

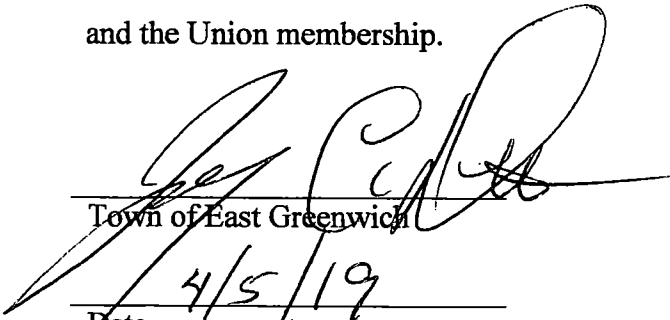
**TENTATIVE AGREEMENT BETWEEN THE TOWN OF EAST GREENWICH
AND THE EAST GREENWICH FIREFIGHTERS ASSOCIATION, LOCAL 3328,
IAFF, AFL-CIO FOR A NEW COLLECTIVE BARGAINING AGREEMENT
DATED JULY 1, 2019 TO JUNE 30, 2022**

The Town of East Greenwich, Rhode Island ("Town) and the East Greenwich Firefighters Association, Local 3328, IAFF, AFL-CIO ("Union") have reached the following tentative agreement on the terms of a successor collective bargaining agreement for the period of July 1, 2019 to June 30, 2022 ("FY2020-FY2022 CBA"), which they will present to the Town Council and the Union membership for ratification. The Town and the Union intend to continue the terms of the July 1, 2016 to June 30, 2019 Personnel Policies and Contractual Agreement in the FY2020- FY2022 CBA, except as otherwise modified in the attached documents.

In addition, upon ratification of the FY2020 – FY2022 CBA by both parties, the parties agree as follows:

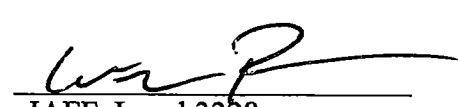
In exchange for an Endotracheal Intubation ("ET") Certification Incentive of \$500.00, payable to each qualifying employee, the Town may implement Section 63-5 of the FY2020-FY2022 CBA on May 1, 2019. Said ET Certification Incentives shall be paid on or before May 1, 2019.

This agreement shall be contingent upon final ratification by the Town Council and the Union membership.


Town of East Greenwich

Date

4/5/19


IAFF, Local 3328

Date

4/5/19