

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS  
BEFORE THE RHODE ISLAND STATE LABOR RELATIONS BOARD

IN THE MATTER OF

RHODE ISLAND DEPARTMENT OF  
TRANSPORTATION

AND

LOCAL 400, INTERNATIONAL  
FEDERATION OF PROFESSIONAL  
AND TECHNICAL ENGINEERS

CASE NO: EE 3115

Unit Clarification

requests dated: October 23, 1995

November 6, 1995, November 20,

1995, November 22, 1995 and May

10, 1996

**ORDER OF DISMISSAL:**

Investigative Agent: Joan N. Brousseau

Petitioner: Local 400, International Federation of Professional and Technical Engineers

**Relief Sought:**

- 1) Petition dated October 23, 1995: Accretion of the titles of Community Liaison Officer, Chief Community Liaison Officer, Supervising Accountant, Supervising Planners.
- 2) Petition dated November 6, 1995: Accretion of the titles Assistant Business Management Officer, Office Manager, Principal system Analyst, Chief Business Management Officer, Chief of Highway Maintenance Field Operations.
- 3) Petition dated November 20, 1995: Accretion of the titles Assistant Chief of Highway and Bridge Construction Operations, Supervising Civil Engineer.
- 4) Petition dated November 22, 1995: Accretion of the titles Administrative Assistant, Clerk Secretary and Principal Systems Analyst.
- 5) Petition dated May 10, 1996: Accretion of the titles Chief Civil Engineers, Chief of State Highway Safety, Clerk Secretary.

**Date(s) of Informal Hearing(s), Parties Present and Documents Exchanged:**

1) March 27, 1998

Labor Board: Joan N. Brousseau.

Employer John B. Affleck, Esquire

Union: Mr. Frederic Marzilli, Esquire

Documents Submitted: 1) Employer's 4/27/98 written response to Investigator's reports  
2) Union's 4/24/98 written response to investigator's report, together with 16 employee questionnaires.

**Field Investigation: Names and Titles of Interviewees:**

**1) Petition dated October 23, 1995**

Mr. Paul Pysz, Human Resources Administrator and Attorney John Affleck  
Mr. Daniel DiBasio, Community Liaison Officer  
Ms. Fran Segerson, Community Liaison Officer  
Mr. John Woodhouse, Chief of the Office of Communications  
Ms. Cynthia Levesque, Chief Community Liaison Officer  
Mr. Robert Letourneau, Mr. Joseph Schall, and Ms. Majorie Keefe, Supervising Planners  
Mr. William Alves, Administrator of Mass-Transit Program  
Mr. Thomas Conboy, Supervising Planner  
Mr. Paul Annarummo, Managing Engineer (DOT)  
Mr. Frank Faraone, Local 400, IFPTE

**2) Petition Dated November 6, 1995**

Mr. Paul Pysz, Human Resources Administrator and Attorney John Affleck

**3) Petition dated November 20, 1995**

Mr. James Caroselli, Mr. Frank Lombardi, Mr. Leroy Perkins, Mr. John Pilkington, Mr. Michael Sicco, and Mr. James Williamson - Assistant Chief of Highway and Bridge Construction Operations (Construction)  
Mr. Donald Carter, Assistant Chief (Traffic Section)  
Mr. Paul Annarummo, Managing Engineer (DOT)  
Mr. Alphonse Prata, Assistant Chief of Final Acceptance  
Mr. Richard Sparks, Assistant Chief in RIDOT's Legal Office  
Mr. Joseph Bucci, Supervising Civil Engineer  
Mr. Frank Faraone, Local 400, IFPTE

**4) Petition dated November 22, 1995**

Ms. Lisa Principe, Billing Specialist  
Ms. Lisa DiStefano, Clerk Secretary  
Mr. Leo Cirello, Chief of Program Support (DOT)  
Ms. Lauren Scolardi, Clerk Secretary  
Mr. Joseph Murphy, Principal Auditor  
Ms. Katherine Meyer, Principal Systems Analyst  
Mr. Robert Shawver, Chief of Strategic Planning  
Mr. Paul Pysz, Human Resources Administrator and Attorney John Affleck  
Mr. Frank Faraone, Local 400, IFPTE

**5) Petition dated May 10, 1996**

Mr. Joseph Boardman, Chief Civil Engineer in Construction & Highway Maintenance  
Mr. Richard Snow, Chief Civil Engineer in Bridge Design  
Ms. Diane Badorek, Chief Civil Engineer in Transportation Planning  
Mr. Frank Corrao & Mr. Robert Smith, Chief Civil Engineers in Road Design  
Mr. Edward Walsh, Chief of State Highway Safety  
Ms. Patricia Halliday, Clerk Secretary  
Ms. Cynthia Levesque, Chief Community Liaison Officer  
Mr. Paul Pysz, Human Resources Administrator  
Mr. Frank Faraone, Local 400, IFPTE

## **RELEVANT HISTORY OF THE BARGAINING UNIT**

- 1) Local 400, IFPTE was certified as the bargaining agent for

"all eligible employees within the Office of Director (Administrative Section), Public Works Division, Highway Engineering Services, Highway Planning Services, Administrative Adjudication, including professional employees, but excluding top supervisory employees". (EE-3115: Certification date: February 1, 1977)

- 2) R.I.S.L.R.B. Case No EE-3388: The titles of Supervising Planners and Supervising Civil Engineers were denied accretion into the bargaining unit certified by EE-3115. EE-3388 resulted in a directed election for a supervisory unit, but the Petitioning Union in that case was unsuccessful.

## **DISCUSSION**

As a result of the above referenced investigations, a number of positions have previously been determined by the Board to be appropriate for inclusion within the bargaining unit certified in EE-3115. These positions are: Community Liaison Officer (DiBiasio); Administrative Assistant/Billing Specialist ( Principe ); Clerk Secretary (DiStefano, Scolardi, Halliday). Notification of the decision to include positions has been made by a separate document.

One position, Community Liaison Officer (Brock) was determined to already be in the unit and therefore the request as to that position is declared moot. Two other positions have been held in abeyance by the parties because the positions were assigned to the Capitol Center Project which was scheduled to close July , 1996 (Supervising Accountant- Mr. John Napolitano and Assistant Business Management Officer: Ms. Sandra Nadeau) Therefore, this Order of Dismissal shall only address the positions which the Board has determined are not eligible for inclusion within the rank and file bargaining unit certified in EE-3115.

In determining the true duties of any given position, this Board considers the incumbent employees descriptions as relayed to the Board's Investigator) of their actual duties much more instructive than written job descriptions. Furthermore, an employee's report on his or her actual ability to supervise, hire, fire, effectively discipline or adjust grievances is given great weight. After each field investigation, the Board's Agent met with both the Employer and Union representatives to discuss the information relayed by the employees. Each side was given the opportunity to express agreement or disagreement with the information as reported and the same was included within the

Investigator's report to this Board. On March 27, 1998, the Agent also conducted an informal hearing with the parties to provide copies of the Investigator's reports. Both the Employer and the Union were then given the opportunity to respond to the Investigators' reports in writing. In reaching the decision herein, the Board considered the bargaining history of this unit, the Investigator's reports and the Employer's and Union's written post-hearing responses.

### **RESULTS OF INVESTIGATIONS & FACTUAL FINDINGS**

Public policy prohibits the inclusion of supervisory employees within the same rank and file bargaining unit as the supervised employees. Therefore, this decision is limited to whether or not the positions in question are appropriate for inclusion into the existing bargaining unit certified by EE 3 5 and not whether these positions are appropriate for a unit made up of supervisory employees.

#### **1) Petition dated October 23, 1995:**

a) Fran Segerson:<sup>1</sup> Works in Public Affairs, and reports directly to the Chief of the Office of Communications, Mr. Woodhouse. In the absence of the Chief Community Liason Officer, she indicated that she does oversee the staff in the office. Ms. Segerson is treated by Mr. Woodhouse as his confidential assistant and she is briefed by him on everything he is involved in. Due to the confidential nature of Ms. Segerson's position relative to management, the Board finds that this position is ineligible for accretion and shall remain excluded from the rank and file bargaining unit.

#### **b) Chief Community Liason Officer: Cynthia Levesque.**

This position is a pay-grade 29 in the classified service. She does work a non-standard workweek, including evenings and is not compensated for "after hours" work. She supervises an Engineering Technician III and interns. She has participated in the interviewing of employees and feels that she can effectively recommend hiring, firing and disciplining of the employees (Community Liason Officers, Clerk Secretary and Engineering Technician III) in her office. She reports directly to the Chief of the Office of Communications. The Board finds that Ms. Levesque meets the definition of a supervisory employee and therefore is not eligible for inclusion within this rank and file bargaining unit.

#### **c) Supervising Planners:**

William Alves, Administrator of the Mass Transit Program reported that three Supervising Planners work for him. These Supervising Planners would be part of any interview team for hiring; they write probationary reports and can reprimand orally or in writing if necessary. They would also be involved with first level grievance hearings for employees working for them. There are four employees holding this title:

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<sup>1</sup> At the time of the informal hearing in this matter, Ms. Segerson held the title of Principal Information and Public Relations Specialist.

1) Robert Letourneau: Mass Transit Program

His duties include overseeing fixed route, RIPTA, Para-Transit Programs (Elderly and Handicapped) RIDE Share programs (State wide and Van pool programs) and the Park & Ride Facilities. Mr. Letourneau reports that he supervises two employees and that he can effectively recommend discipline for them. He was involved in the interviewing and hiring of Marjorie Keefe, a Principal Planner. The Board therefore finds that Mr. Letourneau meets the definition of a supervisory employee and is ineligible for inclusion within this rank and file bargaining unit.

2) Marjorie Keefe: Mass Transit Program

Her duties include supervising the water transport unit, the planning unit and the environmental impact studies and bikeways unit. She is involved in the planning phase of a marine facility in Newport, construction of an on/off ramp in Galilee the possible construction of a high speed vessel into Providence and the construction of a pier in Jamestown. She supervises three Local 400 employees and feels she could effectively recommend disciplinary action for those employees. The Board therefore finds that Ms. Keefe meets the definition of a supervisory employee and is ineligible for inclusion within this rank and file bargaining unit.

3) Mr. Joseph Schall:

Mr. Schall serves as the Program Manager for the METRO Providence Study which is set up to improve interstate and highway services for the Providence area. He supervises two employees. The Board therefore finds that Mr. Schall meets the definition of a supervisory employee and is ineligible for inclusion within this rank and file bargaining unit.

4) Mr. Thomas Conboy:

Mr. Conboy is currently on loan to the RI Economic Development Corp./Quonset Pt. For intermodal transportation and oversees special projects. Mr. Conboy has no employees working for him and therefore does not supervise anyone. Mr. Conboy is not privy to any confidential labor relations and the Board finds that despite Mr. Conboy's title of Supervising Planner, he does not possess the same type of supervisory functions as the other Supervising Planners. However, he reports directly to Mr. Paul Annarummo<sup>2</sup> and is a member of middle management. Due to the nature of the duties of the position, the Board must exclude the same from the rank and file bargaining unit.

II) Petition dated November 6, 1995:

- a) Office Manager
- b) Chief Business Management Officer
- c) Chief of Highway Maintenance Field Operations

As noted above, the certification for the unit defined in EE-3115 makes no mention of the Highway Maintenance Division or any employees in payroll account 1931. The positions of Office Manager, Chief Business Management Officer and the Chief of Highway Maintenance Field Operations are all included within the Highway Maintenance Division and are therefore ineligible for inclusion within the bargaining unit as currently defined by EE-3115. Should the Employer and the Union wish to amend the certification to allow for the inclusion of employees within the division of Highway Maintenance, the Board could then review the substantive duties to determine whether or not the positions could be rightfully included. However, as presented, these employees are and shall remain excluded from this specific rank and file bargaining unit as defined, as a matter of law.

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<sup>2</sup> Mr. Annarummo reports to the Director of the Department.

The original certification in EE-3115 did not include any positions within the Division of Highway Maintenance and has never included any employees in payroll account 1931.

d) Assistant Business Management Officer: Ms. Sandra Nadeau

Ms. Nadeau is currently located at the Capitol Center Project. The parties agreed that this position would be put on hold until such time as Ms. Nadeau is reassigned. Therefore, the Board makes no findings or determinations relative to this position at this time.

e) Principal System Analyst: This position was also included on the Union's petition for unit clarification dated November 22, 1995 and shall be addressed below.

III) Petition dated November 20, 1995:

a) Assistant Chief of Highway and Bridge Construction Operations

i) Construction Section of Public Works

There are six Assistant Chief positions within the Construction section of Public Works. The positions are designated as pay-grade 33 in the classified service and are held by Mr. James Caroselli, Mr. Frank Lombardi, Mr. Leroy Perkins, Mr. John Pilkington, Mr. Michael Sicco and Mr. James Williamson. These positions have previously been excluded by this Board from inclusion within the bargaining unit in the directed election of EE-3388. The union has alleged that there are now additional levels of management above these titles and they would now be appropriate for inclusion within the bargaining unit certified in EE-3115. Each can issue oral and written reprimands with the knowledge of his immediate supervisor. The number of persons supervised varies depending upon the number of projects under their control at any given time. None of them have been involved in interviewing, but some have been involved in grievance hearings. Therefore, since the employees in question and their immediate supervisors confirm that they can effectively recommend hiring, firing and disciplining of Local 400 members, they meet the definition of a supervisor and are not eligible for inclusion within a bargaining unit of rank and file members of Local 400.

ii) Assistant Chief: Traffic: Mr. Don Carter

This position is held by Mr. Don Carter who is in charge of highway signing, speed limits changes and engineering status for passing zones. He also works with the Maintenance Division on occasion for construction and installation of small signs. He oversees an Engineering Trainee and Draftsperson, both of whom are members of Local 400. Mr. Carter feels that he can issue oral or written reprimands. Mr. Carter reports to either Mr. Frank Corrao or Mr. Paul Annarumo. Mr. Annarumo confirms that Mr. Carter can effectively recommend disciplining and firing of the two Local 400 members that he oversees. This Board finds that Mr. Carter's job description and responsibilities meet the definition of a supervisor and therefore he is ineligible for inclusion within the bargaining unit of Local 400 rank and file members.

iii) Assistant Chief: Final Acceptance: Mr. Alphonse Prata:

Although Mr. Prata's classification is Assistant Chief, his position is comparable to the Chief of Final Acceptance which was part of the election in EE-3388 previously mentioned herein. This section monitors construction projects to see how the resident engineers are handling the project. The staff does actual inspections of projects, safety, environmental controls, materials and methods. They also review physical items for construction as outlined by the bids and the quantity and price of an item to make sure it agrees with the awarded bid. They check calculations and file written inspection reports. Mr. Prata supervises 20 employees, all of whom he can effectively recommend hiring, firing and disciplining. Mr. Prata has served as the employer's representatives at grievance

hearings conducted in the Human Resources Office in the Department of Transportation. Mr. Prata reports to Mr. Capaldi who in turn reports to the Director of the Department. Mr. Prata's position is clearly supervisory in nature and as such, he is ineligible for inclusion within the rank and file bargaining unit.

iv) Assistant Chief, Legal Services: Mr. Richard Sparks

Mr. Sparks is involved with settling and mediating construction and tort claims. He works directly with the Department's attorneys and the Attorney General's office. He reports directly to Attorney Veronica Ridolfi, Chief Legal Counsel for RIDOT, who in turn reports directly to the Director. Mr. Sparks supervises one Engineering Tech. III who is a member of Local 400. As with rest of the Assistant Chiefs, this position is more clearly suited to a unit of supervisory members. Therefore, the supervisory nature of Mr. Spark's position precludes him from eligibility for inclusion in this rank and file bargaining unit.

b) Supervising Engineer: Mr. Joseph Bucci

The title of Supervising Engineer was part of the directed election in EE-3388. (At that time, there were six filled Supervising Engineer positions) This title was also part of the 1990 unit clarification and was again excluded from the rank and file bargaining unit.

Mr. Bucci's position is a pay-grade 35. He is responsible for the highway information unit of traffic and safety management. Mr. Bucci has done interviewing for open positions and has prepared probationary reports. He has issued oral reprimands and notifies Mr. Annarumo of any discipline which will be taken. He attends grievance hearings as the employer's representative and has met with union stewards in an attempt to resolve problems before they reach the grievance level. He supervises 10 people within his unit, all of whom are members of Local 400. Mr. Annarumo, Mr. Bucci's immediate supervisor confirmed all of this information. Clearly, Mr. Bucci's position continues to be a supervisory one which is ineligible for inclusion within the existing rank and file bargaining unit in EE-3115. Therefore, the Board will continue to exclude this position.

IV) Petition dated November 22, 1995:

a) Principal Systems Analyst: Ms. Katherine Meyer

Ms. Meyer has been employed by DOT since 1992 when she began work as a consultant on the Capitol Center Project. Her current assignment is to the Office of Strategic Planning. Her assignments are given to her by the Director of the Department of Transportation. Her current project is a department wide computer system of financial management and program tracking. It will standardize and change the procedures followed by the Department. Ms. Meyer has trained four employees and monitors their work. She reports to Mr. Robery Shawyer, the Chief of Strategic Planning or occasionally directly to Director Bundy. The information provided by Ms. Meyer's work helps the Director to formulate financial and other policies for the Department. The Director discusses policy issues with her. She also attends project status meetings.

Mr. Shawyer reported that Ms. Meyer's office evaluates data and notifies the Director if people are not properly performing their duties. Her office advises the Director on what financial direction the Department of Transportation should take. Mr. Shawyer stated that Ms. Meyer does not merely supply data, but provides data with a point of view- processed data- that gives the Department direction.

The Board finds that Ms. Meyer's position as reported by the Agent is clearly a managerial position in that she assists in formulating and effectuating management policies. Such a position may not be included within a rank and file bargaining unit and the Board so finds.

**V) Petition dated May 10, 1996:** This Petition includes five positions with the title

"Chief Civil Engineer", but with varying subtitles. All five positions are a pay-grade

38 in the classified service.<sup>3</sup> The petition also includes the position of Chief of Highway Safety.

**a) Chief Civil Engineer: Construction & Highway Maintenance: Mr. Joseph Boardman**

Mr. Boardman works in the Division of Highway Maintenance and is paid through a Highway Maintenance Payroll Account (#1931) As noted previously herein, the original certification in EE-3115 did not include any positions within the Division of Highway Maintenance and has never included any employees in payroll account 1931.<sup>4</sup>

Mr. Boardman reported that he oversees a bridge inspector and bridge maintenance employees. When filling a vacancy, Mr. Boardman conducts an initial interview. If the position is in bridge inspection, a more in-depth interview will be done by the civil engineer in charge of the inspection unit, Mr. Boardman and the unit supervisor then confer and submit their recommendation to Mr. John Nickelson, the Managing Engineer in Highway Maintenance. Mr. Boardman completes the probationary reports for approximately 30 employees. He has also been involved with grievance hearings. He notifies Mr. Nickelson when disciplinary action is necessary. He attends Maintenance Division management meetings on a bi-weekly basis.

**b) Chief Civil Engineer: Bridge Design: Mr. Richard Snow**

Mr. Snow has held this position since 1989 and has five Principal Civil Engineers (team leaders) who report to him. Each team leader in turn supervises 2-3 employees; there is a total of 18 employees in the unit overall. Mr. Snow is involved with a team approach for interviewing for vacant positions. He has not been involved in grievance hearings or labor management matter.

**c) Chief Civil Engineer : Transportation Planning: Ms. Diane Badorek**

Ms. Badorek has held this position since 1988. She reports that she oversees an Accountant, an Engineering Technician IV a Secretary and 2 Senior Planners- all of whom are members of Local 400. She reports to Mr. Charles Alves who in turn reports directly to the Director. She can effectively recommend hiring, firing and discipline.

**d) Chief Civil Engineer: Road Design: Mr. Frank Corrao & Mr. Robert Smith**

The Chief Civil Engineers assign, oversee, review changes and implement policies of the Department. Mr. Smith has approximately 23 employees who report to him; all of whom are members of Local 400. Mr. Corrao supervises approximately 8 employees in Traffic Engineering. Both Mr. Smith and Mr. Corrao can effectively recommend hiring, firing, and disciplining of the employees that report to them. They approve leave requests and probationary reports. They meet weekly with the Director and other non-union middle management employees relative to ongoing projects and RIDOT's policies and procedures. The Chief Engineers do not perform the functions of their subordinates. All duties of this position are supervisory in nature. Therefore, the Board finds that these positions are supervisory and are therefore ineligible for inclusion within the rank and file bargaining unit.

**e) Chief of Highway Safety: Mr. Edward Walsh**

This position is a pay-grade 36 and was transferred from the Executive Department to RIDOT in 1979 by Executive Order of Governor Garrahy. At that time, all other in Highway Safety were accreted into EE-3115, but this particular position remained excluded. Mr. Walsh has occupied this position since before it was transferred in 1979. He reports directly to the Director of the RIDOT. His duties include administering funds,

<sup>3</sup> The highest pay-grade in the existing bargaining unit is grade 33.

<sup>4</sup> The Board does note that there are several Bridge Inspectors at Highway Maintenance who are members of Local 400, but they are paid on a federal highway rotary account (5415). These employees were previously part of Public Works Division, but were moved by management to Highway Maintenance. Therefore, their union affiliation moved with them. Mr. Boardman reported that the federal government requires someone with a Professional Engineer's license be in charge of Bridge Inspection and that is why they were moved from Public Works to Highway Maintenance.



monitoring and evaluating grants and staff of the office. He has five people working directly for him; two coordinators, a field monitor, an accountant and a senior clerk stenographer- all members of Local 400. He has done interviewing for vacant positions and completes probationary reports. He can effectively recommend hiring and disciplinary action. The Board finds that this position is both managerial and supervisory and is therefore ineligible for inclusion within the rank and file bargaining unit.

### **FINDINGS OF FACT**

- ) The Board's Agent conducted an appropriate field investigation and held an informal hearing which was attended by both parties.
- 2) The position of Community Liason Officer held by Fran Segerson is a confidential position
- 3) The position of Chief Community Liason Officer is a supervisory position.
- 4) The position of Supervising Planner held by Thomas Conboy is a middle management position
- 5) The position of Supervising Planner held by Schall, Keefe and Letourneau is a supervisory position.
- 6) The position of Assistant Chief is a supervisory position.
- 7) The position of Supervising Engineer is a supervisory position.
- 8) The position of Chief Civil Engineer Officer is a supervisory position
- 9) The position of Principal Systems Analyst is a managerial position.
- 10) The position of Chief of Highway Safety is a managerial and supervisory position.
- ) The positions of Office Manager, Chief Business Management Officer and the Chief of Highway Maintenance Field Operations are all included within the Highway Maintenance Division, account # 1931 and not within the Office of Director (Administrative Section), Public Works Division, Highway Engineering Services, or the Highway Planning Services, Administrative Adjudication.

### **CONCLUSIONS OF LAW**

The Petitioner has not established by a fair preponderance of the evidence set forth at the informal hearings or the field investigation that the positions of Community Liason Officer (Segerson), Chief Community Liason Officer (Levesque), Supervising Planners (Letourneau, Keefe, Schall and Conboy), Assistant Chief (Caroselli, Lombardi, Perkins, Pilkington, Sicco, Willimason, Carter, Prata, Sparks) Supervising Engineer (Bucci), Principal Systems Analyst (Meyer) Chief Civil Engineer (Boardman, Snow, Badorek, Corrao, Smith) or Chief of Highway Safety are eligible for inclusion within the existing bargaining unit.

- 2) The positions of Community Liason Officer (Segerson), Chief Community Liason Officer (Levesque), Supervising Planners (Letourneau, Keefe, Schall, Conboy), Assistant Chief (Caroselli, Lombardi, Perkins, Pilkington, Sicco, Willimason, Carter, Prata, Sparks) Supervising Engineer (Bucci), Principal Systems Analyst (Meyer) Chief Civil Engineer (Boardman, Snow, Badorek, Corrao, Smith) and Chief of Highway Safety (Walsh) are ineligible for inclusion within the existing bargaining unit due to their status as either supervisory, managerial or confidential positions, as outlined in the findings of fact.
- 3) The Petitioner has not established by a fair preponderance of the evidence that the Certification in EE-3115 includes positions within the Highway Maintenance Division (account # 1931) and therefore the positions of: positions of Office Manager, Chief Business Management Officer and the Chief of Highway Maintenance Field Operations are not eligible for accretion into the existing bargaining unit certified by EE-3115.

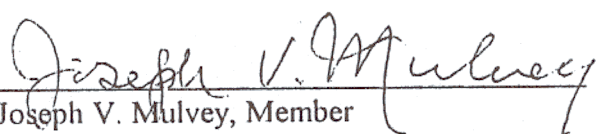
#### ORDER

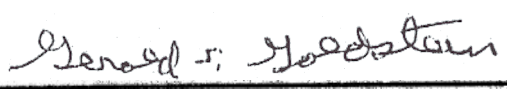
- 1) Pursuant to R.I.G.L. 28-7-9 (d), the petitions for the positions of Community Liason Officer(Segerson), Chief Community Liason Officer (Levesque), Supervising Planners (Letourneau, Keefe, Schall, Conboy ), Assistant Chief (Caroselli, Lombardi, Perkins, Pilkington, Sicco, Willimason, Carter, Prata, Sparks), Supervising Engineer (Bucci), Principal Systems Analyst (Meyer), Chief Civil Engineer (Boardman, Snow, Badorek, Corrao, Smith), Chief of Highway Safety (Walsh), Office Manager, Chief Business Management Officer, and the Chief of Highway Maintenance Field Operations, are hereby denied and dismissed.

RHODE ISLAND STATE LABOR RELATIONS BOARD

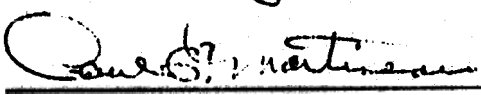
  
Gina A. Vigliotti, Chairperson

  
Frank J. Montanaro, Member

  
Joseph V. Mulvey, Member

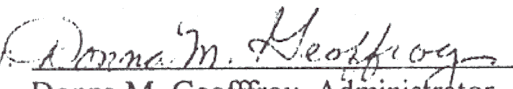
  
Gerald S. Goldstein, Member

  
Ellen L. Jordan, Member

  
Paul E. Martineau, Member

Entered as an Order of the  
Rhode Island State Labor Relations Board

Dated: June 25, 1998

By:   
Donna M. Geoffroy, Administrator