



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

# Rhode Island State Labor Relations Board

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

## OPEN MINUTES BOARD MEETING

**TIME:** 9:00 A.M.  
**DATE:** Tuesday, March 8, 2022  
**PLACE:** 1511 Pontiac Ave., Building #73, 3<sup>rd</sup> Floor, Cranston, RI 02920

**BOARD MEMBERS IN ATTENDANCE:** Walter J. Lanni  
Scott G. Duhamel  
Aronda R. Kirby  
Kenneth Chiavarini  
Stan Israel

**BOARD MEMBERS ABSENT:** Derek M. Silva  
Harry F. Winthrop

**OTHERS PRESENT:** Thomas A. Hanley, Administrator  
Lisa L. Ribezzo, Labor Board Case Agent  
Jeffrey W. Kastle, Esq. (By Telephone)

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

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All Board Members present reviewed the Open Minutes of the January 11, 2022 Board Meeting. A Motion was made by Stan Israel and seconded by Aronda R. Kirby to accept the Open Minutes as written, and it was

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

All Board Members present reviewed the Open Minutes of the February 3, 2022 Board Meeting. A Motion was made by Stan Israel and seconded by Aronda R. Kirby to accept the Open Minutes as written, and it was

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

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## **CONSENT AGREEMENT & AFFIDAVIT MATTERS:**

- 1 Case No. EE- 3575  
State of Rhode Island – Department of Health & Department of Health Professional Staff Association/NEARI (**Accretion of Data Analyst I**)

After review of the Consent Agreement and Affidavit executed and presented by the parties, a Motion was made by Stan Israel and seconded by Kenneth B. Chiavarini, to acknowledge and accept the parties' signed Consent Agreement and Affidavit. Accordingly, the position(s) of Data Analyst I shall be accreted into the bargaining unit as defined in Certification of Representatives – Case No. EE-3575. After discussion, all Board Members present voted in favor of the Motion. Motion passed.

- 2 Case No. EE- 3646  
Town of Johnston & Rhode Island Laborers' District Council on behalf of Local 808 (**Accretion of Code Enforcement Officer/Special Projects Inspector**)

After review of the Consent Agreement and Affidavit executed and presented by the parties, a Motion was made by Aronda R. Kirby and seconded by Scott G. Duhamel, to acknowledge and accept the parties' signed Consent Agreement and Affidavit. Accordingly, the position(s) of Code Enforcement Officer/Special Projects Inspector shall be accreted into the bargaining unit as defined in Certification of Representatives – Case No. EE-3646. After discussion, all Board Members present voted in favor of the Motion. Motion passed.

- 3 Case No. EE- 3646  
Town of Johnston & Rhode Island Laborers' District Council on behalf of Local 808 (**Accretion of Assistant Finance Director**)

After review of the Consent Agreement and Affidavit executed and presented by the parties, a Motion was made by Scott G. Duhamel and seconded by Aronda R. Kirby, to acknowledge and accept the parties' signed Consent Agreement and Affidavit. Accordingly, the position(s) of Assistant Finance Director shall be accreted into the bargaining unit as defined in Certification of Representatives – Case No. EE-3646. After discussion, all Board Members present voted in favor of the Motion. Motion passed.



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## **DECISION AND ORDER MATTERS: (Review and Determination/Signing)**

1. Case No. ULP- 6280 State of Rhode Island – Department of Labor & Training & Rhode Island Employment Security Alliance, SEIU, Local 401

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

After review of the Drafted Decision and Order, a Motion was made by Stan Israel and seconded by Scott G. Duhamel to sign the Decision and Order, as written, and to refer the case back to the Labor Board Case Agent of the Board for final proofing; with the direction to issue the same as soon as possible. After discussion, all Board Members present voted in favor of the Motion and signed the Decision & Order, as written. Motion passed.

ORDER: 1. The Employer is hereby ordered to cease and desist from unilaterally changing the job duties of the BSS position and from assigning and/or requiring the BSS to perform front desk coverage without first notifying and bargaining with the Union over such assignment and changes to the position. 2. The Employer is hereby ordered to cease and desist from failing and refusing to bargain with the Union over changes to terms and conditions of employment and specifically changing the job duties of the BSS that are mandatory subjects of bargaining. 3. The Employer is hereby ordered to post a copy of this Decision and Order for a period of not less than sixty (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.

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A Motion was made by Kenneth B. Chiavarini for the Board to go into Closed Session for the purpose of reviewing the Closed Minutes and Unfair Labor Practice Matters pursuant to R.I. Gen. Laws §42-46-5(a)(2)(4) of the Open Meetings Law. Stan Israel seconded the Motion, and it was unanimously

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

The meeting and minutes were closed at 9:15 A.M.



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The meeting resumed in open session at 9:30 A.M. for the purposes of reading into the minutes, the determinations made by the Board in Closed Session, as well as adjourning the Board meeting.

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## **REVIEW OF CLOSED MINUTES:**

1. Minutes of January 11, 2022

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

## **UNFAIR LABOR PRACTICE MATTERS: (Review and Determination)**

1. ULP- 6328 West Warwick Housing Authority & RI Council 94, AFSCME, AFL-CIO, Local 2045-1

**DETERMINATION:** A Motion was made by Aronda R. Kirby and seconded by Stan Israel to uphold the Charge, issue a Complaint and proceed to formal hearing in this matter. After discussion, all Board Members present voted in favor of the Motion. Motion passed.

- 2 ULP- 6329 State of Rhode Island – Department of Human Services & RI Council 94, AFSCME, AFL-CIO, Local 2882

**DETERMINATION:** A Motion was made by Kenneth B. Chiavarini and seconded by Aronda R. Kirby to Administratively Dismiss the unfair labor practice Charge in this matter. After discussion, Walter J. Lanni, Aronda R. Kirby and Kenneth B. Chiavarini voted in favor of the Motion, Scott G. Duhamel opposed the Motion, and Stan Israel abstained from voting. Motion passed.

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A Motion to adjourn was made by Scott G. Duhamel and seconded by Stan Israel, and it was unanimously,

**VOTED:** to adjourn the meeting at 9:35 A.M.