheld. Such reimbursement to include the cost of tuition and books and shall not exceed Three Thousand (\$3,000.00) Dollars in each fiscal year.

## ARTICLE XXXII

### SECTION 1. - INJURIES AND ILLNESS

Firefighters covered by this Agreement who are incapacitated by an injury or illness suffered as a direct result of their duties for the Town shall receive benefits pursuant to the provisions of 45-19-1 of the General Laws of the State of Rhode Island; said benefits shall include salary for the period of incapacity and the payment of all medical and hospital bills and, in addition, shall include all contractual benefits. Medical care for those injured or who contract illness in the line of duty shall be as follows:

1. Members who are injured or become ill in the line of duty shall have the right to select their emergency treatment facility or hospital and/or physician or specialist. If the employee is unable to make the choice, the choice shall be made, where practical, by the nearest relative.

2. All injuries and/or illnesses, regardless of nature, incurred in the line of duty, shall be reported to the Officer In Charge and records maintained as to date, time, nature of injury or illness, how received, and any treatment received.

3. When an employee has suffered a service connected injury or illness, the employee shall be entitled to be examined by the physician of his/her choice as noted above. If the employee's physician determines that the employee is suffering from a work-related injury, the Town shall have the right to have the employee examined by a physician of its choosing. If the opinion of the employee's private physician is in conflict with the Town's physician as to whether or not the employee is suffering from a work related injury then a third physician mutually agreeable to the Town's physician and the employee's physician, shall examine said employee and the opinion of the physician so selected shall be conclusive on the parties. In the event that the employee's private physician and the Town's physician cannot agree on a third physician to examine said employee, then a neutral third party physician shall be selected to determine the employee's duty status. The physician shall be a specialist in the area of the employee's illness or injury, and will be selected by the Executive Director of the Rhode Island Medical Association. The Town will pay the costs of any such examinations required under this provision.

4. When an employee has suffered a previous service connected injury and an occasion arises when the injury reoccurs in any nature, the employee shall be entitled to the immediate examination by the physician who attended him/her for the original injury at the Town's expense. In the event the physician who treated the employee for the original injury is not available by reason of illness, death, or from any other circumstances, the employee shall have the right to engage a specialist of his/her own choice, duly licensed and qualified to practice medicine in the States of Rhode Island or Massachusetts. If the attending physician determines that the employee is actually suffering from a recurrence of the injury, the employee shall be entitled to the benefits of the Article; provided, however, that the Town shall have the right to have

said employee examined by a physician selected by the Town as to whether or not said employee is actually suffering from a recurrence of the injury. If the opinion of the employee's private physician is in conflict with the Town's physician as to whether or not the employee's condition is a recurrence of the previous injury in the line of duty, then a third physician, mutually agreeable to the Town's physician and the employee's physician, shall examine said employee and the opinion of the physician so selected shall be conclusive on the parties. In the event that the employee's private physician and the Town's physician cannot agree on a third physician to examine said employee, then a neutral third party physician shall be selected to determine the employee's duty status. The physician shall be a specialist in the area of the employee's illness or injury, and will be selected by the Executive Director of the Rhode Island Medical Association. The Town will pay the costs of any such examinations required under this provision.

## **SECTION 2. - LIGHT DUTY**

Employees who suffer a job connected or non-job connected injury or illness, and have been out of work for thirty (30) consecutive days shall be eligible for light duty assignment if medically cleared by the employee's physician. The Town shall also have the right after thirty (30) consecutive days to have the employee examined by its physician to determine if the employee is medically qualified for a light duty assignment. If there is a conflict over the duty status between the employee's physician and the Town's physician over the employee's return to a light duty assignment, then a neutral third party physician shall be selected to determine the employee's duty status. The physician shall be a specialist in the area of the employee's illness or injury, and will be selected by the Executive Director of the Rhode Island Medical Association. The Town will pay the costs of any such examinations required under this provision. Light duty positions shall not replace any positions on any of the four (4) Platoons. Employees on light duty shall not effect the minimum staffing levels of the Department presently in place. The light duty positions shall be positions to supplement the administrative duties and functions of the Department. The light duty work schedule shall be four (4) ten (10) hour days worked on either a Monday through Thursday format, or a Tuesday through Friday format from 7:00 a.m. to 5:00 p.m. by the employees assigned to light duty. Any paid holiday as listed in Article VIII Section I will be a non-work day for employees assigned to light duty. These employees shall be allowed to keep all scheduled doctor's appointments, therapy, tests, etc. related to the injury or illness during the employee's scheduled hours of work without having to make up this time. The employee's full salary, wages, allowance, etc., and level of benefits shall not be less than what is provided for in the contract based on the employee's rank, years of service, certification, marital status, etc.

## ARTICLE XXXIII

### SECTION 1. - CONTRACTING OUT

Work presently performed by employees in the bargaining unit shall not be assigned to any other Town employer nor any independent contractor. All positions and jobs within the Fire Department shall be continued during the life hereof. Notwithstanding the above, effective June 30, 2004 the duties of dispatching shall no longer be assigned to bargaining unit members of the Fire Department and shall not be considered bargaining unit work of the Fire Department.

## ARTICLE XXXIV

### SECTION 1. - PRESUMPTION OF DISABILITY

In any case where an employee covered by this Agreement is disabled from performing his regular duties as a firefighter because of a heart condition or respiratory ailment, and if the employee undergoes an annual physical examination by a physician chosen by the Town at the Town's expense, it shall be presumed that such disability is attributable to his employment, as a member of the Fire Department, and he shall be entitled to all of the benefits provided for in Section 45-19-1 of the General Laws of Rhode Island 1956, as amended, and none of said period of disability shall be deducted from his sick leave entitlement, nor from any other leave entitlement to which said employee may be entitled under any other terms or conditions of this Agreement.

If an employee fails to follow the physician's recommendations, this section will not apply to said employee.

A copy of the physician's report will be filed in the employee's personnel file, and a copy of said report shall be forwarded to the Town and the employee.

Notwithstanding anything herein to the contrary, any member who becomes disabled due to cancer shall be entitled to an accidental disability pension in accordance with "CANCER BENEFITS FOR FIRE FIGHTERS", RIGL 45-19.1, et. seq. "Occupational Cancer" means a cancer arising out of his or her employment as a firefighter, due to injury from the exposures to smoke, fumes, or carcinogenic, poisonous, toxic, or chemical substances while in the performance of active duty in the fire department.

## ARTICLE XXXV

### SECTION 1. - LAYOFF

In the event there is a layoff of personnel in the Fire Department, layoffs shall occur in the inverse order of seniority. In those instances, where employees are to be

laid off, the Town Administrator shall give notice as soon as practicable, but in no event shall it be less than two (2) weeks prior to the effective date of the layoff.

In the event that employees are recalled after the layoff, they shall be recalled on the basis of their seniority.

## ARTICLE XXXVI

### SECTION 1. – CONTINUITY OF COMMAND

During the time when the Chief of the Department shall be unavailable for a period of three (3) days or longer, the Chief shall designate a member holding rank of Captain to act in his stand. . In the event the member holding the rank is unavailable, then the senior rated member on a certified promotional list for the rank of Captain shall act in his stand. In the event there is no certified promotional list in place for the list of Captain, this temporary assignment will be offered by seniority of members holding the rank of Lieutenant.

The above language shall be implemented only in those situations where the Department has a vacancy in the rank of Deputy Chief. Where the Deputy Chief's position has been filled, the above language shall not be applicable in cases where the Chief of the Department is unavailable.

## ARTICLE XXXVII

### SECTION 1. - DURATION OF AGREEMENT

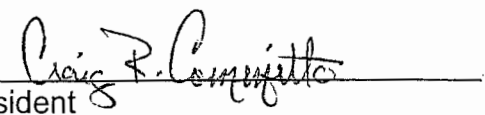
This Agreement shall be for the term beginning on July 1, 2006 and ending June 30, 2009.

IN WITNESS WHEREOF, the TOWN OF TIVERTON and LOCAL 1703, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO, caused this Agreement by those officers therein duly authorized as of the day and year first above written.

TOWN OF TIVERTON

LOCAL 1703, INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS, AFL-CIO

By   
Town Administrator

By   
President