

CITY OF EAST PROVIDENCE, RHODE ISLAND

AND

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS
LOCAL NUMBER 569



Contract Agreement for

NOVEMBER 1, 2006 TO OCTOBER 31, 2009

TABLE OF CONTENTS

ARTICLE I

1.01 RECOGNITION1
1.02 AGENCY SHOP.....1

ARTICLE II

2.01 MANAGEMENT RIGHTS2
2.02 SCOPE OF AGREEMENT3
2.03 DISCHARGE AND DISCIPLINE3

ARTICLE III

3.01 SENIORITY4
3.02 SENIORITY-FILLING OF VACANCIES.....5
3.03 STAFFING LEVELS6
3.04 TRAFFIC UNIT.....7
3.05 SELECTION & TRAINING OF CPU PERSONNEL8
3.06 JUVENILE DIVISION/BCI10
3.07 LAYOFFS.....10

ARTICLE IV

4.01 VACANCIES-PERMANENT.....11
4.02 VACANCIES-OTHER.....15
4.03 POLICE CHIEF/DEPUTY CHIEF.....15

ARTICLE V

5.01 DUTIES16
5.02 DETAIL TO OTHER DEPARTMENTS PROHIBITED.....16

ARTICLE VI

6.01 HOURS17
6.02 LUNCH PERIOD17
6.03 SUBSTITUTIONS.....17
6.04 OVERTIME.....18
6.05 CALLBACK PAY.....18
6.06 OVERTIME LIMITATIONS19

ARTICLE VII

7.01 PAID HOLIDAYS.....19

ARTICLE VIII

8.01 SALARIES20
8.02 STEP INCREASES20
8.03 LONGEVITY PAY21
8.04 PAYCHECKS.....21

ARTICLE IX	
9.01 <u>SICK LEAVE</u>	21
9.02 <u>DEATH PAYMENT</u>	24
9.03 <u>IN LINE OF DUTY ILLNESS</u>	24
ARTICLE X	
10.01 <u>VACATION</u>	26
10.02 <u>PERSONAL DAYS</u>	28
10.03 <u>MATERNITY LEAVE</u>	28
ARTICLE XI	
11.01 <u>CLOTHING ALLOWANCE</u>	29
11.02 <u>UNIFORMS</u>	29
11.03 <u>PROTECTIVE GEAR</u>	30
ARTICLE XII	
12.01 <u>HEALTH COVERAGE</u>	31
12.02 <u>DENTAL COVERAGE</u>	32
12.03 <u>DUPLICATE COVERAGE</u>	32
12.04 <u>EXCEPTIONAL CIRCUMSTANCES COVERAGE</u>	33
ARTICLE XIII	
13.01 <u>TIME OFF WHILE PERFORMING IBPO DUTIES</u>	33
ARTICLE XIV	
14.01 <u>RULES AND REGULATIONS</u>	34
ARTICLE XV	
15.01 <u>TEMPORARY SERVICE OUT OF RANK</u>	34
ARTICLE XVI	
16.01 <u>BEREAVEMENT PAY</u>	34
16.02 <u>KILLED IN THE LINE OF DUTY</u>	35
ARTICLE XVII	
17.01 <u>COURT TIME</u>	35
ARTICLE XVIII	
18.01 <u>DETAILS</u>	36
18.02 <u>INJURIES-SPECIAL DETAILS</u>	37
ARTICLE XIX	
19.01 <u>HOLIDAY PROCEDURE LUNCH PERIOD</u>	37

ARTICLE XX	
20.01 <u>WEARING OF UNIFORM</u>	37
ARTICLE XXI	
21.01 <u>INFORMATIONAL MEETINGS</u>	38
ARTICLE XXII	
22.01 <u>PENSION</u>	38
ARTICLE XXIII	
23.01 <u>EDUCATIONAL REIMBURSEMENT</u>	41
ARTICLE XXIV	
24.01 <u>LIFE INSURANCE</u>	41
ARTICLE XXV	
25.01 <u>LIABILITY PROTECTION</u>	42
ARTICLE XVI	
26.01 <u>GRIEVANCE PROCEDURE</u>	42
26.02 <u>ARBITRATION</u>	43
ARTICLE XXVII	
27.01 <u>WORK STOPPAGE</u>	43
ARTICLE XXVIII	
28.01 <u>DRIVERS LICENSE</u>	43
ARTICLE XXIX	
29.01 <u>AGREEMENTS</u>	43
ARTICLE XXX	
30.01 <u>SPECIAL POLICE OFFICERS</u>	44
ARTICLE XXXI	
31.01 <u>PHYSICAL EXAMINATION</u>	44
31.02 <u>PHYSICAL FITNESS PROGRAM</u>	44
ARTICLE XXXII	
32.01 <u>DURATION OF THIS AGREEMENT</u>	45