



STATE OF RHODE ISLAND

Rhode Island State Labor Relations Board

1511 Pontiac Avenue  
Building 73, 2<sup>nd</sup> floor  
Cranston, Rhode Island 02920-4407  
Website: [www.rislrb.ri.gov](http://www.rislrb.ri.gov)

**OPEN MINUTES**  
**BOARD MEETING**

**TIME:** 9:00 A.M.  
**DATE:** Tuesday, June 23, 2020  
**PLACE:** ZOOM Remote Meeting

**BOARD MEMBERS IN ATTENDANCE:** Walter J. Lanni  
Scott G. Duhamel  
Aronda R. Kirby  
Derek M. Silva

**BOARD MEMBER ABSENT:** Kenneth B. Chiavarini

**OTHERS PRESENT:** Robyn H. Golden, Administrator  
Lisa L. Ribezzo, Agent of the Board  
Jeffrey W. Kasle, Esq.

**NEW BOARD MEMBERS:** Harry F. Winthrop  
Stan Israel

**NOTE: New Board Members, Harry F. Winthrop and Stan Israel, did not participate in any matters.**

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Chairman Lanni called the meeting to order in Open Session at 9:00 A.M.

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All participating Board Members reviewed the Open Minutes of the May 19, 2020 Board Meeting. A Motion was made by Derek M. Silva and seconded by Scott G. Duhamel to accept the Open Minutes as written, and it was

**VOTED:** by all participating Board Members present to accept the minutes as written.  
Motion passed.

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**DECISION AND ORDER MATTERS:**

1. Case No. ULP-6257  
Middletown School Department & RI Council 94, AFSCME, AFL-CIO, Local 1823

This case was heard formally by Walter J. Lanni, Aronda R. Kirby, Derek M. Silva and Kenneth B. Chiavarini. Scott G. Duhamel, as well as the aforementioned Board Members reviewed the transcript(s) and briefs, as well as the evidence submitted therein.



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After review of the drafted Decision and Order, a Motion was made by Derek M. Silva and seconded by Scott G. Duhamel to sign the Decision and Order, as written, and to refer the case back to the Administrator of the Board for final proofing; with the direction to issue the same as soon as possible. After discussion, all participating Board Members present voted in favor of the Motion and did sign the Decision & Order, as written. Motion passed.

**ORDER:** 1) The Employer is hereby ordered to cease and desist from making unilateral changes to terms and conditions of employment, without first notifying and giving the Union the opportunity to bargain over any changes. 2) The Employer is hereby ordered to reverse the unilateral changes to the working terms and conditions of employment it made to Local Union President Rodrigues and Union Vice-President Marshall and to other impacted bargaining unit members in the Facilities Division and, if the School Department determines that it wants to implement said changes in the future, it must first engage in good faith bargaining with the Union. 3) The Employer is hereby ordered to post a copy of this Decision and Order for a period of not less than 60 days in each building where bargaining unit personnel work, said posting to be in a location where other materials designed to be Seen, read and reviewed by bargaining unit personnel are posted.

2. Case No. ULP-6258

State of Rhode Island - Department of Labor & Training & Rhode Island Employment Security Alliance, SEIU, Local 401

After submission of a Consent Order submitted by the parties, in accordance with the Board's Rules and Regulations 465-RICR-10-00-1-1.8(J), the parties submitted briefs and exhibits. All participating Board Members reviewed the briefs and exhibits, as well as the evidence submitted therein.

After review of the drafted Decision and Order, a Motion was made by Scott G. Duhamel and seconded by Derek M. Silva sign the Decision and Order, as written, and to refer the case back to the Administrator of the Board for final proofing; with the direction to issue the same as soon as possible. After discussion, all participating Board Members present voted in favor of the Motion and did sign the Decision & Order, as written. Motion passed.

**ORDER:** 1) The Employer is hereby ordered to make Ms. Signore whole for all back pay and benefit losses, including any accrued vacation time, she may have incurred from the date of her discharge through and until March 14, 2019, less any mitigation of her damages, such as receipt of unemployment insurance or other earnings, compensation or financial benefit she may have received between her discharge and March 14, 2019, such sums to be deducted from the total owed. 2) The Employer is hereby ordered, as part of the above make whole award, to reimburse Ms. Signore for any and all out of pocket expenses she had from the date of her discharge through and until March 14, 2019 for health insurance that she otherwise would not have had to pay had she remained employed during the identified period of time. The Employer may request



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of Ms. Signore reasonable authentication and/or documentation of any expenses or payments Ms. Signore or the Union on her behalf claim she made toward health insurance costs during the relevant period of time and for which she is seeking reimbursement. 3) The Employer is not required to deduct from any back pay or benefit award contained in this Order any amount of Union dues Ms. Signore may owe or be responsible for paying to the Union. 4) The Employer is hereby ordered to post a copy of this Decision and Order for a period of not less than 60 days in each building where bargaining unit personnel work, said posting to be in a location where other materials designed to be seen, read and reviewed by bargaining unit personnel are posted.

**MISCELLANEOUS MATTERS:**

1. Case No. EE-1789  
State of Rhode Island – State Library Services Department & Rhode Island State Employees Association (**Voluntary Revocation**)

After review of the Union’s request for a Voluntary Revocation in the aforementioned matter, in accordance with Section 465-RICR-10-00-1-1.13(D)(1-2), of the Board’s Rules and Regulations, a Motion was made by Aronda R. Kirby and seconded by Derek M. Silva to grant the said Revocation. After discussion, all participating Board Members present voted in favor of the Motion. Motion passed.

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A Motion was made by Aronda R. Kirby for the Board to go into Closed Session for the purpose of reviewing the Closed Minutes and Unfair Labor Practice Charges, pursuant to R.I. Gen. Laws §42-46-5(a)(2)(4) of the Open Meetings Law. Derek M. Silva seconded the Motion and it was unanimously

**VOTED:** by all participating Board Members present to go into closed session and to seal the minutes.

The meeting and minutes were closed at 9:40 A.M.

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**REVIEW OF CLOSED MINUTES:**

1. Minutes of January 14, 2020

**DETERMINATION:** A Motion was made by Scott G. Duhamel and seconded by Aronda R. Kirby to accept and seal the Closed Minutes as written, and it was voted by all participating Board Members present to accept the minutes as written. Motion passed.



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**UNFAIR LABOR MATTERS:**

1. Case No. ULP-6272  
City of Warwick & RI Council 94, AFSCME, AFL-CIO, Local 1651

**DETERMINATION:** A Motion was made by Aronda R. Kirby and seconded by Scott G. Duhamel to uphold the charge, issue a Complaint, and proceed to Formal Hearing. After discussion, all participating Board Members present voted in favor of the Motion. Motion passed.

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A Motion to adjourn was made by Aronda R. Kirby and seconded by Derek M. Silva and it was unanimously,

**VOTED:** to adjourn the meeting at 9:45 A.M.