

INFORMAL NEGOTIATIONS BETWEEN THE TOWN OF TIVERTON TO LOCAL 1703 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO FOR A NEW COLLECTIVE BARGAINING AGREEMENT COMMENCING JULY 1, 2025

FIRST TENTATIVE AGREEMENT

Town Proposal #1:

Article II, Section 1 (Management Rights)

- a. Add the following clarifying language after the first paragraph:

“The Town shall retain the right to issue Standard Operating Guidelines (“SOG”), general orders, and policies governing the internal conduct of the Department as provided by law. Employees shall receive a copy of the Fire Department’s SOGs upon appointment.

The Union shall be provided with a copy of all SOGs, including proposed amendments to the same, and shall have the right to make comment in writing on all sections thereof to the Fire Chief.

The parties agree to establish a committee consisting of no less than two (2) members of the Union’s bargaining unit and no less than one (1) from management to cooperate with the Chief in amending and updating the SOGs.

No SOG as originally adopted or as amended from time to time shall contravene any express term of this agreement.”

Town Proposal #2:

Article V, Section 1 (Duties)

- a. Amend by adding the following language after the first paragraph of this section:

“Consistent with Department SOGs, general orders, and policies, all normal and routine housekeeping work and the regular maintenance of equipment, apparatus, buildings and their grounds shall be conducted between the hours of 7:00 am and 4:00 pm, daily.”

Town Proposal #4:

Article VI, Section 3 (Firefighting Units/Rescue – Overtime)

- a. Delete second paragraph and replace with the following:

“The Fire Marshal shall be eligible to work overtime on the line after all bargaining unit members eligible to work overtime have been offered the overtime and refused. The Fire Marshal may be permitted overtime at the Fire Chief’s discretion to perform fire prevention related and/or investigation duties.”
TA – 8-27-24

Town Proposal #7 / Union Proposal #5:

Article VIII, Section 1 (Paid Holidays)


- a. Add Juneteenth to the list of recognized holidays.

Town Proposal #8:

Article VIII, Section 2 (Vacations)

- a. Add a new paragraph that states:

“At the end of the fiscal year, employees covered by this agreement shall be entitled to sell back to the Town unused vacation time, which shall be computed on the employee’s base pay and longevity pay as of June 30. The Union has agreed to this paragraph as a measure to help reduce overtime.”

↳ EMS Incentive, (NS) 

Town Proposal #13:

Article X, Section 8 (Vision Care Rider)

- a. Delete and replace with the following:

“All active members of the Tiverton Fire Department enrolled in Town sponsored health insurance and each dependent member of their family shall be reimbursed up to \$100.00 annually for prescription glasses.”

Town Proposal #14 / Union Proposal #21:

Article XI, Section 2 (Protective Clothing)

- a. Delete Mittens, CPR Mask, and Radio Case from the list
- b. Add Flashlight and Mask Bag to the list
- c. Add “*” to “Hitch Boots”, which states:

“*The Town agrees to supply firefighters attending the Rhode Island State Fire Academy with a set of rubber hitch boots. After completing probation, the Town agrees to supply new firefighters with leather hitch boots. For all existing members of the fire department, the Town intends to purchase a pair of leather hitch boots during the term of this Agreement.”

Union Proposal #13:

Article X, Section 7 (Funeral Expenses)

- a. Amend as follows:

“Any employee who dies in the line of duty shall have their funeral expenses covered up to ten thousand dollars (\$10,000.00) ~~seventy-five hundred dollars (\$7,500.00).~~”

Town Proposal #15 / Union Proposal #25:

Article XIV, Section 1 (Grievance Procedure)

- a. Amend second paragraph as follows:

“An individual having a grievance shall reduce the same to writing within fifteen (15) days of the employee’s knowledge or when the employee should have known of same, and present it to the Chief of the Fire Department, with a copy of the written grievance sent to the Town Administrator, ~~who shall answer the grievance within fifteen (15) days, and if not settled~~ Within seven (7) days of receipt of the written grievance, the Fire Chief or the Chief’s designee will schedule a meeting for a discussion of the grievance, which may be attended by the Grievant, the Fire Chief, the Deputy Fire Chief, and a Union Representative. When possible, this meeting will be scheduled during the Grievant’s shift. Within ten (10) working days of said meeting, the Fire Chief shall issue a written decision. If the grievance is not resolved, then the employee shall within fifteen (15) days of the Chief’s decision ~~Chiefs answer~~, in writing, bring such grievance to the attention of the Executive Committee of Local 1703. Said Executive Committee shall, within five (5) days of the receipt of the grievance arrange for the employee to present his alleged grievance at a meeting of a majority of said Local’s Executive Committee. It shall be the responsibility of the Executive Committee to determine the justification of the grievance.”

- b. Amend fifth paragraph as follows:

“In addition to the foregoing, Local 1703 through its Executive Board shall have the right to file a grievance on its own behalf or on behalf of any employee covered by this Agreement. In the event a grievance is filed by Local 1703, the written grievance shall be presented directly to the Chief of the Department within fifteen (15) days of its occurrence, with a copy of the written grievance sent to the Town Administrator. Within seven (7) days of receipt of the written grievance, the Fire Chief or the Chief’s designee will schedule a meeting for a discussion of the grievance, which may be attended by the Grievant, the Fire Chief, the Deputy Fire Chief, and a Union Representative, who shall answer the same within fifteen (15) days of receipt. When possible, this meeting will be scheduled during the Grievant’s shift. Within ten (10) working days of said meeting, the Fire Chief shall issue a written decision. If in the judgment of the Executive Committee, the nature of the grievance justified further action after the Chief’s response, the written grievance shall be presented directly to the Town Administrator within five (5) days of the Chief’s written decision and shall proceed as an ordinary grievance.”

- c. Add a new paragraph:

“The timelines set forth in this Article XIV may be extended by mutual written agreement.”

Town Proposal #17(b):

1. Article XXV, Section 2 (Promotional Examinations)

- a. Amend Subparagraph (d)(1) as follows:

“Promotional examinations shall be based on competitive examinations composed of the following parts:

- 1) Written examination – 60 point value*

Examinations shall be prepared outside the Department. Reference material shall be provided by the Department and one (1) set at least two (2) sets of study material shall be provided by the Department for each applicant. There shall be a passing grade of seventy (70) out of a possible one hundred (100) on the written examination.”

- b. Delete the final 2 paragraphs regarding “Source of Materials” and replace with the following:

“Within thirty (30) days after completion of each written examination (Captain, Lieutenant, and Fire Marshal), the Chief shall post any changes to the source of

materials list for the next written examination, with a copy of the notice provided to the President of the Union.”

Town Proposal #18:

Article XXV, Section 3 (Promotional Examination – Fire Marshal)

- a. Amend subparagraph (f) as follows:

“An employee promoted into the Fire Marshal position will hold the rank of Fire Marshal; however, if a rank officer is promoted into the position of Fire Marshal, he/she will not lose his/her rank, ~~but the rank shall be suspended while he/she is in the office of Fire Marshal.~~”

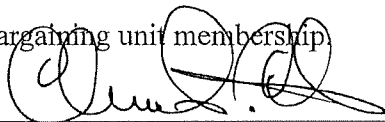
Town Proposal #20:

Article XXX, Section 1 (Training and Education)

- a. Add new subparagraph (c), which states:

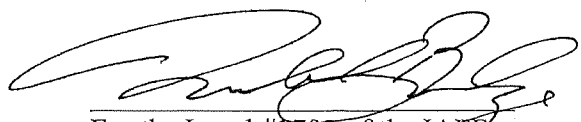
“The Chief of the Department shall have the authority to call an all-hands drill two (2) times per year for which drill members shall be paid time and one-half their regular rate of pay. The all-hands drill shall be conducted weekdays between 8 am and 4 pm. Members on prior approved leave are exempt from attending. The Chief shall provide at least twenty-one (21) days’ notice of such all-hands drills.”

The parties hereby agree to the foregoing Tentative Agreement, which shall be contingent upon the parties agreeing to terms on a final contract, and which shall also be contingent upon final ratification of that contract by the Tiverton Town Council and the Local # 1703 of the IAFF bargaining unit membership.



 For the Town of Tiverton, RI

Date: 9/3/24



 For the Local #1703 of the IAFF

Date: 9/3/24

INFORMAL NEGOTIATIONS BETWEEN THE TOWN OF TIVERTON TO LOCAL 1703 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO FOR A NEW COLLECTIVE BARGAINING AGREEMENT COMMENCING JULY 1, 2025

SECOND TENTATIVE AGREEMENT

Union Proposal #10:

Article X, Section 1 (EMS Incentives)

a. Amend chart as follows:

	Effective 7/1/25-6/30/28
EMT-C Certification	\$75.00 per week
EMP-P Certification	\$100.00 per week

Town Proposal #14:

Article XI, Section 1 (Clothing)

a. Amend first two paragraphs as follows:

“The clothing allowance for members of the Fire Department covered by this Agreement shall be as follows:

July 1, ~~2025~~ 2022 – June 30, ~~2028~~ 2025: ~~\$1,300~~1,500

One Thousand ~~five~~ Three Hundred Dollars (~~\$1,300.00~~1,500) per year effective July 1, ~~2025~~ 2015. One-half (1/2) thereof, ~~Seven Six~~ Hundred Fifty Dollars (~~\$650.00~~750.00) shall be paid on or before the first pay period of the month of July, and the remaining one-half (1/2) ~~Seven Six~~ Hundred Fifty Dollars (~~\$650.00~~750.00), shall be paid on or before the first pay period of the month of January of each year.”

Union Proposal #33:

Article XI, Section 3 (Work Uniforms)

a. Amend third sentence as follows:

“Firefighters shall be permitted to wear station uniform shorts during the months of May, June, July, August, and September, and October.”

Town Proposal #24:

NEW Article (Training Reimbursement)

- a. Add new Article that states:

“The parties understand that probationary firefighters, within ninety days of appointment as such, are required by the Town to execute an agreement in form satisfactory to the Town requiring that they pay ~~\$3,500 in full~~ to the Town, representing the tuition cost all costs incurred by the Town in association with their attendance at the Rhode Island Fire Academy, in the event that they voluntarily leave employment with the Town prior to completing their probationary period with the Town within two (2) years of graduation from the Academy; that they ~~repay pay \$1,750 to the Town three-quarters of all such sums~~ if they voluntarily leave the employ of the Town within one (1) year after completing their probationary period with the Town more than two (2) year but less than two (2) three (3) years after graduation from the Academy; and that they repay pay \$1,000 to the Town one-half of all such sums in the event that they voluntarily leave the employment of the Town more than one (1) year three (3) years but less than two (2) four (4) years after completing their probationary period with the Town. graduation from the Academy; and that they ~~repay one-quarter of all such sums in the event that they voluntarily leave the employment of the Town more than four (4) years but less than five (5) years after graduation from the Academy. Included within the amounts to be repaid, but in no way limiting the same, shall be the cost of tuition to attend the Academy, the Town’s cost of any insurances provided to the firefighter while attending the Academy, the cost of books, tuition, uniform, other school materials, and the costs incurred by the Town in collecting such sums from such voluntarily terminating employees. The parties agree that such individual agreements shall be binding upon the employee and the Town during and after the employee’s probationary period.~~”

Town Proposal #17(a):

Article XXV, Section 2 (Promotional Examinations)

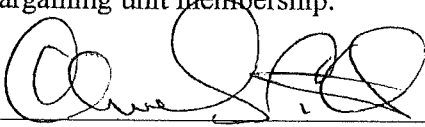
- a. Amend “**” in relation to the section of the third panel member for the oral examination as follows:

“The panel chosen to conduct the oral portion of the examination shall be comprised as follows: one panel member chosen by the Fire Chief, one panel member chosen by the Union, and a third panel member chosen by the first two panel members. If the Town’s and Union’s selections cannot agree on the third Oral Board Member, as a tie breaker, the third member shall be selected by the Town Clerk by blindly picking from a hat consisting of two names, one proposed

9-10-2024

by the Fire Chief, or designee, and one proposed by the Union President, or designee. Panel members shall at least hold the rank of Lieutenant for the Lieutenant's panel and the rank of Captain for the Captain's panel. The oral examination shall be held within thirty (30) days after the written examination."

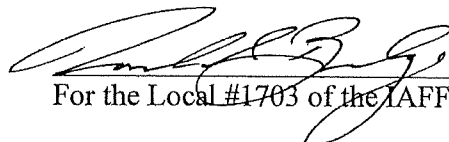
The parties hereby agree to the foregoing Tentative Agreement, which shall be contingent upon the parties agreeing to terms on a final contract, and which shall also be contingent upon final ratification of that contract by the Tiverton Town Council and the Local # 1703 of the IAFF bargaining unit membership.



For the Town of Tiverton, RI

Date:

9/30/24



For the Local #1703 of the IAFF

Date: 9 / 20 / 2024

INFORMAL NEGOTIATIONS BETWEEN THE TOWN OF TIVERTON TO LOCAL 1703 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO FOR A NEW COLLECTIVE BARGAINING AGREEMENT COMMENCING JULY 1, 2025

THIRD TENTATIVE AGREEMENT

Town Proposal #5:

Article VI, Section 7 (Compensation Time)

a. Amend as follows:

“Firefighters can accrue up to a maximum of forty-eight (48) hours of compensation time during each fiscal year (which equates to 72 regular time hours). Firefighters cannot use such compensation time if the Fire Department’s overall line staffing drops below 26 line firefighters. In making the calculation in the immediately preceding sentence, firefighters on leave for thirty (30) calendar days or longer for any reason (e.g., FMLA, IOD, military leave, sick leave) shall be considered vacancies and, therefore, shall not be counted. Firefighters cannot use such compensation time if it results in more than one (1) firefighter being called back to duty on an overtime basis, as the parties hereby agree that the use of compensation time under such circumstances would unduly disrupt the operations of the Department. If a firefighter has any unused, accrued compensation time as of the end of the fiscal year, the Town shall pay the firefighter straight time pay (applicable at the time the compensation time was accrued) for up to 48 hours of such accrued, unused compensation time, (which equates to up to 72 straight time hours).”

Town Proposal #6 / Union Proposal #1:

Article VII, Section 1 (Civic and Private Details)

b. Amend subparagraph (b) as follows:

“All employees covered by this Agreement who are assigned to a special detail of a private nature for an employer other than the Town shall be guaranteed a minimum of four (4) hours pay at the rate of time and one-half (1 ½) the Captain’s lieutenant’s rate of pay plus \$1.75. For private details worked starting on Fridays at 1500 hours until Mondays ending at 0700 hours and for private details worked on the holidays identified in Article VIII, Section 1 of this Agreement below, the pay rate shall be twice the private detail rate identified above [i.e., 2 x (1.5 x Captain’s rate)] (i.e. 2 x 1 ½) Lieutenant’s rate + \$1.75).”

Delete the following paragraph and chart appearing at the end of the section:

~~“Holidays to receive special Private Detail rate:~~

New Years Day	Thanksgiving Day
Easter Sunday	Christmas Day
July 4	Christmas Eve (4 p.m. to midnight only)
Labor Day	New Years Even (4 p.m. to midnight only)”

c. Amend subparagraph (d) as follows:

“Exempt clause: For purposes of this Article, civic details are defined as work performed for the Town of Tiverton, Tiverton School Department, or organizations which are not for profit or support similar goals/purposes. Civic details shall be paid at the fixed rate of ~~\$36.00~~ ~~\$30.00~~ per hour regardless of the day on which the civic detail is worked. The civic detail rate shall increase to \$38.00 commencing July 1, 2026, and to \$40.00 commencing July 1, 2027.”

Town Proposal #9 / Union Proposal # 4:

Article VIII, Section 3 (Vacation Schedule)

a. Delete final paragraph and replace with the following:

~~“For purposes of scheduling vacations subsequent to Memorial Day and up to June 30th only, a maximum of one (1) firefighter per shift may be on vacation at any one time. Two members shall be allowed on vacation at one time for the following time periods: Memorial Day Weekend, the month of July, the month of August and Labor Day Weekend. All other times only one member shall be allowed on vacation at a time. The provisions of this paragraph shall sunset on June 30, 2015. A maximum of two (2) firefighters may be on vacation per shift commencing on the Saturday of Memorial Day weekend through and including the Monday of Labor Day weekend. For the remainder of the year, a maximum of two (2) firefighters may be on vacation per shift, unless the Fire Department’s overall line staffing drops below 26 line firefighters, in which case the Fire Chief, or the Chief’s designee, may allow a maximum of one (1) firefighter to be on vacation per shift. In making the calculation in the immediately preceding sentence, firefighters on leave for thirty (30) calendar days or longer for any reason (e.g., FMLA, IOD, military leave, sick leave) shall be considered vacancies and, therefore, shall not be counted. Notwithstanding anything in this paragraph to the contrary, a maximum of one (1) firefighter may be on vacation per shift on July 4th, Thanksgiving, Christmas, and New Year’s Day.”~~

Town Proposal #10 / Union Proposal #18:

Article IX, Section 1 (Salaries)

The Parties agree to the salary scale in Exhibit A attached hereto.

Town Proposal #12:

Article X, Section 5 (Military Leave)

- a. Amend final paragraph as follows:

“Voluntary reenlistment or other voluntary continuance of service in such armed forces shall cause any such leave as indicated above to be cancelled, except to the extent this is contrary to law.”

Town Proposal #16 / Union Proposal 16:

Article XVII, Section 1 (Sick Leave)

- a. The Town and the Union agree to memorialize the following in an MOA:

“The Town and Local 1703 agree that the ‘sick leave fund’ referenced within the 7th and 8th paragraphs of Article XVII, Section 1 of their CBA shall be available only to the 5 active firefighters who contributed to the ‘sick leave fund’ prior to July 1, 2015, and shall not be available to firefighters hired on or after July 1, 2015. For those 5 active firefighters who contributed to the ‘sick leave fund’ prior to July 1, 2015, their eligibility to utilize the ‘sick leave fund’ shall be unaffected by this MOA and shall continue to be governed by the terms and conditions of the 7th and 8th paragraphs of Article XVII, Section 1 of the CBA.

The Town and Local 1703 will continue negotiating in good faith to create a new and separate sick leave bank that will be available only to firefighters who were hired on or after July 1, 2015, and, therefore, did not contribute to the ‘sick leave fund’ referenced within the 7th and 8th paragraphs of Article XVII, Section 1 of the CBA. The Town and Local 1703 agree that firefighters hired before July 1, 2015, may donate their excess sick leave to the sick leave bank referenced in this paragraph, but they shall not otherwise be eligible to participate in the sick leave bank referenced in this paragraph.”

Town Proposal #21:

- a. Amend dates to reflect a 3-year contract from July 1, 2025 through June 30, 2028:
- Amend cover page to reflect: “July 1, 2025 through June 30, 2028”
 - Amend Introductory Paragraph to read:

“AGREEMENT, made and entered into this day of _____, ~~2022-2024~~
by and between the Town of TIVERTON and LOCAL 1703,
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO.”

- Amend Article XXXVII, Section 1 (Duration of Agreement) as follows:

“This Agreement shall be for the term beginning on July 1, ~~2022-2025~~ and
ending June 30, ~~2025-2028~~.”

Town Proposal #22 / Union Proposal #17:

New MOA – Physical Fitness Standards

- a. The Parties will execute a Memorandum of Agreement that states:

“The Town and Local 1703 encourage all uniformed employees of the Fire
Department to undergo a comprehensive physical examination once every two (2)
years by a physician selected by the Town or a member's own physician. The
cost of such examination will be borne by the Town. The employee will take the
examination on his/her own time at no overtime cost to the Town.

~~If an employee is diagnosed as having a propensity toward hypertension or heart
disease or if the employee is found to have existing hypertension or heart disease,
he/she will make a good faith effort to follow the medical advice of the examining
physician.”~~

Town Proposal #23 / Union Proposal #6, #10

- a. The Town will create new “Training Captain” position within the Fire
Department, which will be paid at the rate of Captain, and which will be subject
to the following conditions:

- The parties agree to amend Article XXIII, Section 4 (Additional Officer)
as follows:

“Effective [~~Add date that is within 30 days from ratification~~ *on or before 1/1/25*] July 1, 2019,
each shift will consist of one (1) Captain and one (1) Lieutenant ~~two (2)
Lieutenants~~. Effective January 1, 2027, each shift will consist of one (1)
Captain and two (2) Lieutenants.”

- The Town will promote the Training Captain from the existing Captain’s
promotional list. The 3 current Lieutenant vacancies will remain vacant
until January 1, 2027, and the fourth Lieutenant vacancy created through
the promotion of a Lieutenant to Training Captain will also remain vacant
until January 1, 2027.

b. Each of the 4 existing line Captains will assume one of the following duties, which will be explained in more detail in revised job descriptions developed by the Fire Chief, with the Union's input:

- EMS Officer
- Hazardous Materials / Personal Protective Gear and Equipment
- Apparatus Maintenance
- Station Maintenance and Supply

Union Proposal #14:

Article XXVI, Section 1 (Bid System)

Add new fourth paragraph, which states:

“No member with less than one (1) year of service for the Tiverton Fire Department will be eligible to participate in the bidding procedure.”

Union Proposal #15:

Article XXX, Section 1 (Training and Education)

Add new subparagraph (c) that states:

“Any firefighter participating in or conducting fire service training mandated or conducted by the Tiverton Fire Department, including EMS, water rescue, or any other training approved by the Fire Chief or the Chief's designee, during off duty hours, shall be compensated at the overtime rate for such time.”

Add new subparagraph (d) that states:

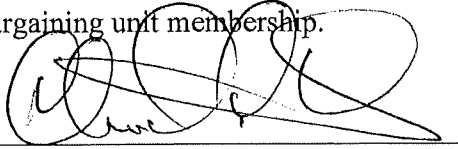
“At the Fire Chief's sole discretion, each firefighter may be allowed up to forty-eight (48) hours off for training purposes.”

Miscellaneous:

Pursuant to Article V, Section 1 (Duties) of the CBA, the Union agrees to support the Town of Tiverton and the Town of Little Compton entering into a Memorandum of Agreement, in a form substantially equivalent to Exhibit B attached hereto, concerning the Town's use of Little Compton Firefighters/Rescue Personnel on a per diem basis when the Town is unable to fill vacancies on a voluntary basis using members of the Local 1703 bargaining unit.

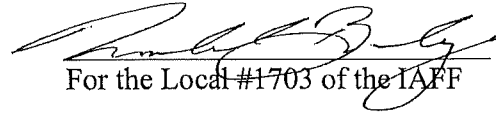
9-20-2024

The parties hereby agree to the foregoing Tentative Agreement, which shall be contingent upon the parties agreeing to terms on a final contract, and which shall also be contingent upon final ratification of that contract by the Tiverton Town Council and the Local # 1703 of the IAFF bargaining unit membership.



For the Town of Tiverton, RI

Date: 10/1/24



For the Local #1703 of the IAFF

Date: 10/1/24

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is made and entered into by and between Local 1703 of the International Association of Fire Fighters, ALF-CIO (“Union”), the Town of Tiverton, Rhode Island (“Town”), and the Grievant, Jason Sargent (“Sargent”). The Union, the Town, and Sargent may be individually referred to herein as a Party and collectively referred to herein as the Parties.

WHEREAS, on or about April 30, 2024, the Union filed a grievance (“Grievance”) challenging the Town’s decision to deny Sargent’s request to access the “sick leave fund” pursuant to Article XVII, Section 1 of the existing collective bargaining agreement between the Town and the Union (“CBA”);

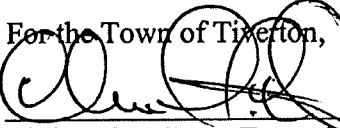
WHEREAS, on June 18, 2024, the Union demanded arbitration on the Grievance with the American Arbitration Association (“AAA”) pursuant to the CBA, which the AAA captioned as: *Tiverton Firefighters, IAFF Local 1703 and Town of Tiverton, CA No.: 01-24-0006-0267* (the “Arbitration”); and

WHEREAS, as of the date of this Agreement, the Parties have agreed to fully and completely settle the Grievance and Arbitration in accordance with the terms set forth below.

NOW, THEREFORE, the Parties agree as follows:

1. The Union agrees to withdraw and dismiss with prejudice the Grievance and the Arbitration.
2. Within fourteen (14) days of the date of this Agreement, the Town agrees to pay Sargent a lump sum payment of Five Thousand Dollars (\$5,000.00), less applicable deductions and withholdings.
3. The Parties agree that this Agreement shall not constitute a practice or precedent.

For the Town of Tiverton,



Christopher Cotta, Town Administrator

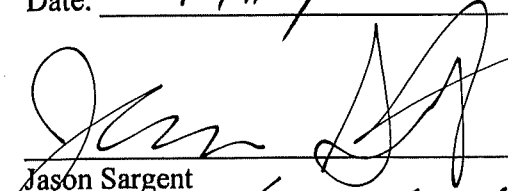
Date: 10/1/24

For the Union, Local 1703, IAFF,



Nicholas Barboza, Local 1703 President

Date: 10/1/24



Jason Sargent

Date: 10/2/24

INFORMAL NEGOTIATIONS BETWEEN THE TOWN OF TIVERTON TO LOCAL 1703 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO FOR A NEW COLLECTIVE BARGAINING AGREEMENT COMMENCING JULY 1, 2025

FOURTH TENTATIVE AGREEMENT

The Town and the Union agree that the following proposals set forth in the First Tentative Agreement (dated 9-3-24), Second Tentative Agreement (dated 9-20-24, and Third Tentative Agreement (dated 10-1-24) will take effect within thirty (30) days of the date of ratification, unless a different date is specified below (the remaining proposals set forth in the three tentative agreements will take effect on July 1, 2025):

FIRST TENTATIVE AGREEMENT (DATED 9-3-24):

- Town Proposal #4 (Fire Marshal Overtime)
- Town Proposal #7 / Union Proposal #5 (Holidays/Juneteenth)
- Town Proposal #8 (Vacation cash out)
- Town Proposal #13 (Vision Rider)
- Town Proposal #14 / Union Proposal #21 (Protective Clothing)
- Union Proposal #13 (Funeral Expenses)
- Town Proposal #15 / Union Proposal #25 (Grievance Procedure)
- Town Proposal # 17(b) (Promotional Examinations)
- Town Proposal # 18 (Promotional Examination – Fire Marshal Rank Suspension)
- Town Proposal # 20 (Training and Education)

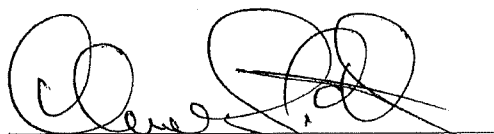
SECOND TENTATIVE AGREEMENT (DATED 9-20-24):

- Union Proposal #33 (Work Uniforms/Shorts)
- Town Proposal #24 (Probationary Training Reimbursement)
- Town Proposal # 17(a) (Promotional Examination / Oral Board Tiebreaker)

THIRD TENTATIVE AGREEMENT (DATED 10-1-24):

- Town Proposal # 6 / Union Proposal #1 (Civic and Private Details)*
 *Subject to Casino objection
- Town Proposal #9 / Union Proposal #4 (Vacation Schedule)
- Town Proposal #16 / Union Proposal #16 (Sick Bank)
- Town Proposal #23 / Union Proposal #6, #10 (Training Captain/Lieutenants)**
 **Effective on or before January 1, 2025
- Miscellaneous – Little Compton MOA

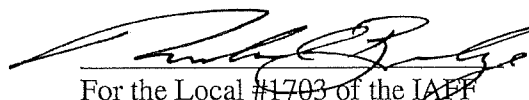
The parties hereby agree to the foregoing Tentative Agreement, which shall be contingent upon the parties agreeing to terms on a final contract, and which shall also be contingent upon final ratification of that contract by the Tiverton Town Council and the Local # 1703 of the IAFF bargaining unit membership.



For the Town of Tiverton, RI

Date:

10/1/24



For the Local #1703 of the IAFF

Date:

10 / 1 / 24