



STATE OF RHODE ISLAND

Rhode Island State Labor Relations Board

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

OPEN MINUTES
BOARD MEETING

TIME: 9:00 A.M.
DATE: Tuesday, December 16, 2025
PLACE: 1511 Pontiac Ave., Building #73, 3rd 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 (**by telephone**)

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

1. REVIEW OF OPEN MINUTES OF NOVEMBER 18, 2025 BOARD MEETING:
(Review and Determination)

All Board Members reviewed the Open Minutes of the November 18, 2025 Board Meeting. A Motion was made by Kenneth B. Chiavarini and seconded by Stan Israel to accept the Open Minutes as written, and it was

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

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

(a) EE- 3115 State of Rhode Island – Department of Transportation & Local 400, IFPTE
(Accretion of position of Chief Civil Engineer (2 positions))

A Motion was made by Kenneth B. Chiavarini and seconded by Stan Israel to accept the parties' signed Consent Agreement & Affidavit to accrete the two (2) positions of Chief Civil Engineer within the State of Rhode Island – Department of Transportation into the bargaining



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unit defined in Certification of Representatives EE- 3115. Under discussion, all of the paperwork is in order. All Board Members voted in favor of the Motion. Motion passed Unanimously.

(b) EE- 1704A Narragansett Bay Commission & RI Council 94, AFSCME, AFL-CIO, Local 2884 (Accretion of position of Customer Care Representative – Field Investigator)

A Motion was made by Stan Israel and seconded by Harry F. Winthrop to accept the parties' signed Consent Agreement & Affidavit to accrete the position of Customer Care Representative – Field Investigator within the Narragansett Bay Commission into the bargaining unit defined in Certification of Representatives EE- 1704A. Under discussion, all of the paperwork is in order. All Board Members voted in favor of the Motion. Motion passed Unanimously.

(c) EE- 3191 Woonsocket Housing Authority & RI Council 94, AFSCME, AFL-CIO (Accretion of position of Housing Inspector (2 positions))

A Motion was made by Aronda R. Kirby and seconded by Harry F. Winthrop to accept the parties' signed Consent Agreement & Affidavit to accrete the two (2) positions of Housing Inspector within the Woonsocket Housing Authority into the bargaining unit defined in Certification of Representatives EE- 3191. Under discussion, all of the paperwork is in order. All Board Members voted in favor of the Motion. Motion passed Unanimously.

3. DECISION & ORDERS: (Review and Determination/Signing):

This case was heard formally on June 6, 2024 by Walter J. Lanni, Stan Israel, Harry F. Winthrop and Aronda R. Kirby, on November 14, 2024 by Walter J. Lanni, Stan Israel, Harry F. Winthrop and Lawrence E. Purtill, on March 4, 2024 by Walter J. Lanni, Stan Israel, Lawrence E. Purtill and Aronda R. Kirby, on March 25, 2025 by Walter J. Lanni, Stan Israel, Lawrence E. Purtill, Aronda R. Kirby and Scott G. Duhamel, on March 27, 2025 by Walter J. Lanni, Stan Israel, Lawrence E. Purtill and Aronda R. Kirby, and on April 29, 2025 by Walter J. Lanni, Stan Israel, Lawrence E. Purtill, Aronda R. Kirby, Scott G. Duhamel and Kenneth B. Chiavarini, as well as all Board Members present reviewed the transcript(s), briefs and 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 Lawrence Purtill 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 voted in favor of the Motion. Motion passed.

CONCLUSIONS OF LAW:

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 (6) and (10) when it failed and refused to negotiate with Local 580 over the effects on the Local 580 bargaining unit of the implementation of the CST 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 (6) and/or (10) when it failed and refused to provide Local 580 with relevant information the Union had requested in order to be able to exercise its collective bargaining responsibilities as the exclusive bargaining representative of the bargaining unit.
3. The Union has not proven by a preponderance of the evidence that the Employer committed a violation of R.I.G.L. § 28-7-13 (3), (5), (6) or (10) when it met with members of Local 580 and warned them of possible legal action by Council 94 if they violated the terms of a “cease and desist” letter sent to the Employer by Council 94.
4. The Union has not proven by a preponderance of the evidence that the Employer committed a violation of R.I.G.L. § 28-7-13 (3), (5), (8) or (10) when it included the local Council 94 president on an all staff email in response to a letter sent by numerous Local 580 members concerning the implementation of the CST Agreement.
5. The Union has not proven by a preponderance of the evidence that the Employer committed a violation of R.I.G.L. § 28-7-13 (3), (5), (6) or (10) when it asked members of Local 580’s bargaining unit to report any problems they might encounter during the implementation of the CST Agreement.



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ORDER:

1. The Employer is hereby ordered to cease and desist from refusing to bargain with Local 580 over the effects on the Local 580 bargaining unit of the implementation of the CST Agreement.
2. The Employer is hereby ordered to cease and desist from refusing to provide relevant documents and information to Local 580 which Local 580 claims are relevant to its administration of the collective bargaining agreement.
3. 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.

A Motion was made by Harry F. Winthrop 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. Aronda R. Kirby 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 9:10 A.M.

A Motion was made by Stan Israel and seconded by Lawrence E. Purtill to re-open the Open session at 9:30 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.

The meeting resumed in open session at 9:30 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 November 18, 2025**

DETERMINATION: A Motion was made by Lawrence E. Purtill, and seconded by Kenneth B. Chiavarini, 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.

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- 6435 Community College of Rhode Island & Joseph Crowley (Individual)**

DETERMINATION: A Motion was made by Stan Israel and seconded by Kenneth B. Chiavarini to defer this matter to arbitration. After discussion, Walter J. Lanni, Scott G. Duhamel, Kenneth B. Chiavarini, Harry F. Winthrop, Stan Israel and Lawrence E. Purtill voted in favor of the Motion. Aronda R. Kirby opposed the Motion. Motion passed 6 – 1.

A Motion was made by Aronda R. Kirby, and seconded by Kenneth B. Chiavarini, to adjourn at 9:35 a.m. All Board Members voted in favor of the Motion. Motion passed.