



STATE OF RHODE ISLAND

Rhode Island State Labor Relations Board

1511 Pontiac Avenue
Building 73, 2nd floor
Cranston, Rhode Island 02920-4407
Website: www.rislrb.ri.gov

OPEN MINUTES
BOARD MEETING

TIME: 9:00 A.M.
DATE: Tuesday, June 18, 2024
PLACE: 1511 Pontiac Ave., Building #73, 3rd Floor, Cranston, RI 02920

BOARD MEMBERS IN ATTENDANCE: Walter J. Lanni
Aronda R. Kirby
Kenneth B. Chiavarini
Harry F. Winthrop
Stan Israel
Lawrence Purtill

ABSENT: Scott G. Duhamel

OTHERS PRESENT: Thomas A. Hanley, Administrator
Lisa L. Ribezzo, Programming Services Officer
Jeffrey W. Kastle, Esq. (by telephone)

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

All Board Members present reviewed the Open Minutes of the May 14, 2024 Board Meeting. A Motion was made by Kenneth B. Chiavarini 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.

2. CONSENT AGREEMENT & AFFIDAVIT MATTERS: (Review and Determination):

- (a) EE- 3480 Cumberland Housing Authority & Rhode Island Laborers' District Council on behalf of Local 1217 (**Accretion of Public Housing Coordinator**)

A Motion was made by Stan Israel and seconded by Aronda R. Kirby to acknowledge and accept the parties signed Consent Agreement & Affidavit relating to the accretion of the position of Public Housing Coordinator within the Cumberland Housing Authority. After discussion, all Board Members present voted in favor of the Motion. Motion passed.



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- (b) EE- 3064 State of Rhode Island – Department of Social and Rehabilitative Services & RI Council 94, AFSCME, AFL-CIO (formerly RISEA – Council 22, AFL-CIO) & Rhode Island Alliance of Social Service Employees (Name Change – Clarification of Bargaining Unit position titles)

A Motion was made by Stan Israel and seconded by Harry F. Winthrop to acknowledge and accept the parties signed Consent Agreement & Affidavit in this matter. After discussion, Stan Israel withdrew his Motion and Harry F. Winthrop withdrew his second.

A Motion was then made by Lawrence Purill and seconded by Stan Israel to table the Consent Agreement & Affidavit in this matter until the next Board Meeting, pending receipt of additional information from the parties. All Board Members present voted in favor of the Motion. Motion passed.

A Motion was made by Kenneth B. Chiavarini and seconded by Aronda R. Kirby to authorize Attorney Jeffrey Kasle to communicate to the parties what the Board wants done and inform them of how the Board is going to get this tabled Motion back on the Agenda for its August Board Meeting. All Board Members present voted in favor of the Motion. Motion passed.

- (c) EE- 3064 State of Rhode Island & Rhode Island Alliance of Social Service Employees, Local 580, SEIU (Programming Services Officer – 21 positions)

A Motion was made by Aronda R. Kirby and seconded by Stan Israel to approve the Consent Agreement & Affidavit in this matter, with the inclusion of the “Amended Exhibit 1 List” which was submitted to the Board by the State of Rhode Island. After discussion, all Board Members present voted in favor of the Motion. Motion passed.

3. **DECISION & ORDER MATTERS: (Review and Determination/Signing):**

- (d) ULP- 6371 Town of Warren & United Steelworkers, Local 14845

This case was heard formally on February 20, 2024 by Walter J. Lanni, Aronda R. Kirby and Stan Israel, as well as all Board Members present reviewed the transcript(s) and briefs, as well as the evidence submitted herein.



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After review of the Drafted Decision and Order, a Motion was made by Stan Israel and seconded by Harry F. Winthrop to sign the Decision and Order, as written, and to refer the case back to the Programming Services Officer of the Board for final proofing; with the direction to issue the same as soon as possible. All Board Members present voted in favor of the Motion. Motion passed.

CONCLUSIONS: 1. The Union has proven by a fair preponderance of the evidence that the Employer committed a violation of R.I.G.L. § 28-7-13(8) and (10) when it unilaterally altered the light duty work assignments of bargaining unit members based on the Union filing a grievance pursuant to the collective bargaining agreement.

2. The Union has proven by a fair preponderance of the evidence that the Employer committed a violation of R.I.G.L. § 28-7-13(8) and (10) when it retaliated and discriminated against bargaining unit members for engaging in protected and concerted activity by altering the light duty work assignments of bargaining unit members based on the Union filing a grievance pursuant to the collective bargaining agreement and bargaining unit members exercising their rights under the CBA.

ORDER: 1. The Employer is hereby ordered to cease and desist from making unilateral changes to working terms and conditions of employment, without first notifying the Union and giving it the opportunity to bargain over any proposed changes; 2. The Employer is hereby ordered to cease and desist from discriminating against bargaining unit members by denying employees the ability and opportunity to work with medical restrictions; 3. The Employer is hereby ordered to cease and desist from retaliating against bargaining unit members for exercising their rights under the collective bargaining agreement by denying employees the ability and opportunity to work with medical restrictions; 4. 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 Lawrence Purtill to go into Closed Session for the purpose of review/voting on the Closed Minutes, as well as an update by Legal Counsel on pending litigation, pursuant to R.I. Gen. Laws §42-46-5(a)(2)(4) of the Open Meetings Law. Kenneth B. Chiavarini 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 9:25 A.M.

A Motion was made by Aronda R. Kirby and seconded by Lawrence Purtill to re-open the Open session at 9:35 a.m. for the purpose of reading into the record, a record of all votes taken in Closed Session. All Board Members present voted in favor of the Motion. Motion passed.

The meeting resumed in open session at 9:35 A.M. for the purpose of reading into the minutes, the determinations made by the Board in Closed Session, and adjourning the Board meeting.

1. REVIEW OF CLOSED MINUTES:

Minutes of May 14, 2024

DETERMINATION: A Motion was made by Kenneth B. Chiavarini, and seconded by Aronda R. Kirby, 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.

2. MISCELLANEOUS MATTERS:

(a) Update on Pending Litigation – Informational Only – No votes taken

A Motion was made by Lawrence Purtill, and seconded by Harry F. Winthrop, to adjourn at 9:40 a.m. All Board Members present voted in favor of the Motion. Motion passed.