



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, January 20, 2026  
**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 B. Chiavarini  
Harry F. Winthrop  
Stan Israel  
Lawrence Purtill

**OTHERS PRESENT:** Thomas A. Hanley, Administrator  
Lisa L. Ribezzo, Programming Services Officer  
Jeffrey W. Kasle, Esq., Board Attorney

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

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**1. REVIEW OF OPEN MINUTES OF DECEMBER 16, 2025 BOARD MEETING:**  
**(Review and Determination)**

All Board Members reviewed the Open Minutes of the December 16, 2025 Board Meeting. A Motion was made by Stan Israel and seconded by Kenneth B. Chiavarini to accept the Open Minutes as written, and it was

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

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

(a) EE- 1794 State of Rhode Island – Department for Children, Youth & Families  
**(Accretion of position of Executive Assistant in the Division of Licensing and Resource Families (position #033401040000067 and Executive Assistant in the Legal Office, Division of Central Management (position #033101010000153))**



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A Motion was made by Harry F. Winthrop and seconded by Aronda R. Kirby to accept the parties' signed Consent Agreement & Affidavit to accrete the two (2) positions of Executive Assistant as identified above within the State of Rhode Island – Department for Children, Youth and Families into the bargaining unit defined in Certification of Representatives EE- 1794. Under discussion, all of the paperwork is in order. All Board Members voted in favor of the Motion. Motion passed Unanimously.

3. **MISCELLANEOUS MATTERS: (Review and Discussion:**

**(a) Proposed Draft Regulation regarding deferral to arbitration, pursuant to amended legislation**

Attorney Kastle stated that all Board Members should have received a copy of the draft regulation. The General Assembly changed the statute, which directed the Board to put together a regulation dealing with deferral to arbitration. Attorney Kastle tried to stay within the parameters of what the State wants in terms of explaining it and the language that you use when putting together a regulation. If a grievance has been filed, then from the Board's perspective, we would be asking the Petitioner if they want to go forward with the grievance process, and if they do, then the Board will look at the arbitration award at the end and decide if all of the issues were resolved. If the Petitioner does not want to go forward with the grievance process, the Board can go through its regular process. Attorney Kastle said theoretically the Board does not have to defer it. The Board can go forward notwithstanding the fact that a grievance has been filed. It is not automatic. The Board has to make the decision. The Board will have to ask the question as to whether a grievance has been filed and then decide whether or not it wants to defer the matter. If the award has addressed all the issues, the board should close the case. If the arbitration award hasn't addressed all of the issues, then the Board can take the case up, issue a Complaint and go through that process. You could have an arbitration that says there was a change, and the change was wrong, and the arbitrator can rule in the Union's favor, but you still have a bargaining question that is out there that hasn't been resolved by the arbitration award. So, you could have two (2) different issues even though it is the same underlying facts. Attorney Kastle stated that what he would say to the Petitioner in the language that he sends to them in terms of giving them their option is that if they decide to stay here and the Board rules against them, they have lost their ability to grieve because of the timeliness issue, because they will be way out of time at that point. So, if you have a grievance in place and you abandon the grievance to come before the State Labor Relations Board and the Board rules against you, they need to recognize that the consequence of that is that they are not going to have any other grievance options, most likely, because the timeliness will have passed. Attorney Kastle said he will look at the proposed draft regulation again to see if



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there is any other language he wants to take out, add in, or change to make sure that the language is consistent with what the State likes in terms of the analysis. Attorney Kasle also informed the Board that these regulations are consistent with how the NLRB does deferrals to arbitration. A Motion was made by Aronda R. Kirby and seconded by Kenneth B. Chiavarini to accept the proposed draft regulations concerning deferral to arbitration pending editorial changes. All Board Members voted in favor of the Motion. Motion passed Unanimously.

A Motion was made by Lawrence E. Purtill to go into Closed Session for the purpose of review/voting on the Closed Minutes and Unfair Labor Practice Matters, pursuant to R.I. Gen. Laws §42-46-5(a) (2) & (4) of the Open Meetings Act. Stan Israel seconded the Motion, and it was unanimously

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

The meeting and minutes were closed at 9:20 A.M.

A Motion was made by Stan Israel and seconded by Lawrence E. Purtill to re-open the Open session at 9:25 a.m. for the purpose of reading into the record, a record of all votes taken in Closed Session. All Board Members voted in favor of the Motion. Motion passed Unanimously.

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The meeting resumed in open session at 9:25 A.M. for the purpose of reading into the minutes, the determinations made by the Board in Closed Session, and adjourning the Board meeting.

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**1. REVIEW OF CLOSED MINUTES:**

**(a) Minutes of December 16, 2025**

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



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2. **UNFAIR LABOR PRACTICE MATTERS: (R.I.G.L. 42-46-5(a)(4))**  
**(Discussion and Determination of whether or not a Complaint should issue in the following unfair labor practice cases):**

(a) **ULP- 6439 Newport School Committee & Teachers' Association of Newport/NEARI/NEA**

**DETERMINATION:** A Motion was made by Stan Israel and seconded by Scott G. Duhamel to issue a Complaint in this matter and proceed to formal hearing. After discussion, all Board Members voted in favor of the Motion. Motion passed Unanimously.

(b) **ULP- 6440 Newport School Committee & Teachers' Association of Newport/NEARI/NEA**

**DETERMINATION:** A Motion was made by Stan Israel and seconded by Scott G. Duhamel to issue a Complaint in this matter and proceed to formal hearing. After discussion, all Board Members voted in favor of the Motion. Motion passed Unanimously.

(c) **ULP- 6441 Newport School Committee & Teachers' Association of Newport/NEARI/NEA**

**DETERMINATION:** A Motion was made by Stan Israel and seconded by Scott G. Duhamel to issue a Complaint in this matter and proceed to formal hearing. After discussion, all Board Members voted in favor of the Motion. Motion passed Unanimously.

A Motion was made by Kenneth B. Chiavarini, and seconded by Harry F. Winthrop, to adjourn at 9:30 a.m. All Board Members voted in favor of the Motion. Motion passed.