



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS
DEPARTMENT OF ADMINISTRATION

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To: Eligible Union and Non-Union Classified/Unclassified Employees
From: Michael DiBiase, Director, Department of Administration
Date: August 6, 2018
Subject: Retroactive Wage Increases

Dear colleague,

Earlier this year, the Department of Administration worked with unions representing state employees to negotiate new agreements that help move our state forward. These agreements include a Cost of Living Adjustment (COLA) for the first time since 2015, the introduction of new, modernized health plans, and across-the-board wage increases. Based on past practice, we have also extended the wage and benefit terms of the collective bargaining agreements to non-union classified and unclassified employees, with certain exceptions. The following is a summary of the agreement:

Wage Increases

- December 24, 2017: 2% (retroactive)
- December 23, 2018: 2.5%
- June 23, 2019: 2%
- December 22, 2019: 1%

For most applicable union and nonunion employees, the first salary increase was included in the June 29, 2018 paycheck. **These employees will see retroactive wage increases dating back to December 24, 2017 in their next paycheck on August 10, 2018.** For eligible employees whose unions ratified their contract at a later date, DOA will make every effort to process both your salary increase and your retroactive pay as quickly as possible. For those remaining employees whose unions have not yet ratified their contract, DOA will process your salary increase and retroactive pay promptly after ratification.

If you have questions about wages, please contact the Human Resources main line at 222-2160. For benefits questions, please contact the Office of Employee Benefits at 222-3160.

Thank you.