

THE CITY OF CRANSTON

ORDINANCE OF THE CITY COUNCIL
RATIFYING SCHOOL COMMITTEE'S AMENDMENT OF THE COLLECTIVE
BARGAINING EXTENSION AGREEMENT WITH THE NATIONAL
ASSOCIATION OF GOVERNMENT EMPLOYEES (NAGE) LOCAL RI-153
(Custodians 2014-2017)

No.

Passed:

John E. Lanni, Jr., Council President

Approved:

Allan W. Fung, Mayor

It is ordained by the City Council of the City of Cranston as follows:

Section 1. The Cranston School Committee having bargained collectively with the National Association of Government Employees (NAGE) behalf of Local RI-153, which is the certified bargaining representative of Local RI-153 for amendment to their existing CBA approved in 2014.

Section 2. The School Committee posted a copy of the proposed contract and made public by posting it on its website on October 16, 2015 in accordance with Section 11.02.1 of the Cranston Home Rule Charter as amended on (November 2, 2010 and certified on November 9, 2010) at least 72 hours' notice prior to the public hearing on October 19, 2015 at which time the School Committee voted to approve the attached amendment to the CBA or agreement for the fiscal years 2014-2017.

Section 3. That the amendment to the existing Collective Bargaining Agreement in writing between the School Committee and Local RI-153, copy of which amendment is attached hereto is hereby ratified, confirmed and approved by the City Council.

Section 4. Any additional agreements, letters of understanding, contract addendums or modifications during the life of this collective bargaining agreement between the parties must be ratified by the City Council and comply with Charter Sec. 11.02.1.

Section 5. This Ordinance shall take effect upon its final adoption.

CRANSTON PUBLIC SCHOOLS
FISCAL IMPACT STATEMENT (REVISED)
CUSTODIANS
2014 - 2017

CATEGORY	(ANNUAL INCREMENTAL BUDGET CHANGES FROM PREVIOUS YEAR)				
		2014-2015	2015-2016	2016-2017	TOTALS
RAISE	(A) & (C)	78,079	TBD	TBD	78,079
STEPS	(B)	34,091	25,022	23,171	82,284
SALARIES	(C)	38,504	38,872	39,211	116,587
LONGEVITY	(C)	(38,504)	(40,332)	(40,671)	(119,507)
PENSION		12,630	2,653	2,445	17,728
FICA		6,955	1,461	1,346	9,761
MEDICARE		1,626	342	315	2,283
		133,381	28,018	25,817	187,215

The above excludes the costs of raises,
if awarded, in FYE 2016 and FYE 2017.

ASSUMPTIONS

(A) - RAISE

2014-2015 = 3%

2015-2016 = Re-Opener

2016-2017 = Re-Opener

(B) - STEP MOVEMENT ALL 3 YEARS

(C) - LONGEVITY PHASED INTO SALARY

TBD - TO BE DETERMINED

NOTE - ABOVE FISCAL IMPACT STATEMENT REFLECTS ANNUAL INCREMENTAL BUDGET INCREASES

CRANSTON PUBLIC SCHOOLS
FISCAL IMPACT STATEMENT (UPDATED)
CUSTODIANS
2014 - 2017

<u>CATEGORY</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>Total Annual Change Thru FYE 2017</u>
Raise	N/A (A)	102,097	TBD	102,097
Pension	N/A	11,343	N/A	11,343
Fica	N/A	6,330	N/A	6,330
Medicare	N/A	1,480	N/A	1,480
Original Fiscal Impact	<u>133,381</u>	<u>28,018</u>	<u>25,817</u>	<u>187,216</u>
Total Annual Impact Thru 2017	<u>133,381</u>	<u>149,268</u>	<u>25,817</u>	<u>308,466</u>
Total Cumulative Impact Thru 2017	<u>133,381</u>	<u>282,649</u>	<u>308,466</u>	<u>724,496</u>

The above excludes the cost of a raise,
if awarded, in FYE 2017.

FOOTNOTES

(A) - RAISE

2015-2016 = 4% (reg. custodians)

2015-2016 = 5% (grounds crew)

TBD - To Be Determined

TENTATIVE AGREEMENT

The Cranston School Committee and NAGE Local RI - 153 have tentatively agreed to the following conditions subject to ratification by the Cranston School Committee, ratification by the Union and finally, ratification by the Cranston City Council.

AMENDMENT TO WORKING AGREEMENT BETWEEN LOCAL RI – 153 AND THE CRANSTON SCHOOL COMMITTEE WITH A TERM FROM JULY 1, 2014 – JUNE 30, 2017

ARTICLE III

Hours of Work Standard Schedule

All full-time positions shall consist of five (5) consecutive days, eight (8) hours a day, in any regular work week.

Work shifts will be determined by the Cranston Public Schools as needed by building demands.

A. Shifts shall be as follows:

6:30 A.M. – 3:00 P.M.	½ hour lunch – not paid
7:00 A.M. – 3:30 P.M.	½ hour lunch – not paid
7:00 A.M. – 4:00 P.M.	1 hour lunch – not paid
7:30 A.M. – 4:00 P.M.	½ hour lunch – not paid
7:30 A.M. – 4:30 P.M.	1 hour lunch – not paid
10:00 A.M. – 6:00 P.M.	½ hour lunch – included
1:00 P.M. – 9:00 P.M.	½ hour lunch – included
3:00 P.M. – 11:00 P.M.	½ hour lunch – included

Any change or additional shifts shall take place after notifying the Union President.

With regard to the Utility Crew, immediately following the ratification of this Agreement by both parties, the work schedule will be as follows:

During the normal school year, the utility crew, which includes the foreman, will be required to have three (3) workers work a flex shift, i.e. Tuesday to Saturday as scheduled by the Director of Plant and Operations. The Director of Plant and Operations will use all efforts to assign the workers to this flex shift on a rotating basis so that utility crew members will only work the flex shift one month at a time.

Flex shift workers will not be utilized to cover events on Saturdays.

- B. When a member of the Utility Crew is assigned to cover a building, the assignment shall not exceed two (2) weeks.
- C. All bargaining unit members are required to have direct deposit. Also, advice (pay stubs) and W-2 forms will be distributed by email.
- D. One mandatory meeting to address work place safety to be scheduled on a Saturday. If this meeting results in a bargaining unit member working more than forty (40) hours in that week, the bargaining unit member will be paid overtime for the mandatory meeting. If a vacation day or holiday falls in the week of the mandatory meeting, that day will be counted toward the forty (40) hours.

APPENDIX A

SALARY SCHEDULE

See Attached Exhibit "1"

NAGE Local RI – 153

Date: 10/22/15

By: Raymond Socio
Raymond Soccio, President

Cranston School Committee

Date: 10/20/15

By: J — R
Janice Ruggieri, Chairperson

APPENDIX A

SALARY SCHEDULE

High School Foreman

Step	15-16
1.	15.36
2.	15.87
3.	16.33
4.	16.85
5.	17.31
6.	17.88
7.	18.17
8.	18.45
9.	18.72

SALARY SCHEDULE

Utility Foreman

Step	15-16
1.	15.51
2.	16.02
3.	16.49
4.	17.01
5.	17.47
6.	18.05
7.	18.34
8.	18.63
9.	18.90

SALARY SCHEDULE

Middle School Foreman

Step	15-16
1.	14.38
2.	14.92
3.	15.44
4.	15.76
5.	16.37
6.	16.88
7.	17.16
8.	17.45
9.	17.73

SALARY SCHEDULE

Utility Crew

Step	15-16
1.	13.87
2.	14.41
3.	14.89
4.	15.42
5.	15.89
6.	16.39
7.	16.67
8.	16.96
9.	17.25

SALARY SCHEDULE

Sr. Custodian

Step	15-16
1.	13.74
2.	14.27
3.	14.75
4.	15.28
5.	15.74
6.	16.23
7.	16.52
8.	16.80
9.	17.09

SALARY SCHEDULE

Custodian

Step	15-16
1.	12.96
2.	13.50
3.	13.99
4.	14.44
5.	14.99
6.	15.46
7.	15.76
8.	16.04
9.	16.32

SALARY SCHEDULE

4 Hour Part Time Custodian

Step	15-16
1.	9.99
2.	10.68

SALARY SCHEDULE

5 Hour Part Time Custodian

Step	15-16
1.	9.99
2.	10.68

SALARY SCHEDULE

6 Hour Part Time Custodian

Step	15-16
1.	9.99
2.	10.68

The parties agree to reopen negotiations for salary only for the 2016-2017 fiscal year.