

2011 -- H 5882

LC01888

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2011

A N A C T

RELATING TO LABOR AND LABOR RELATIONS - STATE AND MUNICIPAL
EMPLOYEES

Introduced By: Representative Joseph A. Trillo

Date Introduced: March 08, 2011

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Title 28 of the General Laws entitled "LABOR AND LABOR
2 RELATIONS" is hereby amended by adding thereto the following chapter:

3 CHAPTER 54

4 SICK TIME

5 **28-54-1. Sick time not to be paid. -- Notwithstanding the provisions of any existing**
6 **collective bargaining agreement, no state or municipal employee or retiree (other than police, fire**
7 **and correctional personnel) shall be paid for unused or accumulated sick time.**

8 **28-54-2. Payments for sick time prohibited in future agreements. -- After the**
9 **effective date of this section, no collective bargaining agreement with state or municipal**
10 **employees (other than police, fire and correctional personnel) entered into shall provide for**
11 **payments in lieu of or compensating for unused or accumulated sick time.**

12 SECTION 2. Title 28 of the General Laws entitled "LABOR AND LABOR
13 RELATIONS" is hereby amended by adding thereto the following chapter:

14 CHAPTER 55

15 STATE AND MUNICIPAL EMPLOYEES

16 **28-55-1. Contracts with state and municipal employees - Contents. -- After the**
17 **effective date of this chapter, collective bargaining agreements with state or municipal employees**
18 **entered into (other than police, fire and correctional personnel) shall be limited to wages and**

1 salaries for the period of one year following the adoption of such agreements, and shall not be
2 deemed to continue after their expiration. Such agreements shall not provide for retirement,
3 pension or health benefits, which shall be as prescribed by the general assembly, or for the
4 deduction of union dues.

5 **28-55-2. Part-time employees excluded.** -- After the effective date of this chapter, part-
6 time state and municipal employees (defined for the purpose of this section as those working
7 fewer than thirty (30) hours per week) shall not be eligible for retirement, pension or health
8 benefits.

9 **28-55-3. Participation in defined contribution plan.** -- Municipal full-time employees
10 (other than police, fire and correctional personnel) hired after the effective date of this section
11 shall be enrolled in a defined contribution pension plan to be established by the general assembly.

12 **28-55-4. Ratification by municipalities.** -- After the effective date of this section, no
13 collective bargaining agreement entered into by a school committee shall take effect until it has
14 been ratified by the city or town council of the municipality or municipalities affected thereby.

15 SECTION 3. This act shall take effect upon passage and shall nullify all previously
16 enacted statutes or sections thereof which shall prevent the implementation of this act.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
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RELATING TO LABOR AND LABOR RELATIONS - STATE AND MUNICIPAL
EMPLOYEES

1 This act would prohibit the payment for unused or accumulated sick time for state and
2 municipal employees, and would prohibit the deduction of union dues, limit contracts to a
3 duration of one year and confine subject matter to wages, exclude part-time employees from
4 health and retirement benefits, and would enroll all new hires in a defined contribution retirement
5 plan. This act would further require that contracts entered into by school committees be ratified
6 by the municipalities affected.

7 This act would take effect upon passage and would nullify all previously enacted statutes
8 or sections thereof which would prevent the implementation of this act.

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